

28. MINISTRY OF AGRO-INDUSTRY AND FOOD SECURITY

- 28.1 The Ministry of Agro-Industry and Food Security is mainly responsible for improving agricultural productivity to ensure food security and contribute to the growth of the national economy while also focussing on the competitiveness of the sugar cane sector, development of non-sugar sector, livestock production and development, forestry resources and native terrestrial biodiversity and conservation.
- 28.2 The priority objectives of the Ministry are to promote agro-industrial development, forestry and biodiversity; formulate policies required for a sustainable and diversified agriculture; and monitor the functioning of parastatal organisations under its purview while also providing support to small and medium enterprises in agro-industry.
- 28.3 Faced with the challenges on the regional and international fronts, the Ministry has embarked on the restructuring of the Agricultural Services with a view to attaining higher operational efficiency and better service delivery. To this end, the Ministry aims to give a new boost to the agricultural sector through the development of new business avenues, new era of agri-technology and bio fuel and providing new opportunities to the planting community while promoting a Green Economy in line with Government Vision of 2030 and achieving a sustainable food and agricultural sector.
- 28.4 The overall supervision of the Ministry is under the responsibility of the Permanent Secretary who is assisted on the administrative side by Deputy Permanent Secretaries and Assistant Permanent Secretaries. On the technical side, assistance is provided by heads of three main Divisions namely, Agricultural Services, Forestry Services and National Parks and Conservation Service as well as by officers of the Agricultural Planning Officer cadre.
- 28.5 In the context of this Report, Management and Staff Associations have, among others, made proposals for the restyling of grades to more appropriate job appellations; amendment of schemes of service to allow appointment of qualified serving officers; merging/creation of grades; and payment of allowances.
- 28.6 Whilst studying the various submissions, the Bureau has taken into account the major reforms being brought in the Ministry to further the development of agriculture and the sugar cane sector as well as the re-engineering of its activities/services. In this perspective, only those proposals deemed meritorious and which would enable the Ministry to better deliver on its mandate and contribute in enhancing service delivery, have been considered favourably. As a result, we are reviewing the job titles of certain grades; creating a few levels to improve service delivery; reviewing the mode of appointment of promotional grades while upgrading their qualification requirements. We are also providing a

form of compensation to officers in areas where promotion prospects are quite limited.

AGRICULTURAL SERVICES

- 28.7 The Agricultural Services is headed by a Chief Agricultural Officer who is supported in his duties by a Deputy Chief Agricultural Officer and officers in the professional and technical cadres. Support services are provided by officers in the General Services cadre and Workmen's Group.
- 28.8 Further to recommendations made by the Food and Agriculture Organisation (FAO), the Ministry is in the process of restructuring the Agricultural Services with the objective to attain higher operational efficiency, better service delivery and reduction in operational cost. These structural changes are meant to enhance national food and nutritional security and safety, increase productivity of the food crop and livestock sectors and provide an enabling environment for the intensification and sustainable development of the agricultural sector.
- 28.9 The Ministry has apprised that one of the major components of the reorganisation exercise consists in the transfer of all research and extension activities of the Agricultural Services to the Food and Agricultural Research and Extension Institute (FAREI) whilst all commercial and production-type activities would gradually phase out. Consequently, the Agricultural Services would compose of only three Divisions namely: Crop; Food and Agricultural Technology; and Livestock and Veterinary as well as three stand alone specialised units including an Economic, Agro-Industry, Policy and Programme Development Section; a National Agricultural Products Regulatory Office and a Capacity Development Unit. Management has further informed that in the context of this restructuring exercise, consultative meetings were held with all unions concerned and their views taken on board.
- 28.10 While being mindful of the structural changes, the Bureau has ensured that a fit for purpose structure is provided. We have refrained from bringing drastic changes to the existing set up and limited a proliferation of grades. In light of representations made by Staff Associations and taking heed of Management's proposals for a revamped structure, we are reviewing the appellation of grades at top managerial level; revisiting the mode of appointment to the grade of Scientific Officer; and creating the grade of Livestock Officer. In addition, we are merging the grades of Agricultural Support Officer and Senior Agricultural Support Officer while upgrading its qualification requirements; providing a form of compensation to officers with limited career prospects and maintaining existing allowances as well as the provision for movement beyond top salary to concerned grades, keeping in view the significance of the Agricultural Services in the future economic landscape of the country, in line with the Government Vision 2030.

Restyling of grades

28.11 In view of the reorganisation of the Agricultural Services, Management has requested that grades at managerial and professional levels be restyled to more appropriate job appellations to reflect the responsibilities devolving upon incumbents. We are, therefore, making an appropriate recommendation to that end.

Recommendation 1

28.12 **We recommend that the job appellations of the following grades of the Agricultural Services be restyled as hereunder to reflect the level of responsibilities shouldered by incumbents:**

From	To
Chief Agricultural Officer	Director, Agricultural Services
Deputy Chief Agricultural Officer	Deputy Director, Agricultural Services
Principal Agricultural Officer	Assistant Director, Agricultural Services
Divisional Scientific Officer	Principal Scientific Officer
Chief Agricultural Planning Officer	Chief Agricultural Policy and Programme Development Officer
Senior Agricultural Planning Officer	Senior Agricultural Policy and Programme Development Officer
Agricultural Planning Officer	Agricultural Policy and Programme Development Officer

Scientific Officer

28.13 At present, appointment to the grade of Scientific Officer is made by selection from among officers holding a substantive appointment in the grades of Senior Technical Officer and Technical Officer (Personal) possessing a Cambridge Higher School Certificate and a degree in the relevant field depending on the specificity of the Divisions. In the absence of qualified serving officers, appointment is made from outside candidates possessing a degree in the relevant field.

28.14 Management and Staff Associations have submitted that in view of the restructuring exercise and limited scope of promotion, the grade of Scientific Officer may also be opened to Agricultural Superintendents possessing a degree

in the required domain, taking into consideration their wide experience in the agricultural field.

- 28.15 We consider that there is merit in the case, the more so the experience reckoned by Agricultural Superintendents and other technical officers as well, may be used effectively. We are, therefore, widening the scope of recruitment in the grade of Scientific Officer to enable qualified and experienced officers of the technical grades to join the professional cadre with a view to facilitate their career progression and above all, to motivate these officers for enhanced service delivery.

Recommendation 2

- 28.16 We recommend that, in future, appointment to the grade of Scientific Officer should be made by selection from among officers holding a substantive appointment in the grades of Agricultural Superintendent, Senior Technical Officer and Technical Officer (Personal) possessing the prescribed qualifications for appointment to the grade of Scientific Officer. In the absence of qualified serving officers, appointment should be made by selection from among candidates possessing the required qualification.**

Technical Officer Cadre

- 28.17 The Bureau wishes to highlight that though the duties of Technical Officer (Personal) and Senior Technical Officer are also being performed by officers in the grades of Agricultural Support Officers and Senior Agricultural Support Officers, the grades of Senior Technical Officer, Agricultural Superintendents and Senior Agricultural Superintendents are being maintained so as to provide a promotional route to Technical Officers. We are also allowing the latter to continue moving in the salary scale of the grade of Senior Technical Officer.

Recommendation 3

- 28.18 We recommend that:**

- (i) Technical Officers (Personal), who have drawn their top salary for a year, should continue to proceed incrementally in the salary scale of the grade of Senior Technical Officer provided they:**
 - (a) have been efficient and effective in their performance during the preceding year; and**
 - (b) are not under report.**

This recommendation should, however, not preclude Technical Officers (Personal) from being promoted to the grade of Senior Technical Officer before they have reached the top of their salary scale or on vacancy arising in the latter grade;

- (ii) incumbents in the grade of Technical Officer (Personal) should perform the duties and assume the responsibilities of the grade of Senior Technical Officer upon moving in the higher salary scale; and**
- (iii) the grades of Senior Technical Officer, Agricultural Superintendent and Senior Agricultural Superintendent be maintained as an avenue of promotion for Technical Officers (Personal).**

Senior Agricultural Support Officer

Agricultural Support Officer

28.19 At present, recruitment to the grade of Agricultural Support Officer is made by selection from among candidates possessing a Cambridge School Certificate with credit in at least five subjects including English Language, French and Biology or Chemistry or Physics and a Cambridge Higher School Certificate with passes in at least two subjects including Biology or Chemistry or Physics.

28.20 Staff Associations have made representations that with the phasing out of the grade of Technical Officer, Agricultural Support Officers and Senior Agricultural Support Officers are required to perform technical duties that were previously devolving on the Technical Officers and Senior Technical Officers. In view of the fact that these officers are now performing duties of a higher nature and which require improved technical skills and knowledge, request has been made to upgrade the qualification requirements of the grade of Agricultural Support Officer to a Diploma. Moreover, the Bureau has equally been apprised that there is a major overlapping of duties between the grades of Agricultural Support Officer and Senior Agricultural Support Officer where the element of supervision has become almost superfluous. During consultations, Management has informed that it was in favour of the proposals. In this perspective, request has been made for a merger of these two grades.

28.21 We have examined the request and consider that there is merit in the case. We are recommending accordingly.

Recommendation 4

28.22 We recommend that:

- (i) the grades of Agricultural Support Officer and Senior Agricultural Support Officer be merged and restyled Agricultural Support Officer/Senior Agricultural Support Officer;**
- (ii) in future, appointment to the grade of Agricultural Support Officer/Senior Agricultural Support Officer be made by selection from among candidates possessing a diploma in Agriculture or an equivalent qualification;**

- (iii) **officers in the grade of Agricultural Support Officer/ Senior Agricultural Support Officer possessing a diploma in Agriculture or an equivalent qualification should be allowed to move beyond the Qualification Bar (QB) inserted in the revised salary scale;**
- (iv) **newly recruited Agricultural Support Officers/Senior Agricultural Support Officers possessing a diploma in the required field should join the recommended salary scale at salary point of Rs 19575; and**
- (v) **the duties devolving upon officers of the grades of Technical Officer (Personal) and Senior Technical Officer should also be incorporated in the new scheme of service of the merged grade of Agricultural Support Officer/ Senior Agricultural Support Officer.**

All these elements have been taken into consideration in the salary recommended for the merged grade of Agricultural Support Officer/Senior Agricultural Support Officer.

Senior Technical Assistant (ex-SPI) (Personal)

Technical Assistant (ex-SPI) (Personal)

- 28.23 Representations have been obtained from Staff Associations to merge the grades of Technical Assistant (Ex – SPI) (Personal) and Senior Technical Assistant (Ex – SPI) (Personal) as incumbents in the grades have been redeployed to the Ministry of Agro-Industry and Food Security following the sugar reform, without any career prospect.
- 28.24 Whilst studying the request, we have observed that officers in the grades of Technical Assistant (Ex – SPI) (Personal) and Senior Technical Assistant (Ex – SPI) (Personal) perform different duties so that a merger of the grades would not be appropriate. However, in line with the general philosophy favouring career earnings, we are providing a form of compensation to officers in the grades of Technical Assistant (Ex – SPI) (Personal).

Recommendation 5

- 28.25 **We recommend that officers in the grade of Technical Assistant (Ex – SPI) (Personal) who have drawn their top salary for a year should be allowed to proceed incrementally in the salary scale of the grade of Senior Technical Assistant (Ex – SPI) (Personal) provided they:**
- (i) **have been efficient and effective in their performance during the preceding year; and**
 - (ii) **are not under report.**

28.26 We further recommend that Technical Assistants (Ex-SPI) (Personal) should perform the duties and assume the responsibilities of the grade of Senior Technical Assistant (Ex-SPI) (Personal) upon moving in the higher salary scale.

Field Assistant (Personal)

28.27 At present, Field Assistants (Personal) are allowed to proceed incrementally in the salary scale of the grade of Senior Field Assistant (Personal) subject to satisfying certain conditions. We are maintaining this provision.

Recommendation 6

28.28 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 salary scale of the grade of Senior Field Assistant (Personal) provided they:

- (i) have been efficient and effective in their performance during the preceding year; and**
- (ii) are not under report.**

28.29 We further recommend that Field Assistants (Personal) should perform the duties and assume the responsibilities of the grade of Senior Field Assistant (Personal) upon moving in the higher salary scale.

Redeployment of Staff

28.30 In the 2009 Errors Omissions and Clarifications Report we recommended that **in respect of Ex-TDA, Tea Fac 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 made at paragraphs 23.6(vii) to (ix) of Volume I of the 2008 PRB Report irrespective of their grades and the duties they have been performing. This recommendation was not applicable to officers, if any, qualifying for additional increment by virtue of provisions made at paragraphs 10.52, 10.53 and 10.54 of Volume I of the 2008 PRB Report.**

This recommendation was reproduced under the chapter on Ministry of Agro-Industry and Food Security in the 2013 PRB Report which was published in October 2012.

28.31 The Ministry of Agro Industry started effecting payment of Long Service Increment (LSI) to employees who qualified by virtue of this recommendation.

28.32 However, on 15 April 2014, the Ministry of Agro-Industry and Food Security informed the Union and on 04 June 2014 wrote to the individual employees who

have benefitted from LSI in pursuance of the above recommendation that there was need to readjust downwards the salary of the employees and to deal with the overpayment administratively.

- 28.33 Feeling aggrieved by the stand of the Ministry of Agro-Industry and Food Security the group of employees referred to at para 3 above moved from the Supreme Court for an ORDER for LEAVE to apply for a JUDICIAL REVIEW of the decision and decision making process of the Ministry of Agro-Industry (Respondent) which held that the applicants were not eligible for LSI as per the 2009 Errors and Omissions Report.
- 28.34 Afterwards, Counsel for applicants moved to withdraw the application on the understanding that the present PRB Report was underway and that the terms and conditions of service of applicants will be given due consideration. Counsels for Respondents and Co-Respondents did not object and the motion was granted.
- 28.35 The whole case rests on the question of interpretation given to the recommendation of the 2009 EOC Report i.e whether the applicants qualify for LSI by virtue of the said recommendation. The provisions for LSI at para 23.6 (vii) to (ix) of the 2008 PRB Report caters for all employees across the public sector. However, the fact that para 25.33 appears under the chapter of Ministry of Agro-industry and Food Security, it implies that the recommendation is meant for some specific application. The wordings of the recommendation go in the same direction. The recommendation refers to “Ex- TDA Teafac and Tea Board employees who have been redeployed in the civil service”. The second part of the recommendation refers to the main recommendation at para 23.6 (vii) to (ix) of volume 1 while the third part refers to “.....irrespective of their grades and the duties they have been performing”.
- 28.36 It appears that the crux of the litigation resides in the interpretation of the third part. The interpretation to be lent to this part should be based on the meaning of the words as described by the English Dictionary. Therefore, the third part is not a criteria which should be satisfied for eligibility to LSI. In fact, eligibility should be determined on the basis of parts 1 and 2. Furthermore, had it been the intention of the PRB to mean that this recommendation should be applied in the same general manner as the recommendation at para 23.6 (vii) to (ix) of Volume 1, then there would have been no reason for duplication. Hence, this implies that in interpreting the recommendation, the specificity provided for under part 3 of the recommendation should be given due consideration so as not to debar employees for whom this special provision has been made.
- 28.37 In the circumstances there is need for the Ministry of Agro Industry to review its stand. We are hereunder reproducing the recommendation.

Recommendation 7

28.38 We recommend that in respect of Ex-TDA, Tea Fac 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 made at paragraphs 21.24(i) of Volume I of the 2016 PRB Report irrespective of their grades and the duties they have been performing. This recommendation is not applicable to officers, if any, qualifying for additional increments by virtue of provisions made at paragraph 10.39 of Volume 1 of the 2016 PRB Report.

Allowance for Accreditation and ISO Certification

28.39 Management has submitted that in order to meet national and international obligations for quality service delivery, the Divisions and Laboratories of the Agricultural Services are required to be accredited and ISO certified. In this respect, request has been made for the creation of a grade of Quality Manager to perform duties related to ISO certification and accreditation.

28.40 We have analysed the request and opine that acceding to same would result into the creation of a dead end post with no possibility for career progression. We are, however, providing for another mechanism in view of improving service delivery in terms of ISO certification and accreditation.

Recommendation 8

28.41 We recommend that an officer of the Scientific Officer cadre should be designated on a rotational basis to perform duties related to ISO certification and accreditation.

28.42 We further recommend that the designated officer should be paid a monthly allowance of Rs 3000.

Allowances

28.43 Presently allowances are paid to Technical Officers (Personal) 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 perform work connected with the White Grub Protocol as well as to Agricultural Support Officers and Senior Agricultural Support Officers residing on stations and shouldering higher responsibilities outside normal working hours and working on roster. We are maintaining this provision.

Recommendation 9

28.44 We recommend that eligible officers of the technical cadre should continue to be paid allowances as specified hereunder:

(a)	Technical Officers (Personal) and Senior Technical Officers posted at the Plant Pathology Section of the National Plant Protection Office (i) for covering arrival and departure of ships and planes (ii) for performing work connected with White Grub Protocol	Rs 1185 monthly Rs 235 per day
(b)	Agricultural Support Officer/Senior Agricultural Support Officer <i>formerly Agricultural Support Officer and Senior Agricultural Support Officer</i> residing on stations for shouldering higher responsibilities outside normal working hours	Rs 240 monthly
(c)	Officers working on a roster basis at outstations as follows: Agricultural Support Officer/Senior Agricultural Support Officer <i>formerly Agricultural Support Officer</i> <i>Senior Agricultural Support Officer</i>	Rs 475 monthly

Risk Allowance for Monkey Trapping

28.45 Management has submitted that officers posted at the Animal Health Laboratory are called upon to trap stray monkeys in connection with the Monkey Trapping Programme. Being given that these duties do not form part of their respective scheme of service and that same comprise a high degree of risk of being attacked by monkeys, request has been made for the payment of a risk allowance to the incumbents.

28.46 The Bureau has carried out an in-depth study on the request and considers that the element of risk may be reduced through the use of protective equipment. However, given that we cannot pronounce on the degree of risk associated with this task, we are making an appropriate recommendation to address this issue.

Recommendation 10

28.47 We recommend that Management should make necessary arrangements for the conduct of a Risk Assessment Exercise in view of determining the degree of risk faced by the concerned officers. The modalities for this exercise are spelt out at paragraph 18.15.23 of the Chapter on Risk, Insurance and Compensation of Volume 1 of this Report.

Training Scheme for Engineering

- 28.48 At present, graduates in Engineering who undergo a pre-registration practical training through the training scheme to be registered in accordance with legislation in force are paid a monthly allowance of Rs 22175. We are revising the quantum.
- 28.49 Trainee Agricultural Engineers have represented that there is no provision for refund of mileage or bus fares when they are travelling for official purpose. Given that such a provision exists for similar grades in other Ministries/Departments, we are extending same for the Trainee Agricultural Engineers.

Recommendation 11

- 28.50 We recommend that the monthly allowance payable to Trainees in Engineering be revised to Rs 23975 monthly.**
- 28.51 We also recommend that Trainee Agricultural Engineers who use their car for official travelling in the discharge of their duties should be refunded travelling expenses based on the distance travelled at the rate of Rs 6.50 per km or should be refunded bus fares.**

Transport Superintendent *formerly Transport Officer*

- 28.52 Unions have requested to restyle the grade of Transport Officer. The present appellation does not reflect the nature of the duties being performed as incumbent is responsible for the management and supervision of the Transport Division. We are agreeable for the restyling of the grade.

Recommendation 12

- 28.53 We recommend that the grade of Transport Officer be restyled Transport Superintendent.**

Livestock Section

Livestock Officer (New Grade)

- 28.54 With the reorganisation of the Agricultural Services, the Livestock Section is to operate within the Livestock and Veterinary Division. To ensure that the section is able to meet its objectives, Management has requested for the creation of a dedicated grade of Livestock Officer, to which the Bureau subscribes. We are, therefore, making an appropriate recommendation to that end.

Recommendation 13

- 28.55 We recommend the creation of the grade of Livestock Officer. Appointment thereto, should be made by selection from among officers in the grades of Agricultural Superintendent, Senior Technical Officer and Technical Officer**

(Personal) possessing a degree in Agriculture or Veterinary Science or an equivalent qualification. In the absence of qualified serving officers, appointment should be made by selection from among outside candidates possessing the required qualifications.

- 28.56 Incumbent would be required, *inter-alia*, to: maintain an up-to-date database on animal health statistics; provide technical assistance in the prevention, control and eradication of animal diseases; and assist in implementing Government Programmes in respect of livestock development.

Veterinary Services

- 28.57 The Veterinary Services is responsible for the overall management of animal health and related livestock matters. It is presently headed by a Principal Agricultural Officer (Veterinary Services) and is assisted by officers in the grades of Divisional Veterinary Officer, Senior Veterinary Officer and Veterinary Officer. Management has informed that in the context of the restructuring of the Agricultural Services, the Veterinary Services would form part of the Livestock and Veterinary Division.
- 28.58 The Bureau has been apprised that the Livestock and Veterinary Services would be headed by an Assistant Director. To this effect and in line with what is obtainable for similar positions in the Agricultural Services, we are restyling the grade of Principal Agricultural Officer (Veterinary Services) and Divisional Veterinary Officer to more appropriate job appellations.

Recommendation 14

- 28.59 We recommend that the grades of Principal Agricultural Officer (Veterinary Services) and Divisional Veterinary Officer be restyled Assistant Director, Livestock and Veterinary, and Principal Veterinary Officer respectively.**

Veterinary Officer

- 28.60 The findings of the Survey on Recruitment and Retention problems in the public Sector carried out in the context of this Report revealed that the field of Veterinary Science is still considered as a scarcity area. In this respect, we are maintaining recommendations meant to ease recruitment and allow for some flexibility in the remuneration system for this category of scarce professionals.

Recommendation 15

28.61 We again recommend that:

- (i) 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;**
- (ii) the Ministry of Civil Service and Administrative Reforms may, subject to the approval of the High Powered Committee, continue to approve granting a higher salary point for new entrants in the grade of Veterinary Officer based on the qualification and experience held by the new recruits, and such adjustments in salary as may be required for officers in post;**
- (iii) Veterinary Officers having reached the top of their salary scale should continue to be allowed to move in the salary scale of the grade of Senior Veterinary Officer provided they:
 - (a) have drawn their top salary for a year;**
 - (b) have been efficient and effective in their performance during the preceding year; and**
 - (c) are not under report.****

This recommendation should, however, not preclude Veterinary Officers from being promoted to the grade of Senior Veterinary Officer before they have reached the top of their salary scale or on vacancy arising in the latter grade; and

- (iv) Veterinary Officers should perform the duties and assume the responsibilities of the grade of Senior Veterinary Officer upon moving in the higher salary scale.**

Special Professional Retention Allowance

28.62 The Special Professional Retention Allowance (SPRA) was introduced in the 2008 overall review, more specifically in the EOC Report 2009, to curb recruitment and retention problems in the fields of Engineering/Architecture/Quantity Surveying and the Veterinary Services which were considered as scarcity areas.

28.63 Based on the survey carried out by the Bureau in context of the 2013 PRB Report, the SPRA was maintained as it served its purpose of retaining professionals of high calibre. Following the publication of the 2013 EOAC Report, officers in several other grades were listed for eligibility for SPRA without any stated justification.

- 28.64 In the context of this review, Management, Unions and individual officers have made strong representations for maintaining SPRA and for extending same to other grades. The Bureau recently conducted a survey to determine the extent to which professionals of high calibre and possessing scarce skills are leaving the public sector, and also to assess the market value of these professionals. However, it is worth noting that the survey revealed that there are no serious recruitment and retention problems in the Engineering/Architecture/Quantity Surveying fields except in the Veterinary Science field.
- 28.65 It is also worth highlighting that some organisations have not responded to the survey carried out and as such the Bureau has not been able to ascertain whether these organisations are still encountering difficulties in recruiting and retaining professionals of right profile and calibre in the Engineering/Architecture/Quantity Surveying fields. Though some organisations did not respond to the survey, they have nevertheless made representations for maintaining SPRA and extending it to other categories of professionals.
- 28.66 In the given circumstances and taking into consideration: (i) the findings of the survey; (ii) representations from stakeholders; and (iii) position of concerned organisations, we are in this Report maintaining the payment of the SPRA to eligible officers in post as at 31 December 2015 up to 31 December 2016.

Recommendation 16

- 28.67 We recommend that officers in the Veterinary Officer cadre eligible for the payment of the Special Professional Retention Allowance as at 31 December 2015 should continue to be paid same up to 31 December 2016 as specified in the following table:**

Grades	SPRA (% of Monthly Salary)
Veterinary Officer reckoning at least 10 years' service in the grade	7
Senior Veterinary Officer and Principal Veterinary Officer formerly Divisional Veterinary Officer	7

28.68 We also recommend that those officers who:

- (i) 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) 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, provisions made at (i) and (ii) above, should not apply to officers retiring as per their new compulsory retirement age or on medical ground.

28.69 All officers in the Veterinary Science field who are eligible for the payment of the Special Professional Retention Allowance as from 01 January 2016 and have been granted same prior to the publication of this Report should continue to draw the Special Professional Retention Allowance up to 31 December 2016.

Meat Inspection

28.70 At present a daily commuted allowance of Rs 800 is paid 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 its quantum.

Recommendation 17

28.71 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 840.

On-Call Allowance and In-Attendance Allowance

28.72 Veterinary Officers provide a 24-hour service to the breeding community. In this respect, they are paid On-Call and In-Attendance Allowances for being on call beyond their normal working hours and for attending duty whilst on call. We are maintaining this provision.

Recommendation 18

28.73 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:

Weekdays 1530 hours to 0900 hours the next day	Rs 425
Saturdays Noon to 1800 hours 1800 hours to 0900 hours the following day	Rs 200 Rs 330
Sundays and Public Holidays 0900 hours to 1700 hours 1700 hours to 0900 hours the following day	Rs 275 Rs 375

28.74 We further recommend that Veterinary Officers be paid an allowance of Rs 200 per hour when attending work while on call, subject to the following maxima:

Weekdays	Rs 1030
Saturdays	Rs 1240
Sundays and Public Holidays	Rs 1650

Office Clerk

28.75 Provision has been made in the EOAC 2013 Report for the MCSAR in collaboration with the Civil Service College to mount an appropriate award course for Office Clerk, the successful completion of which would entitle them to move incrementally in the master salary scale up to salary point Rs 25925 that is by two increments. It is to be noted that the objective of the course is to equip the Office Clerks with relevant skills to effectively perform clerical duties which are being assigned to them.

28.76 The Office Clerks have drawn our attention to the high level set for the course which falls beyond their capacity and competence making it difficult for them to obtain the award. We are, therefore, making an appropriate recommendation to address the issue.

Recommendation 19

28.77 We recommend that:

- (i) the Ministry of Civil Service and Administrative Reforms should continue, in collaboration with the relevant authorities, to organise work oriented Award Course for Office Clerks.**
- (ii) Office Clerks who have successfully completed the course be allowed to move incrementally in the master salary scale up to salary point Rs 28625.**
- (iii) Office Clerks who have successfully completed the Award Course and who have attained compulsory retirement age before reaching the top salary of the scale should be granted an additional increment at the point reached for the computation of their pensionable emoluments.**
- (iii) the MCSAR should ensure that the level of the course set should also take into consideration the level of the duties as well as the profile of the Office Clerks.**

FORESTRY SERVICE

28.78 The Forestry Service of the Ministry of Agro-Industry and Food Security is mandated to carry out surveillance of state forest lands consisting of forest plantations, native forests, inland and islets nature reserves, Pas Geometriques and mountain, river and road reserves. It is mainly responsible to carry out forestry operations and management of forest biological resources in state owned forest within which all silvicultural, conservation, recreational and leisure activities are carried out.

28.79 In line with the National Forest Policy, the priorities of the Forestry Sector are being revisited. In addition, following various changes in the environmental and economic landscapes of the country, the role of the Forestry Service is gradually shifting from traditional timber exploitation activities to other activities which would be more remunerative in the long run including ecotourism, provision of leisure and recreation, medicinal plants and sustainable exploitation of non-timber products.

28.80 One of the main function of the Forestry Service is the enforcement of the Forest and Reserves Act which provides for the protection of state forest lands and privately owned mountain, river and road reserves. It is equally actively involved in increasing public awareness of the productive and protective functions of the forests for the benefit of the present and future generations.

- 28.81 The Forestry Service is headed by the Conservator of Forests who is assisted in his duties by the Deputy Conservator of Forests and two Assistant Conservator of Forests. The enforcement arm comprises a Divisional Forest Officer and officers in the Forest Conservation and Enforcement cadre.
- 28.82 During consultations, Management and Staff Associations have, among others, made proposals to upgrade the professional and enforcement cadres in view of the specificity of the Forestry Service in terms of biodiversity and conservation of forests; review upward the entry qualification requirements of the grade of Forest Conservation and Enforcement Officer to HSC level; provide a diploma course to officers of the enforcement cadre; and review the mode of appointment to the grade of Principal Forest Conservation and Enforcement Officer.
- 28.83 We have analysed the proposals and considered those deemed justified, which would enable the organisation to better deliver on its mandate and enhance service delivery.
- 28.84 We are, in this Report, maintaining the present structure and as a social policy equally maintaining the mode of appointment to the grade of Forest Conservation and Enforcement Officer. We are, however, making provision for the mounting of a diploma course in Forestry; making it a requirement for appointment to the grade of Principal Forest Conservation and Enforcement Officer and reviewing the mode of appointment to the grade. We are also providing a form of compensation to officers in the grades of Forest Conservation and Enforcement Officer and Senior Forest Conservation and Enforcement Officer on obtention of a diploma in Forestry and introducing the payment of a Bad Road Allowance to eligible officers while maintaining existing allowances.

Principal Forest Conservation and Enforcement Officer

- 28.85 At present, appointment to the grade of Principal Forest Conservation and Enforcement Officer is made by selection from among officers in the grade of Senior Forest Conservation and Enforcement Officer reckoning at least four years' service in a substantive capacity in the grade.
- 28.86 The Bureau has been apprised that the Forestry Service has re-oriented its strategic plan of work heading towards more technical and scientific objectives. In view thereof and given that all officers of the Forest Conservation and Enforcement Officer already possess a Certificate in Forestry from the University of Mauritius, request has been made for incumbents to be given the opportunity to upgrade their qualification to a diploma. Management and Staff Associations have equally requested for the mode of appointment to the grade of Principal Forest Conservation and Enforcement Officer to be amended so that the post is filled by promotion of officers in the grade of Senior Forest Conservation and

Enforcement Officer, instead of by selection, so as to be in line with what obtains in similar cadres.

28.87 The Bureau has carefully examined the proposals taking into consideration the new responsibilities devolving on the Forest Conservation and Enforcement Officer cadre, the new challenges that incumbents are confronted to in this field and most importantly all stakeholders are agreeable to the proposals. In view thereof, we are amending the qualification requirements of the grade of Principal Forest Conservation and Enforcement Officer and providing for officers of the cadre to be given the opportunity to upgrade their qualifications. We are making appropriate recommendations to that end.

Recommendation 20

28.88 We recommend that:

- (i) as from the year 2018 appointment to the grade of Principal Forest Conservation and Enforcement Officer should be made by promotion, on the basis of experience and merit, of Senior Forest Conservation and Enforcement Officers possessing a diploma in Forestry and reckoning at least four years' service in a substantive capacity in the grade;**
- (ii) Management should make necessary arrangements with the University of Mauritius or any other recognised institution, for the mounting of a Diploma Course in Forestry, and sponsor officers in the grades of Forest Conservation and Enforcement cadre to follow the diploma course;**
- (iii) officers in the grades of Principal Forest Conservation and Enforcement Officer, possessing a diploma in Forestry should be allowed to proceed beyond the Qualification Bar (QB) inserted in their salary scale; and**
- (iv) officers in the grades of Forest Conservation and Enforcement Officer and Senior Forest Conservation and Enforcement Officer possessing a Diploma in Forestry and who have drawn their top salary for a year should be allowed to move incrementally in the master salary scale by two increments provided that they:**
 - (a) have been efficient and effective in their performance during the preceding year; and**
 - (b) are not under report.**

Allowances

28.89 Presently, officers of the Forestry Services are paid an all-inclusive daily allowance, in lieu of overtime, for participating in expeditions to islets. We are maintaining this provision.

Recommendation 21

28.90 We recommend that officers of the Forestry Services be paid a daily all-inclusive allowance, in lieu of overtime, for participating in expeditions to islets and on mountain tops as follows:

Grade	Daily All-Inclusive Allowance (Including Meal Allowance) Amount (Rs)
Conservator of Forests	3660
Deputy Conservator of Forests	3660
Assistant Conservator of Forests	3660
Divisional Forest Officer	2930
Chief Forest Conservation and Enforcement Officer	2200
Principal Forest Conservation and Enforcement Officer	1900
Senior Forest Conservation and Enforcement Officer	1465
Forest Conservation and Enforcement Officer	1320
General Worker	825

Walking Allowance

28.91 At present, the Divisional Forest Officers and officers of the Forest Conservation and Enforcement cadre are paid a monthly Walking Allowance. We are maintaining the continued payment of this allowance.

Recommendation 22

28.92 We recommend the payment of a Walking Allowance of Rs 275 monthly to Forest Conservation and Enforcement Officers, Senior Forest Conservation and Enforcement Officers, Principal Forest Conservation and Enforcement Officer, Chief Forest Conservation and Enforcement Officers and Divisional Forest Officers.

Rent Allowance

28.93 At present, eligible officers of the Forestry Services not occupying government quarters are paid a Rent Allowance. We are maintaining this provision as well as the quantum of the allowance.

Recommendation 23

28.94 We recommend that eligible officers of the Forestry Service not occupying government quarters should continue to be paid the following Rent Allowances:

Grades	Amount (Rs)
Forest Conservation and Enforcement Officer	645
Senior Forest Conservation and Enforcement Officer	695
Principal Forest Conservation and Enforcement Officer	895
Chief Forest Conservation and Enforcement Officer	985
Divisional Forest Officer	1065

Bad Road Allowance

28.95 Officers of the Forest Conservation and Enforcement cadre are required to effect regular patrols and checks to detect irregularities and offences committed as per provisions made in the Forests and Reserves Act of 1983. Staff Associations have represented that the officers use their private cars to perform these duties and whilst doing so, they have to travel on damaged, sloppy, muddy and uneven roads/tracks which in turn increases the vehicles cost of maintenance and repairs.

28.96 After examining the request, we consider that there is merit in the case. We are, in this respect, providing for some compensation to the officers concerned.

Recommendation 24

28.97 We recommend that officers of the Forest Conservation and Enforcement cadre who regularly use their cars on bad roads be paid a Bad Road Allowance of Rs 835 monthly.

NATIONAL PARKS AND CONSERVATION SERVICE

- 28.98 The National Parks and Conservation Service (NPCS) operates under the *aegis* of the Ministry of Agro Industry and Food Security as an independent organisation. Its main objectives are to establish and maintain protected areas from depredation and invasion by alien species; and manage key components of biodiversity including restoration and conservation.
- 28.99 The NPCS is the national focal point for biodiversity protection and responsible for the management of endemic biological resources in the Black River Gorges National Park. It also provides advice on all matters relating to conservation of native terrestrial biodiversity. The main activities carried out consist in the protection, management and rehabilitation of endemic fauna and flora species; creation of public awareness and dissemination of conservation education.
- 28.100 A Director heads the NPCS and is assisted in his administrative and technical duties by a Deputy Director. Officers in the professional and technical grades provide support services whilst enforcement duties are carried out by officers of the Park Ranger cadre.
- 28.101 In the context of this Report, various representations were made by both Management and Staff Associations. The main ones consisted in an upgrading of salaries, merging of grades at professional level, payment of Risk Allowance to certain grades, granting loan facilities and payment of a Special Retention Allowance.
- 28.102 We have duly examined all the representations made. Only those deemed meritorious have been retained. We are, in this Report maintaining the present organisation structure of the NPCS, providing for some form of compensation to qualified and able serving officers of the technical cadre; maintaining existing allowances and introducing the payment of a Bad Road Allowance to certain officers.

Technical Officer/Senior Technical Officer (Conservation)

- 28.103 During consultations, the Bureau has been apprised that many Technical Officer/Senior Technical Officers (Conservation) possessing higher qualifications contribute in bringing an enhanced service delivery through their additional knowledge and competencies. In certain cases, a few have been entrusted additional responsibilities and are required to assist the Scientific Officers (Conservation) in their daily duties. In this connection, request has been made for these officers to be additionally compensated.

28.104 Whilst studying the request, we have taken into account that the organisation is making judicious use of the skills and knowledge of these officers. In this perspective, we view that some form of compensation may be provided, as a recognition of their contribution.

Recommendation 25

28.105 We recommend that officers in the grade of Technical Officer/Senior Technical Officer (Conservation) possessing a degree in either Agriculture or Biology or Zoology or Botany or Ecology or an equivalent qualification on reaching the top of their salary scale should be allowed to move incrementally in the master salary scale by two increments provided they:

- (i) have drawn the top salary for a year;**
- (ii) have been efficient and effective in their performance during the preceding year; and**
- (iii) are not under report.**

Bad Road Allowance

28.106 Staff Associations have made representations that officers of the Park Ranger cadre are regularly required during the execution of their duties to drive their 4 x 4 vehicles on rugged, mountainous and steep terrains to conduct field work. This practice in turn causes rapid wear and tear of the vehicles thus involving additional expenses.

28.107 Moreover, we have been informed that costs of running such types of vehicles are much higher compared to those of a private car. We have examined the representation which we consider justified. We therefore view that these officers should be granted an additional remuneration to meet the extra costs. We are recommending for the payment of a Bad Road Allowance.

Recommendation 26

28.108 We recommend that a monthly Bad Road Allowance of Rs 1250 should be paid to officers of the Park Ranger cadre for using a 4 x 4 or 2 x 4 vehicle regularly in the performance of their duties.

Allowances

28.109 Presently, officers posted at the National Parks and Conservation Service are paid an all-inclusive daily allowance, in lieu of overtime, for participating in expeditions to islets. We are maintaining this provision.

Recommendation 27

28.110 We recommend that officers posted at the National Parks and Conservation Service should continue to be paid a daily all-inclusive allowance, in lieu of overtime, for participating in expeditions to islets, as follows:

Grade	Daily All-Inclusive Allowance (Including Meal Allowance) Amount (Rs)
Director (NPCS)	3660
Deputy Director (NPCS)	3660
Senior Scientific Officer (Conservation)	3660
Scientific Officer (Conservation)	2930
Technical Officer/Senior Technical Officer (Conservation)	2350
Technical Officer	2200
Senior Park Ranger	2200
Park Ranger	1900
Assistant Park Ranger	1465
Senior Forest Conservation and Enforcement Officer	1465
Forest Conservation and Enforcement Officer	1320
Senior Gardener/Nursery Attendant	1080
Gardener/Nursery Attendant	1025
Insecticide Sprayer Operator	1025
Mason	1025
Tradesman's Assistant	880
General Worker	825

Walking Allowance

28.111 Officers of the Park Ranger cadre are presently paid a monthly Walking Allowance as they are required to walk long distance in areas accessible only on foot. We are maintaining the continued payment of this allowance.

Recommendation 28

28.112 We recommend the payment of a Walking Allowance of Rs 275 monthly to Assistant Park Rangers, Park Rangers and Senior Park Rangers of the National Parks and Conservation Service.

Rent Allowance

28.113 Presently, officers of the Park Ranger cadre not occupying government quarters are paid a monthly Rent Allowance. We are maintaining this provision.

Recommendation 29

28.114 We recommend that officers of the Park Ranger cadre who do not occupy government quarters should continue to be paid exceptionally a monthly rent allowance on a personal basis as specified below:

Grade	Amount (Rs)
Assistant Park Ranger	695
Park Ranger	895
Senior Park Ranger	985

Park Ranger Cadre

28.115 With an expansion of protected areas, the duties of officers of the Park Ranger cadre have significantly increased in both volume and complexity as incumbents are fully involved in restoring native biodiversity. To this effect, Staff Associations have represented for the creation of additional posts in the grade of Senior Park Ranger to oversee the proper functioning of the different ranges.

28.116 The Bureau wishes to highlight that issues regarding the establishment size or posting of officers would best be considered and addressed in the context of the Human Resource Planning exercise which every organisation would be mandatorily required to carry out as per provision made at Chapter 11 of Volume 1 of this Report.

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

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 108	Rs 152000 Senior Chief Executive
02 000 106	Rs 122000 Permanent Secretary
02 077 091	Rs 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350 Chief Agricultural Policy and Programme Development Officer <i>formerly Chief Agricultural Planning Officer</i>
02 069 085	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Senior Agricultural Policy and Programme Development Officer <i>formerly Senior Agricultural Planning Officer</i>
02 054 081	Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Agricultural Policy and Programme Development Officer <i>formerly Agricultural Planning Officer</i>
01 069 085	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Senior Agricultural Analyst
08 058 074	Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375 Agricultural Executive Assistant (Personal) <i>formerly in GSE10</i>
08 056 072	Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Agricultural Executive Assistant (Personal) <i>formerly in GSE 14</i>

Salary Code	Salary Scale and Grade
08 046 069	<p>Rs 20525 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350</p> <p>Agricultural Executive Assistant (Personal) <i>formerly in GSE 5</i></p>
08 038 063	<p>Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500</p> <p>Agricultural Clerk (Personal) <i>formerly in GSC 10</i></p> <p>Agricultural Executive Assistant (Personal) <i>formerly in GSE 2</i></p>
08 026 060	<p>Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175</p> <p>Agricultural Clerk (Personal) <i>formerly in GSC 9</i></p>
24 022 051	<p>Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200</p> <p>Driver (Ordinary vehicles up to 5 tons)</p>
AGRICULTURAL SERVICES	
19 000 102	<p>Rs 110000</p> <p>Director, Agricultural Services <i>formerly Chief Agricultural Officer</i></p>
19 096 098	<p>Rs 89000 x 3000 – 95000</p> <p>Deputy Director, Agricultural Services <i>formerly Deputy Chief Agricultural Officer</i></p> <p>Officer-in-Charge, National Agricultural Products Regulatory Office (Personal)</p>
19 085 095	<p>Rs 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000</p> <p>Assistant Director, Agricultural Services <i>formerly Principal Agricultural Officer</i></p> <p>Assistant Director, Livestock and Veterinary <i>formerly Principal Agricultural Officer (Veterinary Services)</i></p>

Salary Code	Salary Scale and Grade
19 075 089	Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Principal Scientific Officer <i>formerly Divisional Scientific Officer</i> Principal Veterinary Officer <i>formerly Divisional Veterinary Officer</i>
19 069 085	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Senior Scientific Officer Senior Veterinary Officer
19 065 081	Rs 34350 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Veterinary Officer
19 055 081	Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Livestock Officer (New Grade) Scientific Officer
19 055 085	Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Herbarium Officer (ex-SPI) (Personal)
19 078 088	Rs 51575 x 1625 – 62950 x 1850 – 68500 Agricultural Technician (Personal) <i>formerly Administrative and Personnel Manager (Teafac)</i>
19 054 081	Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Agricultural Technician (Personal) <i>formerly Assistant Factory Manager (Teafac) (Personal)</i> <i>Economist (Personal)</i> <i>Project Officer (Tea Board) (Personal)</i> <i>Statistics & Marketing Officer (Teafac) (Personal)</i> <i>Tea Officer (Graduate scale) (Personal)</i>

Salary Code	Salary Scale and Grade
19 046 076	<p>Rs 20525 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425</p> <p>Agricultural Technician (Personal) <i>formerly Tea Officer</i></p>
19 072 087	<p>Rs 42325 x 1525 – 49950 x 1625 – 62950 x 1850 – 66650</p> <p>Senior Agricultural Superintendent</p>
19 067 081	<p>Rs 36200 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450</p> <p>Agricultural Superintendent Senior Laboratory Technologist (Personal)</p>
19 061 076	<p>Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425</p> <p>Laboratory Technologist (Personal) Senior Laboratory Technologist Senior Technical Officer Senior Technical Officer(Ex Tobacco Board) (Personal)</p>
19 044 072	<p>Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325</p> <p>Apicultural Officer Laboratory Technologist Technical Officer (Personal) Technical Officer(Ex Tea Board) (Personal)</p>
26 075 089	<p>Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450</p> <p>Principal Agricultural Engineer</p>
26 069 085	<p>Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950</p> <p>Senior Agricultural Engineer</p>
26 059 081	<p>Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450</p> <p>Agricultural Engineer Agricultural Engineer (ex – SPI) (Personal)</p>

Salary Code	Salary Scale and Grade
26 056 072	Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Senior Technical Design Officer
26 038 066	Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275 Technical Design Officer
26 028 030	Rs 14325 x 275 – 14875 Trainee Technical Design Officer
19 046 065	Rs 20525 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 34350 Senior Field Assistant (Personal)
19 028 058	Rs 14325 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 28625 Field Assistant (Personal)
19 029 076	Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 QB 37125 x 1225 – 40800 x 1525 – 48425 Agricultural Support Officer/Senior Agricultural Support Officer <i>formerly Agricultural Support Officer</i> <i>Senior Agricultural Support Officer</i>
19 050 067	Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 36200 Senior Technical Assistant (ex-SPI)(Personal)
19 029 062	Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725 Animal Control Officer Technical Assistant (ex-SPI)(Personal)
19 050 067	Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 36200 Agricultural Supervisor

Salary Code	Salary Scale and Grade
26 046 076	<p>Rs 20525 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425</p> <p>Transport Superintendent <i>formerly Transport Officer</i></p>
08 058 074	<p>Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375</p> <p>Agricultural Executive Assistant (Personal) <i>formerly in GSE 10</i></p>
08 056 072	<p>Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325</p> <p>Agricultural Executive Assistant (Personal) <i>formerly in GSE 14</i></p>
08 050 072	<p>Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325</p> <p>Agricultural Executive Assistant (Personal) <i>formerly Technical Officer (Tea Board)</i></p>
08 050 069	<p>Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350</p> <p>Agricultural Executive Assistant (Personal) <i>formerly Accounts Officer, Tea Board Public Relations/Welfare Officer, Tea Board</i></p>
08 046 069	<p>Rs 20525 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350</p> <p>Agricultural Executive Assistant (Personal) <i>formerly in GSE 5</i></p>
08 043 069	<p>Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350</p> <p>Agricultural Confidential Secretary (Personal) <i>formerly in GSS 3</i></p>
08 050 065	<p>Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 34350</p> <p>Agricultural Executive Assistant (Personal) <i>formerly in GSE 3</i></p>

Salary Code	Salary Scale and Grade
08 038 063	Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 Agricultural Clerk (Personal) <i>formerly in GSC 10</i> Agricultural Executive Assistant
08 026 060	Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175 Agricultural Clerk (Personal) <i>formerly in GSC 9</i>
08 023 057	Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27850 Tickets/Sales Officer
08 022 056	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075 Office Clerk
25 049 063	Rs 21950 x 625 – 23200 x 775 – 32500 Workshop Supervisor
25 029 062	Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725 Supervisor of Works
10 029 062	Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725 Audio Visual Production Officer Visual Artist (Graphics)
10 023 058	Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 28625 Publicity Assistant

Salary Code	Salary Scale and Grade
16 025 062	<p>Rs 13530 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525 QB 26300 x 775 – 31725</p> <p>Machine Minder/Senior Machine Minder (Bindery) (Roster)</p>
24 018 051	<p>Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200</p> <p>Survey Field Worker/Senior Survey Field Worker Survey Field Worker/Senior Survey Field Worker (ex-SPI) (Personal)</p>
24 040 061	<p>Rs 18075 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30950</p> <p>Senior Laboratory Auxiliary <i>formerly Senior Laboratory Attendant</i></p>
24 023 056	<p>Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075</p> <p>Laboratory Auxiliary <i>formerly Laboratory Attendant</i> Laboratory Auxiliary (Ex-SPI) (Personal) <i>formerly Laboratory Attendant (Ex-SPI) (Personal)</i></p>
25 041 060	<p>Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175</p> <p>Chief Blacksmith Chief Cabinet Maker Chief Carpenter Chief Mason Chief Mechanic (Ex-Tobacco Board) Chief Motor Mechanic Chief Motor Mechanic (Ex – Tobacco Board) Chief Panel Beater Chief Welder Foreman Foreman (Ex-Tobacco Board)</p>
24 037 058	<p>Rs 17050 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 28625</p> <p>Head Survey Field Worker</p>
24 036 056	<p>Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075</p> <p>Senior Field Supervisor</p>

Salary Code	Salary Scale and Grade
24 030 054	<p>Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525</p> <p>Driver (Heavy Vehicles above 5 tons) Driver (Mechanical Unit) Driver (Mechanical Unit) (ex-SPI) (Personal)</p>
24 019 045	<p>Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050</p> <p>Office Attendant (Ex-Tobacco Board) (Personal)</p>
24 027 052	<p>Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975</p> <p>Senior/Head Office Attendant (Ex-Tobacco Board) (Personal)</p>
24 025 054	<p>Rs 13530 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525</p> <p>Agricultural Implement Operator Driver (Shift)</p>
24 024 053	<p>Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 24750</p> <p>Forklift Driver</p>
24 023 052	<p>Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975</p> <p>Incinerator Operator Vulcaniser</p>
24 036 052	<p>Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975</p> <p>Head Gardener/ Nursery Attendant</p>
25 023 052	<p>Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975</p> <p>Automobile Electrician Blacksmith Cabinet Maker Carpenter Coach Painter Fitter General Assistant General Development Handy Worker <i>formerly General Development Handyman</i> Maintenance Assistant Mason</p>

Salary Code	Salary Scale and Grade
	Motor Mechanic Painter Panel Beater Plumber and Pipe Fitter Sailmaker Tinsmith Turner and Machinist Upholsterer Welder Welder (ex-SPI) (Personal)
24 027 051	Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 Field Supervisor Hatchery Operator (Personal to officers in post at 30.06.2003) Leading Hand Senior Stockman
24 022 051	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 Driver (Ordinary vehicles up to 5 tons) Driver (Ordinary vehicles up to 5 tons) (ex-SPI) (Personal) Driver (Ordinary vehicles up to 5 tons) (Personal) <i>formerly Driver/Office Attendant (Ex Tobacco Board)</i> <i>Office Attendant/Driver (Ex Tea Board)</i> General Development Worker (Personal) <i>formerly Gangman (TDA) or Driver (TDA)</i>
24 019 051	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 General Development Worker (Personal) <i>formerly Telephone Operator (TDA)</i> <i>Telephone Operator (Tea Board)</i>
24 024 049	Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 Factory Operative (Roster) (Personal) General Development Worker (Personal) <i>formerly Leaf Weigher (TDA)</i>

Salary Code	Salary Scale and Grade
24 022 047	<p>Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21000</p> <p>Factory Operative Plant and Equipment Operator Senior Gardener/Nursery Attendant</p>
24 020 046	<p>Rs 12230 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20525</p> <p>Barnman (On Shift) Factory Operative Assistant (Roster) (Personal) Irrigation Operator (On Roster)</p>
25 019 045	<p>Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050</p> <p>Maintenance Handy Worker (Personal)</p>
24 019 045	<p>Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050</p> <p>Factory Operative Assistant Gardener/Nursery Attendant General Development Worker (Personal) <i>formerly Office Attendant (TDA/TEAFAC)</i> <i>Office Attendant, Tea Board</i> General Worker/Gardener (Ex-SPI) (Personal) Hatchery Operator Household Attendant Insecticide Sprayer Operator Office Attendant (Ex-SPI) (Personal) Operator Pumping Station Stockman (Roster) Toolskeeper</p>
24 016 043	<p>Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200</p> <p>Stores Attendant</p>
24 016 042	<p>Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825</p> <p>Stone Breaker</p>

Salary Code	Salary Scale and Grade
25 016 042	<p>Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825</p> <p>Maintenance Handy Worker Tradesman's Assistant</p>
24 018 044	<p>Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575</p> <p>General Development Worker (Personal) <i>formerly Watchman (TDA)</i> Security Guard Security Guard (ex-SPI) (Personal) Security Guard (ex-Tobacco Board) (Personal)</p>
24 018 045	<p>Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050</p> <p>General Development Worker <i>formerly Senior Warehouse Operative (Ex-Tobacco Board)</i> (Personal)</p>
24 015 040	<p>Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18075</p> <p>General Development Worker (Personal) <i>formerly Motor Mechanic, Boiler and Turbine Operator, Supervisor (TDA/Teafac)</i> General Development Worker <i>formerly Warehouse Operative (Ex-Tobacco Board) (Personal)</i> Lorry Loader Sanitary Attendant Tobacco Grader</p>
24 001 038	<p>Rs 7800 x 200 – 8000 x 205 – 8820 x 230 – 10200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17375</p> <p>General Development Worker (Personal) <i>formerly Agricultural Development Assistant</i> General Worker General Worker (ex-SPI) (Personal)</p>
11 050 069	<p>Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350</p> <p>Factory Supervisor</p>

Salary Code	Salary Scale and Grade
21 022 060	<p>Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175</p> <p>Sales Officer/Senior Sales Officer, Agricultural Extension Shop, <i>formerly Sales Officer, Agricultural Extension Shop</i> <i>Senior Sales Officer, Agricultural Extension Shop</i></p>
24 001 041	<p>Rs 7800 x 200 – 8000 x 205 – 8820 x 230 – 10200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450</p> <p>General Development Worker <i>formerly Warehouse Worker (Ex-Tobacco Board) (Personal)</i></p>
24 016 042	<p>Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825</p> <p>General Development Worker <i>formerly Tobacco Grader (Ex-Tobacco Board) (Personal)</i></p>
FORESTRY SERVICES	
19 000 100	<p>Rs 101000</p> <p>Conservator of Forests</p>
19 079 092	<p>Rs 53200 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 77175</p> <p>Deputy Conservator of Forests</p>
19 055 082	<p>Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 58075</p> <p>Assistant Conservator of Forests</p>
19 066 081	<p>Rs 35275 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450</p> <p>Divisional Forest Officer</p>
19 057 074	<p>Rs 27850 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375</p> <p>Chief Forest Conservation and Enforcement Officer</p>

Salary Code	Salary Scale and Grade
19 050 069	Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 QB 38350 Principal Forest Conservation and Enforcement Officer
19 043 063	Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 Senior Forest Conservation and Enforcement Officer
19 027 060	Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175 Forest Conservation and Enforcement Officer
26 038 066	Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275 Technical Design Officer
08 038 063	Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 Agricultural Clerk (Personal) <i>formerly in GSC 10</i> Agricultural Executive Assistant (Personal) <i>formerly in GSE 2</i>
08 026 060	Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175 Agricultural Clerk (Personal) <i>formerly in GSC 9</i>
25 041 060	Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175 Chief Mason
24 036 056	Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075 Senior Field Supervisor
24 030 054	Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525 Driver (Heavy Vehicles above 5 tons) Driver (Mechanical Unit) Driver (Mechanical Unit) (Ex-SPI) (Personal)

Salary Code	Salary Scale and Grade
24 036 052	Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975 Head Gardener/Nursery Attendant
24 022 047	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21000 Senior Gardener/Nursery Attendant
25 023 052	Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975 Blacksmith Carpenter Mason Motor Mechanic Painter
24 027 051	Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 Field Supervisor
24 027 056	Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075 Leading Hand/Senior Leading Hand <i>formerly Leading Hand</i>
24 022 051	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 Driver (Ordinary Vehicles up to 5 tons) Driver (Personal) (Ex-SPI) General Development Worker (Personal) <i>formerly Gangman (TDA) and Driver (TDA)</i>
24 037 058	Rs 17050 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 28625 Head, Survey Field Worker
24 019 045	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050 Insecticide Sprayer Operator

Salary Code	Salary Scale and Grade
24 018 051	<p>Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200</p> <p>Survey Field Worker/Senior Survey Field Worker Survey Field Worker/Senior Survey Field Worker (Ex-SPI) (Personal)</p>
24 024 049	<p>Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950</p> <p>General Development Worker (Personal) <i>formerly Leaf Weigher & Telephone Operator (TDA)</i></p>
24 019 045	<p>Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050</p> <p>Gardener/Nursery Attendant General Development Worker (Personal) <i>formerly Office Attendant(TDA/Teafac)</i> Woodcutter</p>
24 018 044	<p>Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575</p> <p>General Development Worker (Personal) <i>formerly Watchman (TDA)</i> Security Guard Security Guard (Ex-SPI) (Personal)</p>
25 016 042	<p>Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825</p> <p>Tradesman's Assistant</p>
24 015 040	<p>Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18075</p> <p>General Development Worker (Personal) <i>formerly Motor Mechanic, Boiler and Turbine Operator, Supervisor (TDA/Teafac)</i> Lorry Loader Sanitary Attendant</p>

Salary Code	Salary Scale and Grade
24 001 038	<p>Rs 7800 x 200 – 8000 x 205 – 8820 x 230 – 10200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17375</p> <p>General Development Worker (Personal) <i>formerly Agricultural Development Assistant</i> General Worker</p>
NATIONAL PARKS AND CONSERVATION SERVICE	
19 096 098	<p>Rs 89000 x 3000 – 95000</p> <p>Director, National Parks and Conservation Service</p>
19 075 089	<p>Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450</p> <p>Deputy Director, National Parks and Conservation Service</p>
19 069 085	<p>Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950</p> <p>Senior Scientific Officer (Conservation)</p>
19 056 081	<p>Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450</p> <p>Scientific Officer (Conservation)</p>
19 046 076	<p>Rs 20525 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425</p> <p>Technical Officer/Senior Technical Officer (Conservation)</p>
19 057 073	<p>Rs 27850 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850</p> <p>Senior Park Ranger</p>
19 044 072	<p>Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325</p> <p>Technical Officer</p>

Salary Code	Salary Scale and Grade
19 050 067	Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 36200 Park Ranger
19 043 063	Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 Assistant Park Ranger Senior Forest Conservation and Enforcement Officer
19 027 060	Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175 Forest Conservation and Enforcement Officer
19 029 076	Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 QB 37125 x 1225 – 40800 x 1525 – 48425 Agricultural Support Officer/Senior Agricultural Support Officer <i>formerly Agricultural Support Officer</i> <i>Senior Agricultural Support Officer</i>
19 028 058	Rs 14325 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 28625 Field Assistant (Personal)
08 038 063	Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 Agricultural Clerk (Personal) <i>formerly in GSC 10</i>
08 026 060	Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175 Agricultural Clerk (Personal) <i>formerly in GSC 9</i>
08 023 057	Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27850 Tickets/Sales Officer

Salary Code	Salary Scale and Grade
25 023 052	<p>Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975</p> <p>Carpenter Mason</p>
24 027 051	<p>Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200</p> <p>Field Supervisor</p>
24 022 051	<p>Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200</p> <p>Driver (Ordinary vehicles up to 5 tons) General Development Worker (Personal) <i>formerly Gangman (TDA) and Driver (TDA)</i></p>
24 024 049	<p>Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950</p> <p>General Development Worker (Personal) <i>formerly Leaf Weigher & Telephone Operator (TDA)</i></p>
24 022 047	<p>Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21000</p> <p>Senior Gardener/Nursery Attendant</p>
24 019 045	<p>Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050</p> <p>Gardener/Nursery Attendant General Development Worker (Personal) <i>formerly Office Attendant (TDA/Teafac)</i> Insecticide Sprayer Operator Stockman (Roster)</p>
24 018 044	<p>Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575</p> <p>General Development Worker (Personal) <i>formerly Watchman (TDA)</i> Security Guard</p>

Salary Code	Salary Scale and Grade
25 016 042	Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825 Tradesman's Assistant
24 015 040	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18075 General Development Worker (Personal) <i>formerly Motor Mechanic, Boiler and Turbine Operator, Supervisor (TDA/Teafac)</i> Lorry Loader Sanitary Attendant
24 001 038	Rs 7800 x 200 – 8000 x 205 – 8820 x 230 – 10200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17375 General Development Worker (Personal) <i>formerly Agricultural Development Assistant</i> General Worker
24 016 043	Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200 Stores Attendant

Salary Code	Salary Scale and Grade
	Ex - CANE PLANTERS AND MILLERS ARBITRATION AND CONTROL BOARD <i>All salaries are personal to holders of the post</i>
19 067 081	Rs 36200 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Area Superintendent (Personal)
19 061 076	Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Senior Technical Officer (Personal)

Salary Code	Salary Scale and Grade
19 044 072	Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Technical Officer (Personal)
19 056 072	Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Principal Test Chemist (Personal)
19 050 067	Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 36200 Senior Test Chemist <i>formerly Assistant Mechanical Officer (Personal)</i> Senior Test Chemist (Personal)
08 038 063	Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 Agricultural Clerk (Personal) <i>formerly in GSC 10</i>
08 026 060	Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175 Agricultural Clerk (Personal) <i>formerly in GSC 9</i>
24 023 056	Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075 Laboratory Auxiliary (Personal) <i>formerly Laboratory Attendant (Personal)</i>
24 022 058	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 24750 Office Assistant <i>formerly Sampler (Personal)</i>
24 030 054	Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525 Driver (Mechanical Unit) (Personal)
