23. MINISTRY OF AGRO INDUSTRY AND FOOD SECURITY

23.1 The vision of the Ministry of Agro Industry and Food Security is to be a driver, catalyst and facilitator for operators in agriculture and agro business, and to spearhead the development of small and medium sized commercial and professional agro business sector.

23.2 Its mission is geared towards further development of agriculture and the promotion of agro industry focussing on safety, supply, quality, innovation and new technology throughout service providing institutions and with stakeholders of the region.

23.3 The Ministry of Agro Industry and Food Security is responsible for, *inter alia*, the formulation of policy and strategy for Agro Industry and Food Security; competitiveness of the sugar cane sector; development of non-sugar (crop) sector; livestock production and development; forestry resources; and native terrestrial biodiversity and conservation.

23.4 The objectives of the Ministry are to promote agro-industrial development, forestry and biodiversity; formulate policies and interventions required for a sustainable and diversified agriculture and for national food security; monitor parastatal bodies in the agro-industrial sector; and provide support to Small and Medium Enterprises (SME) in agro-industry.

23.5 A number of parastatal bodies, operates under the *aegis* of the Ministry of Agro Industry and Food Security. The Bureau reports on the organisation and salary structures of the following: the Food and Agricultural Research Council, the Agricultural Research and Extension Unit, the Sir Seewoosagur Ramgoolam Botanical Garden Trust, the Vallée d’Osterlog Endemic Garden, the Agricultural Marketing Board, the Mauritius Meat Authority, Irrigation Authority, Small Farmers Welfare Fund, Tea Board, Tobacco Board and the newly created Mauritius Cane Industry Authority which encompasses the cess funded sugar-sector organisations.

23.6 The Ministry of Agro Industry and Food Security is headed by a Permanent Secretary who is assisted by officers in the administrative, professional, and technical cadres. The general services staff provide support services.

AGRO INDUSTRY DIVISION

Agricultural Services

23.7 The Chief Agricultural Officer (CAO), who is the technical head of the Agricultural Services is supported by a Deputy Chief Agricultural Officer and is assisted by a team of professionals and officers in the technical grades. Employees in the workmen’s group provide support services in all the Divisions of the Agricultural Services. Presently, the Ministry is in the process
of re-engineering the Agricultural Services in light of a report submitted by the Food and Agricultural Organisation (FAO). Pending the reorganisation, we are maintaining the existing structure.

Technical Cadre

23.8 In the context of professionalising the Technical cadre, the grade of Technical Officer has been made to be evanescent in the course of time. Consequently the scheme of service of the grade of Scientific Officer has been amended so that appointment to the grade is made by selection from among Technical Officers and Senior Technical Officers possessing a Degree in the relevant field. Provision was, however, made for those Technical Officers who could not be appointed Scientific Officer to move in the scale of the Senior Technical Officer. We are maintaining this provision.

Recommendation 1

23.9 We recommend that the grade of Technical Officer be gradually phased out.

23.10 We again recommend that Technical Officers, who have drawn their top salary for a year, should continue to proceed incrementally in the scale of Senior Technical Officer provided they have been consistently efficient and effective in their performance as evidenced by their Performance Appraisal Report during the preceding two years and have not been adversely reported upon on ground of conduct.

23.11 We also recommend that the grades of Senior Technical Officer, Agricultural Superintendent and Senior Agricultural Superintendent be maintained for officers currently in post in the cadre and should in the course of time be gradually phased out.

Field Assistant/Senior Field Assistant

23.12 Field Assistants (Personal), who have drawn their top salary for a year, are presently allowed to proceed incrementally in the scale of the grade of Senior Field Assistant (Personal), provided they have been efficient and effective and have not been adversely reported upon. We are maintaining the present provision.

Recommendation 2

23.13 We recommend that officers in the grade of Field Assistant (Personal) who have drawn their top salary for a year should continue to be allowed to proceed incrementally in the scale of the grade of Senior Field Assistant (Personal), provided they have been consistently efficient and effective in their performance as evidenced by their Performance Appraisal Report during the preceding two years and have not been adversely reported upon on ground of conduct.
Redeployment of Staff

Recommendation 3

23.14 We recommend that in respect of EX-TDA, Teafac and Tea Board employees who have been re-deployed in the Civil Service by virtue of a decision of government, the aggregate number of years of service should be taken into consideration for implementing the recommendations at paragraphs 21.8 (i) to (iv) of Volume 1 of this Report irrespective of their grades and duties they have been performing.

The above recommendation is not applicable to officers, if any, qualifying for additional increments by virtue of provisions made at paragraphs 10.46 of Volume 1 of this Report.

Allowances

23.15 To-day, (i) Technical Officers and Senior Technical Officers at the Plant Pathology Section of the National Plant Protection Office who are required to cover arrival and departure of ships and planes and for work connected with White Grub Protocol, and (ii) Technical Assistants and Senior Technical Assistants residing on stations and shouldering higher responsibilities outside normal working hours and working on roster are paid appropriate allowances. We are revising the quantum of these allowances.

Recommendation 4

23.16 The allowances presently paid are being revised as specified below:

| (a) | Technical Officers and Senior Technical Officers posted at the Plant Pathology Section of the National Plant Protection Office | Rs 1115 monthly |
| (b) | Technical Assistants and Senior Technical Assistants residing on stations for shouldering higher responsibilities outside normal working hours | Rs 215 monthly |
| (c) | Officers working on a roster basis at outstations as follows: Technical Assistant Senior Technical Assistant | Rs 280 monthly Rs 445 monthly |
Training in Engineering

23.17 Engineering graduates are required to undergo a pre-registration practical training in order to be able to be registered in accordance with legislation in force and to be able to practice. Training schemes exist to allow these professionals to obtain such training.

23.18 Today, trainees in Engineering are paid a fee of Rs 18400 monthly during their training period. We are revising the quantum of the fee.

Recommendation 5

23.19 We recommend that the fee payable to Trainees in Engineering be revised to Rs 21000 monthly.

Veterinary Services

23.20 The Veterinary Services is responsible for performing activities pertaining to the provision of free veterinary health care, treatment of sick livestock of economic importance, artificial insemination of cows belonging to small cow-breeders at very minimal cost, production and supply of poultry vaccines at very cheap cost. Additionally, the Veterinary Services have been implementing their role of Veterinary Public Health through strict observance of quarantine rules for imported animals, either for slaughter or breeding, or for leisure purposes, and through regular inspection of meat at the Central Abattoir to ensure fitness for human consumption.

Veterinary Officer

23.21 On account of the continued scarcity in the field as revealed by our Survey, we are maintaining the mechanism for some flexibility in the remuneration system for this category of scarce professionals.

Recommendation 6

23.22 We again recommend that Management should, as has been the case after each major review, re-advertise vacancies in the grade of Veterinary Officer on the basis of the new remuneration package inclusive of fringe benefits.

23.23 We recommend that the Ministry of Civil Service and Administrative Reforms may, subject to the approval of the High Powered Committee, continue to approve the higher salary point for new entrants in the grade of Veterinary Officer based on the qualification and experience of recruits, and such adjustments in salary as may be required for officers in post.

23.24 We also recommend that Veterinary Officers having reached the top of their scale should continue to be allowed to move in the salary scale of the grade of Senior Veterinary Officer.
Special Professional Retention Allowance

23.25 The Special Professional Retention Allowance (SPRA) was introduced in the last overall review in order to motivate and retain certain professionals in scarcity areas based on the Survey on Recruitment and Retention Problems in the Public Sector conducted in 2007. In the context of this Report, a similar survey has been carried out in order to gauge the effectiveness of the SPRA. The results have revealed that there has been no outward movement of these professionals at the Ministry meaning that the SPRA has served its purpose of retaining professionals of high calibre.

23.26 So as to minimise the overall employee turnover and in view of the major developmental projects underway in this sector, we are, maintaining the SPRA up to the next overall Review on Pay and Grading Structures and Conditions of Service in the Public Sector for retaining professionals at these levels of operations.

Recommendation 7

23.27 We recommend, with effect from 01 January 2013 and up to the next overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector, the payment of a monthly Special Professional Retention Allowance to officers of the Ministry in the Veterinary Officer cadre as specified in the table below:

<table>
<thead>
<tr>
<th>Grades</th>
<th>SPRA (% of Monthly Salary)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Veterinary Officer reckoning at least 10 years’ service in the grade</td>
<td>7</td>
</tr>
<tr>
<td>Senior Veterinary Officer and Divisional Veterinary Officer</td>
<td>7</td>
</tr>
</tbody>
</table>

23.28 We further recommend that those officers:

(i) who leave the service prior to the age at which they may retire without the approval of the appropriate Service Commission (Table II at Chapter 15 of Volume 1) should refund the totality of the Special Professional Retention Allowance paid to them; and

(ii) who retire from the service on reaching the age at which they may retire without the approval of the appropriate Service Commission or thereafter should refund only that part of the Special Professional Retention Allowance which they would have earned under this scheme after reaching the age at which they
may retire without the approval of the appropriate Service Commission.

However, provision made at paragraph 23.28 (i) and (ii), should not apply to officers retiring as per their new compulsory retirement age and on medical ground.

Meat Inspection

23.29 At present a daily commuted allowance of Rs 725 is payable to the Veterinary Officer who is required to carry out meat inspection at the Mauritius Meat Authority at odd hours during weekdays and Saturdays. We are maintaining the payment of the allowance and revising the quantum.

Recommendation 8

23.30 We recommend that the daily commuted allowance payable to the Veterinary Officer who is required to carry out meat inspection at the Mauritius Meat Authority at odd hours during weekdays and Saturdays be revised to Rs 800.

Night Service Allowance

23.31 Veterinary Officers provide a 24-hour service to the breeding community after working hours against the payment of On-Call and In-Attendance Allowances. We are revising the quantum of these allowances as specified below.

Recommendation 9

23.32 We recommend that the following allowances be paid to Veterinary Officers who are required to be on-call after working hours in relation with the 24-hour service provided to the breeding community:

<table>
<thead>
<tr>
<th>Weekdays</th>
<th>Saturdays</th>
<th>Sundays and Public Holidays</th>
</tr>
</thead>
<tbody>
<tr>
<td>1530 hours to 0900 hours the next day</td>
<td>Noon to 1800 hours 1800 hours to 0900 hours the following day</td>
<td>0900 hours to 1700 hours 1700 hours to 0900 hours the following day</td>
</tr>
<tr>
<td>Rs 375</td>
<td>Rs 175</td>
<td>Rs 240</td>
</tr>
<tr>
<td></td>
<td>Rs 295</td>
<td>Rs 30</td>
</tr>
</tbody>
</table>

23.33 We further recommend that Veterinary Officers be paid an allowance of Rs 180 per hour when attending work while on call, subject to the following maxima:
### Weekdays

<table>
<thead>
<tr>
<th>Weekend</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Weekdays</td>
<td>Rs 930</td>
</tr>
<tr>
<td>Saturdays</td>
<td>Rs 1115</td>
</tr>
<tr>
<td>Sundays and Public Holidays</td>
<td>Rs 1485</td>
</tr>
</tbody>
</table>

### Clerk Assistant

23.34 The grade of Clerk Assistant exists on the establishment of the Prime Minister’s Office (Civil Status Division); Ministry of Agro Industry and Food Security; Ministry of Social Security, National Solidarity and Reform Institutions; Ministry of Fisheries, and Ministry of Business, Enterprise and Cooperatives. Incumbents in this grade normally perform sub-clerical duties wherever they are posted. However, they are often called upon to perform higher duties. Following representations made by incumbents from this grade, the MCSAR, in February 2011, approved the payment, to all Clerk Assistants posted to various Ministries/Departments, of an *ad hoc* allowance, equivalent to the responsibility allowance they would have drawn had they been assigned higher duties of Clerical Officer/Higher Clerical Officer, with effect from 4 January 2011 until the publication of the next PRB Report subject to (i) funds being available; and (ii) the Permanent Secretary is satisfied that the Clerk Assistants are operating at the level of Clerical Officer/Higher Clerical Officer.

23.35 During consultations with stakeholders for this Report, Management has submitted that in the given circumstances, the Clerk Assistants are performing at a higher level and the experience acquired over the years is being gainfully used. Additionally, the staff side has requested for a change in appellation to reflect the nature of duties they perform. The Bureau has examined the submissions and is making an appropriate recommendation.

### Recommendation 10

23.36 We recommend that:

(i) the grade of Clerk Assistant be restyled Office Clerk;

(ii) the MCSAR, in collaboration with the relevant institution, mount an appropriate award course for Office Clerk *formerly Clerk Assistant*;

(iii) on successful completion of the award course, incumbents be allowed to move incrementally in the master salary scale up to salary point Rs 23250 wherever they have been posted; and

(iv) Management should ensure that the officers are entrusted responsibilities commensurate to the position.
FORESTRY SERVICES

23.37 The Forestry Services is one of the major government institutions responsible for the management of State Forest Lands, operating under the aegis of the Ministry of Agro Industry and Food Security. It provides an effective surveillance system of forest areas and forest resources; and also safe access to nature parks. Its priority objectives are the conservation and protection of watersheds and other environmentally sensitive areas; and making economic use of forestry resources for leisure and to generate revenue.

23.38 The New National Forest Policy of 2006 outlines guided principles concerning the creation of public awareness of the productive and protective functions of the forests, the important role of the forest sector plays in national development, and ensures the conservation and sustainable management of forests and forest ecosystem of the country for the benefit of the present and future generations. To increase forest and tree cover and also to enhance the environment and the carbon sink capacity of the forests, the department has come up with certain strategic plans namely: afforestation, reforestation, planting of native trees to protect the watersheds around reservoirs and main river systems, and to reduce soil erosion; national tree planting campaign; maintenance and improvement of recreational and leisure sites on State Forest Lands; and conserving the natural heritage of the country by preserving the natural forests with their unique fauna and flora which represents the remarkable biological diversity and genetic resources of the country.

23.39 The Forestry Services is headed by a Conservator of Forests, who is supported by a Deputy Conservator of Forests and two Assistant Conservators of Forests in his technical and administrative functions. The enforcement duties are carried out by officers in the grades of Divisional Forest Assistant, Forest Ranger, Deputy Forest Ranger, Forester and Forest Guard.

23.40 The organisation structure is appropriate to enable the department to fulfil its mandate effectively. We are, in this Report, restyling the appellation of the grades of Assistant Conservator of Forests, Divisional Forest Assistant, Forester and Forest Guard, to reflect their status and true nature of work performed; and revising the different allowances payable to eligible officers of the department.

Scientific Officer (Forests) formerly Assistant Conservator of Forests

23.41 Management has submitted that with the new mandate of sustainable development, the Forestry Services is playing a more active role at the national level and the work complexity of the Assistant Conservator of Forests has increased. The Assistant Conservator of Forests deals with the exploitation of forest produce, silviculture, conservation of biodiversity (both
mainland and offshore islets), plant propagation in nurseries, surveying of plants, among others.

23.42 In light of the foregoing, we are restyling the grade of Assistant Conservator of Forests to a more appropriate appellation to reflect the true nature of work performed as well as to be in line with what is obtainable for similar positions.

Recommendation 11

23.43 We recommend that the grade of Assistant Conservator of Forests be restyled Scientific Officer (Forests).

23.44 We further recommend that the scheme of service of the grade of Deputy Conservator of Forests be amended accordingly.

Divisional Forest Officer formerly Divisional Forest Assistant

23.45 Representations have been made from both staff side and Management that the grade of Divisional Forest Assistant be restyled to a more appropriate appellation, as the Divisional Forest Assistant is the highest grade in its hierarchy, i.e., the enforcement cadre of the Forestry Services. It has been reported that the latter does not assist any other officer but reports to the Conservator of Forests through the Assistant Conservator of Forests and the Deputy Conservator of Forests. We are, therefore, recommending accordingly.

Recommendation 12

23.46 We recommend that the grade of Divisional Forest Assistant be restyled Divisional Forest Officer.

23.47 We also recommend that the grade of Forest Guard be restyled Forest Conservation and Enforcement Officer, and that of Forester to Senior Forest Conservation and Enforcement Officer.

Allowances

23.48 At present, an all-inclusive daily allowance, in lieu of overtime, is payable to officers of the Forestry Services for participating in expeditions to islets. We are maintaining the allowances and reviewing the quantum.

Recommendation 13

23.49 We recommend that the daily all-inclusive allowance, in lieu of overtime, payable to officers of the Forestry Services for participating in expeditions to islets be revised as follows:
<table>
<thead>
<tr>
<th>Grade</th>
<th>Daily All-Inclusive Allowance (Including Meal Allowance) Amount (Rs)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Forest Conservation and Enforcement Officer <em>formerly Forest Guard</em></td>
<td>1190</td>
</tr>
<tr>
<td>Senior Forest Conservation and Enforcement Officer <em>formerly Forester</em></td>
<td>1320</td>
</tr>
<tr>
<td>Deputy Forest Ranger</td>
<td>1715</td>
</tr>
<tr>
<td>Forest Ranger</td>
<td>1980</td>
</tr>
<tr>
<td>Divisional Forest Officer <em>formerly Divisional Forest Assistant</em></td>
<td>2640</td>
</tr>
<tr>
<td>Scientific Officer (Forests) <em>formerly Assistant Conservator of Forests</em></td>
<td>2640</td>
</tr>
<tr>
<td>Deputy Conservator of Forests</td>
<td>3300</td>
</tr>
<tr>
<td>Conservator of Forests</td>
<td>3300</td>
</tr>
</tbody>
</table>

23.50 Presently, eligible officers of the Forests Department not occupying government quarters are paid Rent Allowances. We are maintaining the allowances and revising the quantum.

Recommendation 14

23.51 We recommend that eligible officers of the Forests Department not occupying government quarters be paid the following Rent Allowances:

<table>
<thead>
<tr>
<th>Grades</th>
<th>Amount (Rs)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Forest Conservation and Enforcement Officer <em>formerly Forest Guard</em></td>
<td>645</td>
</tr>
<tr>
<td>Senior Forest Conservation and Enforcement Officer <em>formerly Forester</em></td>
<td>695</td>
</tr>
<tr>
<td>Deputy Forest Ranger</td>
<td>895</td>
</tr>
<tr>
<td>Forest Ranger</td>
<td>985</td>
</tr>
<tr>
<td>Divisional Forest Officer <em>formerly Divisional Forest Assistant</em></td>
<td>1095</td>
</tr>
</tbody>
</table>
Walking Allowance

23.52 Presently, officers in the grades of Forest Guard and Forester are paid a walking allowance of Rs150 monthly. Both Management and Union of the Forestry Branch have made representations that in the regular performance of their duties, officers in the grades of Divisional Forest Officer formerly Divisional Forest Assistant, Forest Rangers and Deputy Forest Rangers are also required to carry out extensive field duties in Nature Reserves, Mountain Reserves, River Reserves, forest plantations and other areas in forest and islets which cannot be acceded to, except on foot. We are, therefore, extending the payment of the walking allowance to these grades and revising the quantum.

Recommendation 15

23.53 We recommend that Walking Allowance be paid to Forest Conservation and Enforcement Officer formerly Forest Guard and Senior Forest Conservation and Enforcement Officer formerly Forester be revised to Rs 165 monthly.

23.54 We further recommend that the payment of the Walking Allowance be extended to officers in the grades of Divisional Forest Officer formerly Divisional Forest Assistant, Forest Rangers and Deputy Forest Rangers.

Staggered Hours

23.55 Forest Conservation and Enforcement Officers formerly Forest Guards of the Forestry Services work at staggered hours. This element has been taken into account in arriving at the recommended salary of the grade.

NATIONAL PARKS AND CONSERVATION SERVICE (NPCS)

23.56 The National Parks and Conservation Service has been set up in 1994 under Section 8 of the Wild Life and National Parks Act 1993 and operates under the aegis of the Ministry of Agro Industry and Food Security.

23.57 The NPCS provides protection and conservation of rare and endangered species of flora and fauna; and also information on biodiversity and access to sites of Native Terrestrial Biodiversity to the public. Its priority objectives are to establish and maintain protected areas from depredation and invasion by alien species; manage key components of biodiversity especially restoration and conservation; and increase public awareness on the importance of biodiversity.

23.58 The Department has established managed forest reserves and provided infrastructure to allow conservation works in the forest. The National Parks provides ideal terrain for conservation research as they harbour most of the country’s highly threatened biodiversity and provide a variety of experimental settings for study. Other areas outside the National Park, such as Ile aux
Aigrettes and Mondrain Nature Reserve have also received long term effort and commitment from local and overseas personnel. Conservation of our wildlife is warranted because of its national and international value.

23.59 The NPCS is headed by a Director who is responsible to manage the Institution as well as advise the Ministry of Agro Industry and Food Security on all matters related to the conservation of native terrestrial biodiversity. He is supported by a Deputy Director and assisted by officers in the professional and technical grades. Enforcement duties are carried out by officers in the grade of Forest Guard, Forester, Assistant Park Ranger, Park Ranger and Senior Park Ranger.

23.60 We are, in this Report, restyling the professional and technical grades to reflect the true nature of work performed, and revising the different allowances payable to eligible officers of the Department.

Restyling of grades in the Professional and Technical Cadre

23.61 The mandate of the NPCS is to conserve terrestrial biodiversity in the whole Republic of Mauritius including its dependencies. Both Management and staff associations have submitted that the present appellations of the professional and technical grades are not in consonance with the nature of duties performed. The Bureau has examined the respective schemes of service and the job description questionnaires and it is considered that the professional and technical grades need to be restyled to more appropriate job appellations. We are recommending accordingly.

Recommendation 16

23.62 We recommend that the grades of Senior Research and Development Officer (Wildlife), Research and Development Officer (Wildlife) and Technical Officer/Senior Technical Officer (Wildlife), Forester and Forest Guard be restyled Senior Scientific Officer (Conservation), Scientific Officer (Conservation), Technical Officer/Senior Technical Officer (Conservation), Senior Forest Conservation and Enforcement Officer, and Forest Conservation and Enforcement Officer respectively.

Allowances

23.63 Presently, an all-inclusive daily allowance, in lieu of overtime, is payable to officers of the National Parks and Conservation Service for participating in expeditions to islets. We are maintaining the payment of the allowance and revising the quantum.

Recommendation 17

23.64 We recommend that the daily all-inclusive allowance, in lieu of overtime, payable to officers of the National Parks and Conservation Service for participating in expeditions to islets be revised as follows:
<table>
<thead>
<tr>
<th>Grade</th>
<th>Daily All-Inclusive Allowance (Including Meal Allowance) Amount (Rs)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director (NPCS)</td>
<td>3300</td>
</tr>
<tr>
<td>Deputy Director (NPCS)</td>
<td>3300</td>
</tr>
<tr>
<td>Senior Scientific Officer (Conservation) formerly Senior Research and Development Officer (Wildlife)</td>
<td>3300</td>
</tr>
<tr>
<td>Scientific Officer (Conservation) formerly Research and Development Officer (Wildlife)</td>
<td>2640</td>
</tr>
<tr>
<td>Technical Officer/Senior Technical Officer (Conservation) formerly Technical Officer/Senior Technical Officer (Wildlife)</td>
<td>2110</td>
</tr>
<tr>
<td>Technical Officer</td>
<td>1980</td>
</tr>
<tr>
<td>Senior Park Ranger</td>
<td>1980</td>
</tr>
<tr>
<td>Park Ranger</td>
<td>1715</td>
</tr>
<tr>
<td>Assistant Park Ranger</td>
<td>1320</td>
</tr>
<tr>
<td>Senior Forest Conservation and Enforcement Officer formerly Forester</td>
<td>1320</td>
</tr>
<tr>
<td>Forest Conservation and Enforcement Officer formerly Forest Guard</td>
<td>1190</td>
</tr>
<tr>
<td>Gardener/Nurseryman</td>
<td>925</td>
</tr>
<tr>
<td>Mason</td>
<td>925</td>
</tr>
<tr>
<td>Tradesman’s Assistant</td>
<td>790</td>
</tr>
<tr>
<td>General Worker</td>
<td>725</td>
</tr>
</tbody>
</table>

**Walking Allowance**

23.65 Officers in the Park Ranger cadre are required to carry out field duties in many areas in the parks which cannot be acceded to, except on foot and are paid a walking allowance of Rs 150 monthly. We are revising the quantum of the allowance.
Recommendation 18

23.66 We recommend the payment of a Walking Allowance of Rs 165 monthly to Assistant Park Rangers, Park Rangers and Senior Park Rangers of the National Parks and Conservation Service.

Rent Allowance

23.67 Provision exists for the payment of rent allowances to officers in the Park Ranger cadre. We are maintaining the allowance and revising the quantum.

Recommendation 19

23.68 We recommend that officers of the Park Ranger cadre currently in post and not occupying government quarters be exceptionally paid rent allowance on a personal basis as specified below:

<table>
<thead>
<tr>
<th>Grade</th>
<th>Amount (Rs)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Park Ranger</td>
<td>695</td>
</tr>
<tr>
<td>Park Ranger</td>
<td>895</td>
</tr>
<tr>
<td>Senior Park Ranger</td>
<td>985</td>
</tr>
</tbody>
</table>

MINISTRY OF AGRO INDUSTRY AND FOOD SECURITY
(AGRO INDUSTRY DIVISION)

SALARY SCHEDULE

<table>
<thead>
<tr>
<th>Salary Code</th>
<th>Salary Scale and Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>02 00 96</td>
<td><strong>Rs 144000</strong></td>
</tr>
<tr>
<td></td>
<td>Senior Chief Executive</td>
</tr>
<tr>
<td>02 00 94</td>
<td><strong>Rs 114000</strong></td>
</tr>
<tr>
<td></td>
<td>Permanent Secretary</td>
</tr>
<tr>
<td>02 66 78</td>
<td><strong>Rs 47100 x 1500 – 57600 x 1800 – 66600</strong></td>
</tr>
<tr>
<td></td>
<td>Chief Agricultural Planning Officer</td>
</tr>
<tr>
<td>02 58 71</td>
<td><strong>Rs 35400 x 1200 – 36600 x 1500 – 54600</strong></td>
</tr>
<tr>
<td></td>
<td>Senior Agricultural Planning Officer</td>
</tr>
<tr>
<td>Salary Code</td>
<td>Salary Scale and Grade</td>
</tr>
<tr>
<td>-------------</td>
<td>------------------------</td>
</tr>
</tbody>
</table>
| 02 43 67    | Rs 22500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600  
              Agricultural Planning Officer |
| 01 58 71    | Rs 35400 x 1200 – 36600 x 1500 – 54600  
              Senior Agricultural Analyst |
| 08 47 60    | Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 38100  
              Agricultural Executive Assistant (Personal)  
              formerly in GSE10 |
| 08 45 58    | Rs 24000 x 750 – 28500 x 900 – 33000 x 1200 – 35400  
              Agricultural Executive Assistant (Personal)  
              formerly in GSE 14 |
| 08 35 55    | Rs 17400 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100  
              Agricultural Executive Assistant (Personal)  
              formerly in GSE 5 |
| 08 27 49    | Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000  
              Agricultural Clerk (Personal)  
              formerly in GSC 10  
              Agricultural Executive Assistant (Personal)  
              formerly in GSE 2 |
| 08 15 45    | Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300  
              x 600 – 19500 x 750 – 24000  
              Agricultural Clerk (Personal)  
              formerly in GSC 9 |
| 08 15 41    | Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300  
              x 600 – 19500 x 750 – 21000  
              Agricultural Clerk Assistant (Personal)  
              formerly in GSC 6 |
| 08 11 41    | Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300  
              x 600 – 19500 x 750 – 21000  
              Agricultural Clerk Assistant (Personal)  
              formerly in GSC 4 |
<table>
<thead>
<tr>
<th>Salary Code</th>
<th>Salary Scale and Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>24 11 36</td>
<td><strong>Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850</strong>&lt;br&gt;Driver (Ordinary vehicles up to 5 tons)</td>
</tr>
<tr>
<td>19 00 90</td>
<td><strong>Rs 102000</strong>&lt;br&gt;Chief Agricultural Officer</td>
</tr>
<tr>
<td>19 00 86</td>
<td><strong>Rs 87000</strong>&lt;br&gt;Deputy Chief Agricultural Officer</td>
</tr>
<tr>
<td>19 74 82</td>
<td><strong>Rs 59400 x 1800 – 68400 x 2400 – 75600</strong>&lt;br&gt;Principal Agricultural Officer&lt;br&gt;Principal Agricultural Officer (Veterinary Services)</td>
</tr>
<tr>
<td>19 64 75</td>
<td><strong>Rs 44100 x 1500 – 57600 x 1800 – 61200</strong>&lt;br&gt;Divisional Veterinary Officer</td>
</tr>
<tr>
<td>19 58 71</td>
<td><strong>Rs 35400 x 1200 – 36600 x 1500 – 54600</strong>&lt;br&gt;Senior Veterinary Officer</td>
</tr>
<tr>
<td>19 54 67</td>
<td><strong>Rs 31200 x 900 – 33000 x 1200 – 36600 x 1500 – 48600</strong>&lt;br&gt;Veterinary Officer</td>
</tr>
<tr>
<td>19 64 75</td>
<td><strong>Rs 44100 x 1500 – 57600 x 1800 – 61200</strong>&lt;br&gt;Divisional Scientific Officer</td>
</tr>
<tr>
<td>19 58 71</td>
<td><strong>Rs 35400 x 1200 – 36600 x 1500 – 54600</strong>&lt;br&gt;Senior Scientific Officer</td>
</tr>
<tr>
<td>19 44 67</td>
<td><strong>Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600</strong>&lt;br&gt;Scientific Officer</td>
</tr>
<tr>
<td>19 67 74</td>
<td><strong>Rs 48600 x 1500 – 57600 x 1800 – 59400</strong>&lt;br&gt;Agricultural Technician (Personal)&lt;br&gt;<strong>formerly Administrative and Personnel Manager (Teafac)</strong></td>
</tr>
<tr>
<td>Salary Code</td>
<td>Salary Scale and Grade</td>
</tr>
<tr>
<td>-------------</td>
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<tr>
<td>19 43 67</td>
<td><strong>Rs 22500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600</strong></td>
</tr>
<tr>
<td></td>
<td>Agricultural Technician (Personal)</td>
</tr>
<tr>
<td></td>
<td>formerly Assistant Factory Manager (Teafac) (Personal)</td>
</tr>
<tr>
<td></td>
<td>Economist (Personal)</td>
</tr>
<tr>
<td></td>
<td>Project Officer (Tea Board) (Personal)</td>
</tr>
<tr>
<td></td>
<td>Statistics &amp; Marketing Officer (Teafac) (Personal)</td>
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<td>Tea Officer (Graduate scale) (Personal)</td>
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<tr>
<td>19 35 62</td>
<td><strong>Rs 17400 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100</strong></td>
</tr>
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<tr>
<td></td>
<td>formerly Tea Officer</td>
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<tr>
<td>19 61 73</td>
<td><strong>Rs 39600 x 1500 – 57600</strong></td>
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<td>Senior Agricultural Superintendent</td>
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<tr>
<td>19 56 67</td>
<td><strong>Rs 33000 x 1200 – 36600 x 1500 – 48600</strong></td>
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<td>Agricultural Superintendent</td>
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<td></td>
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<tr>
<td>19 50 62</td>
<td><strong>Rs 27750 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100</strong></td>
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<td>19 33 58</td>
<td><strong>Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400</strong></td>
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<td>Technical Officer</td>
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<tr>
<td>26 64 75</td>
<td><strong>Rs 44100 x 1500 – 57600 x 1800 – 61200</strong></td>
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<td>26 58 71</td>
<td><strong>Rs 35400 x 1200 – 36600 x 1500 – 54600</strong></td>
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<td>Salary Scale and Grade</td>
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<td>26 48 67</td>
<td>Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600</td>
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<tr>
<td>26 45 58</td>
<td>Rs 24000 x 750 – 28500 x 900 – 33000 x 1200 – 35400</td>
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<tr>
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<td>Senior Draughtsman</td>
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<tr>
<td>26 27 52</td>
<td>Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 29400</td>
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<td>Draughtsman</td>
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<tr>
<td>26 16 18</td>
<td>Rs 11250 x 250 – 11750</td>
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<td>Trainee Draughtsman</td>
</tr>
<tr>
<td>19 35 51</td>
<td>Rs 17400 x 450 – 18300 x 600 – 19500 x 750 – 28500</td>
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<td>Senior Field Assistant (Personal)</td>
</tr>
<tr>
<td>19 17 43</td>
<td>Rs 11500 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 22500</td>
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<td>Field Assistant (Personal)</td>
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<tr>
<td>19 39 53</td>
<td>Rs 19500 x 750 – 28500 x 900 – 30300</td>
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<tr>
<td>19 18 48</td>
<td>Rs 11750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250</td>
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<td></td>
<td>Technical Assistant</td>
</tr>
<tr>
<td></td>
<td>Dog Control Officer</td>
</tr>
<tr>
<td>19 39 53</td>
<td>Rs 19500 x 750 – 28500 x 900 – 30300</td>
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<td>Agricultural Supervisor</td>
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<td>26 35 62</td>
<td>Rs 17400 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100</td>
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<td>Salary Scale and Grade</td>
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<tr>
<td>08 47 60</td>
<td>Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 38100</td>
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<tr>
<td>08 45 58</td>
<td>Rs 24000 x 750 – 28500 x 900 – 33000 x 1200 – 35400</td>
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<tr>
<td>08 39 58</td>
<td>Rs 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400</td>
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<tr>
<td></td>
<td>formerly Technical Officer (Tea Board)</td>
</tr>
<tr>
<td>08 39 55</td>
<td>Rs 19500 x 750 – 28500 x 900 – 32100</td>
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<td>Agricultural Executive Assistant (Personal)</td>
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<tr>
<td></td>
<td>formerly Accounts Officer, Tea Board</td>
</tr>
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<td></td>
<td>Public Relations/Welfare Officer, Tea Board</td>
</tr>
<tr>
<td>08 35 55</td>
<td>Rs 17400 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100</td>
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<tr>
<td></td>
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<tr>
<td>08 32 55</td>
<td>Rs 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100</td>
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<td>Agricultural Confidential Secretary (Personal)</td>
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<tr>
<td>08 39 51</td>
<td>Rs 19500 x 750 – 28500</td>
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<td>formerly in GSE 3</td>
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<tr>
<td>08 27 49</td>
<td>Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000</td>
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<td>08 15 45</td>
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<td>formerly in GSC 9</td>
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<td>Salary Code</td>
<td>Salary Scale and Grade</td>
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<td><em>formerly in GSC 7A</em></td>
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<tr>
<td>08 12 42</td>
<td>Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21750</td>
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<td>Tickets/Sales Officer</td>
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<tr>
<td>08 15 41</td>
<td>Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21000</td>
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<td><em>formerly in GSC 6</em></td>
</tr>
<tr>
<td>08 11 41</td>
<td>Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21000</td>
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<td>Agricultural Clerk Assistant (Personal)</td>
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<td></td>
<td><em>formerly in GSC 4</em></td>
</tr>
<tr>
<td></td>
<td>Office Clerk</td>
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<tr>
<td></td>
<td><em>formerly Clerk Assistant</em></td>
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<tr>
<td>25 38 49</td>
<td>Rs 18900 x 600 – 19500 x 750 – 27000</td>
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<td>Workshop Supervisor</td>
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<td>19 18 48</td>
<td>Rs 11750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250</td>
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<td>Supervisor of Works</td>
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<td>10 18 48</td>
<td>Rs 11750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250</td>
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<td>Audio Visual Production Officer</td>
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<td>Visual Artist (Graphics)</td>
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<td>10 12 43</td>
<td>Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 22500</td>
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<td>Salary Code</td>
<td>Salary Scale and Grade</td>
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<tr>
<td>16 14 47</td>
<td>Rs 10750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 QB 20250 x 750 – 25500</td>
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<tr>
<td></td>
<td>Machine Minder/Senior Machine Minder (Bindery)</td>
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<tr>
<td>04 12 42</td>
<td>Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21750</td>
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<td>Plan Printing Operator</td>
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<tr>
<td>24 07 36</td>
<td>Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850</td>
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<tr>
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<td>Survey Field Worker/Senior Survey Field Worker</td>
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<tr>
<td>04 12 37</td>
<td>Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300</td>
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<td>Printing Machine Operator</td>
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<tr>
<td>24 29 47</td>
<td>Rs 15000 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 25500</td>
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<td>Senior Laboratory Attendant</td>
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<tr>
<td>24 12 41</td>
<td>Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21000</td>
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<td>Laboratory Attendant</td>
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<tr>
<td>25 30 45</td>
<td>Rs 15350 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000</td>
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<tr>
<td></td>
<td>Chief Tradesman</td>
</tr>
<tr>
<td></td>
<td>formerly Chief Blacksmith</td>
</tr>
<tr>
<td></td>
<td>Chief Cabinet Maker</td>
</tr>
<tr>
<td></td>
<td>Chief Carpenter</td>
</tr>
<tr>
<td></td>
<td>Chief Mason</td>
</tr>
<tr>
<td></td>
<td>Chief Motor Mechanic</td>
</tr>
<tr>
<td></td>
<td>Chief Panel Beater</td>
</tr>
<tr>
<td></td>
<td>Chief Welder</td>
</tr>
<tr>
<td></td>
<td>Foreman</td>
</tr>
<tr>
<td>24 26 43</td>
<td>Rs 14000 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 22500</td>
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<td>Head Survey Field Worker</td>
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<tr>
<td>24 25 41</td>
<td>Rs 13700 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21000</td>
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<tr>
<td></td>
<td>Senior Gangman</td>
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<tr>
<td>Salary Code</td>
<td>Salary Scale and Grade</td>
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<tr>
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<tr>
<td>24 19 39</td>
<td><strong>Rs 12000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500</strong></td>
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<tr>
<td></td>
<td>Driver (Heavy Vehicles above 5 tons)</td>
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<td>Driver (Mechanical Unit)</td>
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<tr>
<td>24 14 39</td>
<td><strong>Rs 10750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500</strong></td>
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<tr>
<td></td>
<td>Agricultural Implement Operator</td>
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<td>Driver (Shift)</td>
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<tr>
<td>24 13 38</td>
<td><strong>Rs 10500 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 18900</strong></td>
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<td>Forklift Driver</td>
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<tr>
<td>24 12 37</td>
<td><strong>Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300</strong></td>
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<tr>
<td></td>
<td>Incinerator Operator</td>
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<tr>
<td>24 25 37</td>
<td><strong>Rs 13700 x 300 – 14300 x 350 – 16050 x 450 – 18300</strong></td>
</tr>
<tr>
<td></td>
<td>Head Gardener/Nurseryman</td>
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<tr>
<td>25 12 37</td>
<td><strong>Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300</strong></td>
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<tr>
<td></td>
<td>Tradesman</td>
</tr>
<tr>
<td></td>
<td><em>formerly Automobile Electrician</em></td>
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<tr>
<td></td>
<td>Blacksmith</td>
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<tr>
<td></td>
<td>Cabinet Maker</td>
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<tr>
<td></td>
<td>Carpenter</td>
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<tr>
<td></td>
<td>Coach Painter</td>
</tr>
<tr>
<td></td>
<td>Fitter</td>
</tr>
<tr>
<td></td>
<td>Mason</td>
</tr>
<tr>
<td></td>
<td>Motor Mechanic</td>
</tr>
<tr>
<td></td>
<td>Painter</td>
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<tr>
<td></td>
<td>Panel Beater</td>
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<tr>
<td></td>
<td>Plumber and Pipe Fitter</td>
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<tr>
<td></td>
<td>Tinsmith</td>
</tr>
<tr>
<td></td>
<td>Turner and Machinist</td>
</tr>
<tr>
<td></td>
<td>Welder</td>
</tr>
<tr>
<td></td>
<td>General Development Handy Worker</td>
</tr>
<tr>
<td></td>
<td><em>formerly General Development Handyman</em></td>
</tr>
<tr>
<td></td>
<td>Maintenance Assistant</td>
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<tr>
<td></td>
<td>Sailmaker</td>
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<td>24 12 37</td>
<td><strong>Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300</strong></td>
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<td>Vulcaniser</td>
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<td>Salary Scale and Grade</td>
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<tr>
<td>25 12 37</td>
<td><strong>Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300</strong></td>
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<td>General Assistant</td>
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<td>24 16 36</td>
<td><strong>Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850</strong></td>
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<tr>
<td></td>
<td>Gangman</td>
</tr>
<tr>
<td></td>
<td>Hatchery Operator (Personal to officers in post at 30.06.2003)</td>
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<tr>
<td></td>
<td>Leading Hand</td>
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<tr>
<td></td>
<td>Senior Stockman</td>
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<tr>
<td>24 11 36</td>
<td><strong>Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850</strong></td>
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<tr>
<td></td>
<td>Driver (Ordinary vehicles up to 5 tons)</td>
</tr>
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<td>General Development Worker (Personal)</td>
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<td><em>formerly Gangman (TDA) or Driver (TDA)</em></td>
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<tr>
<td>24 08 36</td>
<td><strong>Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850</strong></td>
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<td>General Development Worker (Personal)</td>
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<tr>
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<td><em>formerly Telephone Operator (TDA)</em></td>
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<td></td>
<td>Telephone Operator (Tea Board)</td>
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<td>24 13 34</td>
<td><strong>Rs 10500 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 16950</strong></td>
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<td><em>formerly Leaf Weigher (TDA)</em></td>
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<tr>
<td>24 11 32</td>
<td><strong>Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050</strong></td>
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<td>Plant and Equipment Operator</td>
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<td></td>
<td>Senior Gardener/Nurseryman</td>
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<tr>
<td>24 09 31</td>
<td><strong>Rs 9500 x 250 – 12500 x 300 – 14300 x 350 – 15700</strong></td>
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<td>Barnman (On Shift)</td>
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<td>Irrigation Operator (On Roster)</td>
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<td>25 08 30</td>
<td><strong>Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 15350</strong></td>
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<td>Maintenance Handy Worker (Personal)</td>
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<td>Salary Code</td>
<td>Salary Scale and Grade</td>
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<tr>
<td>24 08 30</td>
<td><strong>Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 15350</strong>&lt;br&gt;Gardener/Nurseryman&lt;br&gt;General Development Worker (Personal)&lt;br&gt;formerly Office Attendant (TDA/TEAFAC)&lt;br&gt;Office Attendant, Tea Board&lt;br&gt;Hatchery Operator&lt;br&gt;Household Attendant&lt;br&gt;Insecticide Sprayerman&lt;br&gt;Operator Pumping Station&lt;br&gt;Stockman (Roster)&lt;br&gt;Toolskeeper</td>
</tr>
<tr>
<td>24 05 27</td>
<td><strong>Rs 8500 x 250 – 12500 x 300 – 14300</strong>&lt;br&gt;Stone Breaker&lt;br&gt;Stores Attendant</td>
</tr>
<tr>
<td>25 05 27</td>
<td><strong>Rs 8500 x 250 – 12500 x 300 – 14300</strong>&lt;br&gt;Maintenance Handy Worker&lt;br&gt;Tradesman’s Assistant</td>
</tr>
<tr>
<td>24 07 29</td>
<td><strong>Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 15000</strong>&lt;br&gt;General Development Worker (Personal)&lt;br&gt;formerly Watchman (TDA)&lt;br&gt;Watchman</td>
</tr>
<tr>
<td>24 04 24</td>
<td><strong>Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13400</strong>&lt;br&gt;General Development Worker (Personal)&lt;br&gt;formerly Motor Mechanic, Boiler and Turbine Operator, Supervisor (TDA/Teafac)&lt;br&gt;Lorry Loader&lt;br&gt;Sanitary Attendant&lt;br&gt;Tobacco Grader</td>
</tr>
<tr>
<td>24 00 22</td>
<td><strong>Rs 7400 x 200 – 7600 x 225 – 8500 x 250 – 12500 x 300 – 12800</strong>&lt;br&gt;General Development Worker (Personal)&lt;br&gt;formerly Agricultural Development Assistant&lt;br&gt;General Worker (Personal to employees in post as at 30.06.08)</td>
</tr>
<tr>
<td>24 00 16</td>
<td><strong>Rs 7400 x 200 – 7600 x 225 – 8500 x 250 – 11250</strong>&lt;br&gt;General Worker</td>
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<tr>
<td>Salary Code</td>
<td>Salary Scale and Grade</td>
</tr>
<tr>
<td>-------------</td>
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</tr>
<tr>
<td>11 39 55</td>
<td><strong>LIVESTOCK FEED FACTORY</strong></td>
</tr>
<tr>
<td></td>
<td>Rs 19500 x 750 – 28500 x 900 – 32100</td>
</tr>
<tr>
<td></td>
<td>Factory Supervisor</td>
</tr>
<tr>
<td>21 24 46</td>
<td>Rs 13400 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24750</td>
</tr>
<tr>
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<td>Senior Sales Officer, Agricultural Extension Shop</td>
</tr>
<tr>
<td>21 11 43</td>
<td>Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 22500</td>
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<tr>
<td>24 13 34</td>
<td>Rs 10500 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 16950</td>
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</tr>
<tr>
<td>24 11 32</td>
<td>Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050</td>
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<tr>
<td>24 09 31</td>
<td>Rs 9500 x 250 – 12500 x 300 – 14300 x 350 – 15700</td>
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<td>Factory Operative Assistant (Roster) (Personal)</td>
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<td>24 08 30</td>
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<tr>
<td>19 00 88</td>
<td><strong>FORESTRY SERVICES</strong></td>
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<tr>
<td></td>
<td>Rs 93000</td>
</tr>
<tr>
<td></td>
<td>Conservator of Forests</td>
</tr>
<tr>
<td>19 68 79</td>
<td>Rs 50100 x 1500 – 57600 x 1800 – 68400</td>
</tr>
<tr>
<td></td>
<td>Deputy Conservator of Forests</td>
</tr>
<tr>
<td>19 44 67</td>
<td>Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600</td>
</tr>
<tr>
<td></td>
<td>Scientific Officer (Forests)</td>
</tr>
<tr>
<td></td>
<td><em>formerly Assistant Conservator of Forests</em></td>
</tr>
<tr>
<td>Salary Code</td>
<td>Salary Scale and Grade</td>
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<tr>
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<tr>
<td>19 55 66</td>
<td><strong>Rs 32100 x 900 – 33000 x 1200 – 36600 x 1500 – 47100</strong></td>
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<td>Divisional Forest Officer</td>
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<tr>
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<td><em>formerly Divisional Forest Assistant</em></td>
</tr>
<tr>
<td>19 46 59</td>
<td><strong>Rs 24750 x 750 – 28500 x 900 – 33000 x 1200 – 36600</strong></td>
</tr>
<tr>
<td></td>
<td>Forest Ranger</td>
</tr>
<tr>
<td>19 39 53</td>
<td><strong>Rs 19500 x 750 – 28500 x 900 – 30300</strong></td>
</tr>
<tr>
<td></td>
<td>Deputy Forest Ranger</td>
</tr>
<tr>
<td>19 32 49</td>
<td><strong>Rs 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000</strong></td>
</tr>
<tr>
<td></td>
<td>Senior Forest Conservation and Enforcement Officer</td>
</tr>
<tr>
<td></td>
<td><em>formerly Forester</em></td>
</tr>
<tr>
<td>19 15 45</td>
<td><strong>Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000</strong></td>
</tr>
<tr>
<td></td>
<td>Forest Conservation and Enforcement Officer</td>
</tr>
<tr>
<td></td>
<td><em>formerly Forest Guard</em></td>
</tr>
<tr>
<td>26 27 52</td>
<td><strong>Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 29400</strong></td>
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<tr>
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<td>Draughtsman</td>
</tr>
<tr>
<td>08 27 49</td>
<td><strong>Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000</strong></td>
</tr>
<tr>
<td></td>
<td>Agricultural Clerk (Personal)</td>
</tr>
<tr>
<td></td>
<td><em>formerly in GSC 10</em></td>
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<tr>
<td></td>
<td>Agricultural Executive Assistant (Personal)</td>
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<td><em>formerly in GSE 2</em></td>
</tr>
<tr>
<td>08 15 45</td>
<td><strong>Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000</strong></td>
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<td></td>
<td>Agricultural Clerk (Personal)</td>
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<tr>
<td></td>
<td><em>formerly in GSC 9</em></td>
</tr>
<tr>
<td>08 11 41</td>
<td><strong>Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21000</strong></td>
</tr>
<tr>
<td></td>
<td>Agricultural Clerk Assistant (Personal)</td>
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<tr>
<td></td>
<td><em>formerly in GSC 4</em></td>
</tr>
<tr>
<td>Salary Code</td>
<td>Salary Scale and Grade</td>
</tr>
<tr>
<td>-------------</td>
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</tr>
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</table>
| 25 30 45    | Rs 15350 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000  
Chief Tradesman  
*formerly Chief Mason*  
| 24 25 41    | Rs 13700 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21000  
Senior Gangman  
| 24 19 39    | Rs 12000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500  
Driver (Heavy Vehicles above 5 tons)  
Driver (Mechanical Unit)  
| 24 25 37    | Rs 13700 x 300 – 14300 x 350 – 16050 x 450 – 18300  
Head Gardener/Nurseryman  
| 24 11 32    | Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050  
Senior Gardener/Nurseryman  
| 25 12 37    | Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300  
Tradesman  
*formerly Blacksmith  
Carpenter  
Mason  
Motor Mechanic  
Painter*  
| 24 16 36    | Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850  
Gangman  
Leading Hand  
| 24 11 36    | Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850  
Driver (Ordinary Vehicles up to 5 tons)  
General Development Worker (Personal)  
*formerly Gangman (TDA) and Driver (TDA)*  
| 24 26 43    | Rs 14000 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 22500  
Head Survey and Field Worker  

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Pay Review 2013
<table>
<thead>
<tr>
<th>Salary Code</th>
<th>Salary Scale and Grade</th>
</tr>
</thead>
</table>
| 24 07 36   | **Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850**  
Survey Field Worker/Senior Survey Field Worker |
| 24 13 34   | **Rs 10500 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 16950**  
General Development Worker (Personal)  
*formerly Leaf Weigher & Telephone Operator (TDA)* |
| 24 08 30   | **Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 15350**  
Gardener/Nurseryman  
General Development Worker (Personal)  
* formerly Office Attendant (TDA/Teafac)*  
Woodcutter |
| 24 07 29   | **Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 15000**  
General Development Worker (Personal)  
*formerly Watchman (TDA)*  
Watchman |
| 25 05 27   | **Rs 8500 x 250 – 12500 x 300 – 14300**  
Tradesman’s Assistant |
| 24 04 24   | **Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13400**  
Lorry Loader  
General Development Worker (Personal)  
* formerly Motor Mechanic, Boiler and Turbine Operator, Supervisor (TDA/Teafac)*  
Sanitary Attendant |
| 24 00 22   | **Rs 7400 x 200 – 7600 x 225 – 8500 x 250 – 12500 x 300 – 12800**  
General Development Worker (Personal)  
* formerly Agricultural Development Assistant*  
General Worker (Personal to employees in post as at 30.06.08) |
| 24 00 16   | **Rs 7400 x 200 – 7600 x 225 – 8500 x 250 – 11250**  
General Worker |
<table>
<thead>
<tr>
<th>Salary Code</th>
<th>Salary Scale and Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>19 00 86</td>
<td><strong>Rs 87000</strong></td>
</tr>
<tr>
<td></td>
<td>Director</td>
</tr>
<tr>
<td>19 64 75</td>
<td><strong>Rs 44100 x 1500 – 57600 x 1800 – 61200</strong></td>
</tr>
<tr>
<td></td>
<td>Deputy Director</td>
</tr>
<tr>
<td>19 58 71</td>
<td><strong>Rs 35400 x 1200 – 36600 x 1500 – 54600</strong></td>
</tr>
<tr>
<td></td>
<td>Senior Scientific Officer (Conservation)</td>
</tr>
<tr>
<td></td>
<td><em>formerly Senior Research and Development Officer (Wildlife)</em></td>
</tr>
<tr>
<td>19 45 67</td>
<td><strong>Rs 24000 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600</strong></td>
</tr>
<tr>
<td></td>
<td>Scientific Officer (Conservation)</td>
</tr>
<tr>
<td></td>
<td><em>formerly Research and Development Officer (Wildlife)</em></td>
</tr>
<tr>
<td>19 35 62</td>
<td><strong>Rs 17400 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100</strong></td>
</tr>
<tr>
<td></td>
<td>Technical Officer/Senior Technical Officer (Conservation)</td>
</tr>
<tr>
<td></td>
<td><em>formerly Technical Officer/Senior Technical Officer (Wildlife)</em></td>
</tr>
<tr>
<td>19 46 59</td>
<td><strong>Rs 24750 x 750 – 28500 x 900 – 33000 x 1200 – 36600</strong></td>
</tr>
<tr>
<td></td>
<td>Senior Park Ranger</td>
</tr>
<tr>
<td>19 33 58</td>
<td><strong>Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400</strong></td>
</tr>
<tr>
<td></td>
<td>Technical Officer</td>
</tr>
<tr>
<td>19 39 53</td>
<td><strong>Rs 19500 x 750 – 28500 x 900 – 30300</strong></td>
</tr>
<tr>
<td></td>
<td>Park Ranger</td>
</tr>
<tr>
<td>19 32 49</td>
<td><strong>Rs 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000</strong></td>
</tr>
<tr>
<td></td>
<td>Assistant Park Ranger</td>
</tr>
<tr>
<td></td>
<td>Senior Forest Conservation and Enforcement Officer</td>
</tr>
<tr>
<td></td>
<td><em>formerly Forester</em></td>
</tr>
<tr>
<td>Salary Code</td>
<td>Salary Scale and Grade</td>
</tr>
<tr>
<td>-------------</td>
<td>------------------------</td>
</tr>
<tr>
<td>19 15 45</td>
<td>Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000</td>
</tr>
<tr>
<td>19 18 48</td>
<td>Rs 11750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250</td>
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<tr>
<td>19 17 43</td>
<td>Rs 11500 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 22500</td>
</tr>
<tr>
<td>08 27 49</td>
<td>Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000</td>
</tr>
<tr>
<td>08 15 45</td>
<td>Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000</td>
</tr>
<tr>
<td>08 15 41</td>
<td>Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21000</td>
</tr>
<tr>
<td>25 12 37</td>
<td>Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300</td>
</tr>
<tr>
<td>24 16 36</td>
<td>Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850</td>
</tr>
<tr>
<td>24 11 36</td>
<td>Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850</td>
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<tr>
<td>Salary Code</td>
<td>Salary Scale and Grade</td>
</tr>
<tr>
<td>-------------</td>
<td>------------------------</td>
</tr>
<tr>
<td>24 13 34</td>
<td>Rs 10500 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 16950</td>
</tr>
<tr>
<td></td>
<td>General Development Worker (Personal)</td>
</tr>
<tr>
<td></td>
<td>formerly Leaf Weigher &amp; Telephone Operator (TDA)</td>
</tr>
<tr>
<td>24 08 30</td>
<td>Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 15350</td>
</tr>
<tr>
<td></td>
<td>Gardener/Nurseryman</td>
</tr>
<tr>
<td></td>
<td>General Development Worker (Personal)</td>
</tr>
<tr>
<td></td>
<td>formerly Office Attendant (TDA/Teafac)</td>
</tr>
<tr>
<td>24 07 29</td>
<td>Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 15000</td>
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<tr>
<td></td>
<td>General Development Worker (Personal)</td>
</tr>
<tr>
<td></td>
<td>formerly Watchman (TDA)</td>
</tr>
<tr>
<td></td>
<td>Watchman</td>
</tr>
<tr>
<td>25 05 27</td>
<td>Rs 8500 x 250 – 12500 x 300 – 14300</td>
</tr>
<tr>
<td></td>
<td>Tradesman’s Assistant</td>
</tr>
<tr>
<td>24 04 24</td>
<td>Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13400</td>
</tr>
<tr>
<td></td>
<td>General Development Worker (Personal)</td>
</tr>
<tr>
<td></td>
<td>formerly Motor Mechanic, Boiler and Turbine Operator, Supervisor (TDA/Teafac)</td>
</tr>
<tr>
<td>24 00 22</td>
<td>Rs 7400 x 200 – 7600 x 225 – 8500 x 250 – 12500 x 300 – 12800</td>
</tr>
<tr>
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</tr>
<tr>
<td></td>
<td>formerly Agricultural Development Assistant</td>
</tr>
<tr>
<td></td>
<td>General Worker (Personal to employees in post as at 30.06.08)</td>
</tr>
<tr>
<td>24 00 16</td>
<td>Rs 7400 x 200 – 7600 x 225 – 8500 x 250 – 11250</td>
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<tr>
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<td>General Worker</td>
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<td></td>
<td><strong>Ex - CANE PLANTERS AND MILLERS ARBITRATION AND CONTROL BOARD</strong></td>
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<td><strong>All salaries are personal to holders of the post</strong></td>
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<tr>
<td>19 00 86</td>
<td>Rs 87000</td>
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<td>General Manager (Personal)</td>
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<td>Salary Scale and Grade</td>
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</table>
| 19 74 82    | **Rs 59400 x 1800 – 68400 x 2400 – 75600**  
Deputy General Manager, Cane Planters & Millers Arbitration and Control Board (Personal) |
| 19 44 71    | **Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 54600**  
Sugar Technologist (Personal) |
| 19 61 73    | **Rs 39600 x 1500 – 57600**  
Senior Area Superintendent (Personal) |
| 19 56 67    | **Rs 33000 x 1200 – 36600 x 1500 – 48600**  
Area Superintendent (Personal) |
| 20 48 73    | **Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 57600**  
Statistician/Systems Coordinator (Personal) |
| 19 50 62    | **Rs 27750 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100**  
Senior Technical Officer (Personal) |
| 19 33 58    | **Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400**  
Technical Officer (Sugar) (Personal)  
Technical Officer (Personal) |
| 19 45 58    | **Rs 24000 x 750 – 28500 x 900 – 33000 x 1200 – 35400**  
Principal Test Chemist (Personal) |
| 19 39 53    | **Rs 19500 x 750 – 28500 x 900 – 30300**  
Senior Test Chemist (Personal)  
Senior Test Chemist  
*formerly Assistant Mechanical Officer (Personal)* |
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<th>Salary Scale and Grade</th>
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<tbody>
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<td>Test Chemist (Personal)</td>
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<td>08 27 49</td>
<td>Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000</td>
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<td><em>formerly in GSC 10</em></td>
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<tr>
<td>08 15 45</td>
<td>Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000</td>
</tr>
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<td>Agricultural Clerk (Personal)</td>
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<tr>
<td></td>
<td><em>formerly in GSC 9</em></td>
</tr>
<tr>
<td>08 15 41</td>
<td>Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21000</td>
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<tr>
<td></td>
<td>Agricultural Clerk Assistant (Personal)</td>
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<td><em>formerly in GSC 6</em></td>
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<tr>
<td>24 12 41</td>
<td>Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21000</td>
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<td>24 25 41</td>
<td>Rs 13700 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21000</td>
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<td>Senior Sampler (Personal)</td>
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<tr>
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<td>Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050</td>
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<td>Sampler (Personal)</td>
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<td>24 19 39</td>
<td>Rs 12000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500</td>
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<tr>
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<td>Driver (Mechanical Unit) (Personal)</td>
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