

36. MINISTRY OF ENVIRONMENT, SUSTAINABLE DEVELOPMENT, DISASTER AND BEACH MANAGEMENT

- 36.1 The vision of the Ministry of Environment, Sustainable Development, and Disaster and Beach Management is to achieve a “Cleaner, Greener and Safer Mauritius” in a sustainable manner, through protection and management of our environmental assets, mainstreaming sustainable development principles in different sectors of the economy, solid and hazardous waste management, enhanced resilience to disasters, and conservation and rehabilitation of beaches.
- 36.2 With this vision, the Ministry is responsible to devise appropriate legal and policy framework regarding environment policy issues, incorporate climate change adaptation and mitigation measures to ensure sustainable development initiatives, preserve our beaches through integrated coastal zone management; devise effective waste management policy to minimise the negative impacts of solid and hazardous wastes; and ensure effective disaster preparedness and response to enhance the safety and security of the citizens.
- 36.3 A Senior Chief Executive who is at the head of the Ministry is supported by officers of the administrative and technical cadres as well as those in general services. The Ministry comprises the Department of Environment, Solid and Hazardous Waste and Beach Management and the National Disaster Risk Reduction and Management Centre.
- 36.4 In the context of this Report, we had consultation with both Staff Associations and Management. Representations made were mostly geared towards the creation of grades to enable the organisation better fulfil its objectives; restyling of grades and amendment of schemes of service with a view to enabling appointment of qualified serving officers. In addition, request has been made for the payment of appropriate allowances to concerned officers and enhancement of duty exemption scheme.
- 36.5 The Bureau has examined the various submissions and has considered those which are justifiable and which would improve service delivery. To this end, we are in this Report, creating grades based on operational needs and reviewing the mode of appointment of professional grades so as to allow appointment from a larger pool of qualified serving officers. We are also restyling grades to commensurate with the nature of duties performed and which are in consonance with the level of operation of the grade. Moreover, we are maintaining the continued payment of existing allowances whilst introducing new ones where they are justified.

DEPARTMENT OF ENVIRONMENT

- 36.6 The Department of Environment is one of the technical arms of the Ministry. It is mainly responsible for the administration of the environmental protection legislation; and design and development of environmental guidelines/standards. It also acts as a national focal point for information and research on all environmental matters and assistance is provided to other Ministries and government agencies in their task for protecting and enhancing the quality of the environment.
- 36.7 The Department is managed by a Director who is empowered to implement policy and enforce environmental laws. He is assisted in his duties by two Deputy Directors for the proper management and administration of the 11 Divisions namely: Policy Planning; Environment Assessment; Information Education, Communication and Public Awareness; Climate Change; Sustainable Development; Coordination and Project Implementation; Pollution Prevention and Control; National Environmental Laboratory; Integrated Coastal Zone Management; Law and Prosecution; and EIA/PER Monitoring.
- 36.8 A Divisional Environment Officer is at the head of each Division, except for the National Environmental Laboratory (NEL), which is headed by a Divisional Scientific Officer. Officers in the professional and technical grades provide support services.
- 36.9 We are, in this Report, reinforcing the structure of the NEL with the creation of the grade of Senior Scientific Officer (Environment), reviewing the scheme of service of the grades of Divisional Scientific Officer (Environment) and Environment Officer while also restyling the latter grade. We are equally maintaining the payment of the existing allowances.

Senior Scientific Officer (Environment) (New Grade)

- 36.10 Management has submitted that with the growing changes in the environmental landscape, the NEL is called upon to face new challenges in the carrying out of its core activities, namely conducting physiochemical and microbiological analyses on environmental media. Consequently, the Laboratory has been experiencing a continuous increase in its activities and responsibilities. In these circumstances, Management has apprised that there is an imperative need for a supervisory level to oversee the work of the Scientific Officers and assist the Divisional Scientific Officer in coping with the increasing workload and the added responsibility.
- 36.11 After examining the request, the Bureau considers that there is merit in the case. We are, therefore, recommending accordingly.

Recommendation 1

36.12 We recommend the creation of the grade of Senior Scientific Officer (Environment). Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Scientific Officer (Environment) who reckon at least four years' service in a substantive capacity in the grade and who possess good interpersonal and leadership skills.

36.13 Incumbent would be required, *inter-alia*, to: assist the Divisional Scientific Officer in implementing quality assurance/quality control procedures within the National Environmental Laboratory; be responsible for testing and adapting analytical methodologies for environmental analyses; monitor the work of Scientific Officers and other technical staff under his supervision; monitor the execution of the Laboratory's assignments; and assist in the training and development of staff.

Divisional Scientific Officer (Environment)

36.14 With the creation of the grade of Senior Scientific Officer (Environment), there is need to amend the mode of appointment to the grade of Divisional Scientific Officer (Environment), which is presently by promotion of officers who reckon at least six years' service in a substantive capacity in the grade of Scientific Officer (Environment). We are, therefore, making an appropriate recommendation to that end.

Recommendation 2

36.15 We recommend that in future, appointment to the grade of Divisional Scientific Officer (Environment) should be made by promotion, on the basis of experience and merit, of officers in the grade of Senior Scientific Officer (Environment) and Scientific Officer (Environment) in post as at 31.12.15 who reckon an aggregate of at least six years' service in a substantive capacity in the cadre.

Environment Officer

36.16 At present, appointment to the grade of Environment Officer is made by selection from among officers in the grade of Environment Enforcement Officer (Personal) possessing a degree in one of the following subjects: Agriculture, Botany, Biochemistry, Biology, Chemistry, Engineering (Chemical or Civil or Environmental), Environment and Coastal Management, Climate Change Economics, Environmental Science or Environmental Economics or Environmental Law or Ecology or Environmental Planning, Geology, Marine Science, Urban Planning, and Sustainable Development or any environment related discipline.

- 36.17 The Bureau has been apprised that owing to the changes and challenges in the field of environment, the Department makes regular use of technological tools such as Government Information Service (GIS) and ICT in the daily conduct of its activities such as environmental planning, monitoring and management, climate change modelling and vulnerability assessment. To this end, request has been made to enlarge the field of studies in which a degree is required for appointment to the grade of Environment Officer in view of tapping the expertise of able and qualified officers in the fields of GIS and IT.
- 36.18 The Bureau opines that the proposal made is sound to enhance service delivery and would be beneficial to the organisation. We are, therefore, enlarging the fields of study. Moreover, given that the avenue of promotion of Environment Officers is quite limited, we are providing for better career earnings to these officers. We are making appropriate recommendations along these lines.

Recommendation 3

36.19 We recommend that:

- (i) the grade of Environment Officer be restyled Environment Officer/ Senior Environment Officer; and
- (ii) the fields in which a degree is required for appointment to the grade of Environment Officer/Senior Environment Officer, *formerly Environment Officer*, should be enlarged to include Geographic Information System or Information Technology with specialisation in GIS.

On-Call Allowance and In-Attendance Allowance

36.20 At present, officers in the professional and technical cadres are required to be on-call on a 24-hour basis to attend to environmental emergencies and cater for the ever-increasing expectations of the public. We are maintaining this provision.

Recommendation 4

36.21 We recommend the payment of a monthly commuted allowance to the following officers of the Department of Environment for being on-call during the whole month after office hours, as per the table below:

Grade	Amount (Rs)
Environment Enforcement Officer (Personal)	550
Scientific Officer (Environment)	1000

Grade	Amount (Rs)
Senior Scientific Officer (Environment) (New Grade)	1225
Environment Officer/Senior Environment Officer <i>formerly Environment Officer</i>	1100
Divisional Scientific Officer (Environment) Divisional Environment Officer	1375

36.22 We also recommend that when attending work while on-call, these officers be paid an in-attendance allowance per hour, inclusive of travelling time, as follows:

Grade	Amount (Rs)
Environment Enforcement Officer (Personal)	110
Scientific Officer (Environment)	200
Senior Scientific Officer (Environment)(New Grade)	245
Environment Officer/Senior Environment Officer <i>formerly Environment Officer</i>	220
Divisional Scientific Officer (Environment) Divisional Environment Officer	275

On-Call Monthly Commuted Allowance to Drivers

Recommendation 5

36.23 We recommend that Drivers who are required to be on-call to attend to environmental hazards/emergencies should continue to be paid a monthly on-call commuted allowance of Rs 325.

SOLID WASTE MANAGEMENT DIVISION

- 36.24 The Solid Waste Management Division (SWMD) aims at improving the present solid waste management system by rendering waste collection more effective and efficient with the objective for a better service and a lower 'per tonne' cost; recognising that certain waste streams have economic values and deviating these wastes from the conventional channel that end up in their disposal; reducing the overall public expenditure on solid waste management; and setting up a structured system for receiving, treating and/or exportation of hazardous wastes.
- 36.25 Recent key achievements of the SWMD are as follows: closure of open dumps, construction of sanitary land fill, increase in collection coverage and frequency, construction of additional transfer stations, disposal of specific types of solid hazardous waste in specifically designed cells, and increased public awareness on solid waste management.
- 36.26 A Director heads the SWMD and is assisted by a Deputy Director as well as officers from the Project Officer, Technical Officer and Technical Enforcement Officer cadres.
- 36.27 Representations from the staff side and Management were jointly submitted. The requests were for amendments in schemes of service, allowance for exposure to foul odour and putrefying wastes, creation of grades and enhancement of the duty exemption scheme. The present organisation structure at the SWMD, which is appropriate, is being maintained. We are, however, reviewing the qualification requirement for the grade of Deputy Director, Solid Waste Management Division and making provision for an allowance for officers exposed to foul odour and putrefying wastes.

Deputy Director, Solid Waste Management Division

- 36.28 Both Unions and Management have submitted that the scheme of service for the grade of Deputy Director, Solid Waste Management Division be amended such that appointment to the grade be made by selection from among Principal Project Officers. The present mode of recruitment to the grade of Deputy Director, Solid Waste Management Division is from outside candidates who are Registered Civil Engineers. In order to encourage officers in the cadre to be registered as Professional Engineers and to provide a career path for the Principal Project Officers in post, we are making provision for Principal Project Officers who possess the required qualifications to be eligible for the post of Deputy Director, Solid Waste Management Division.

Recommendation 6

36.29 We recommend that the scheme of service for the grade of Deputy Director, Solid Waste Management Division be amended such that, in future, appointment thereto should be made by selection from among officers in the grade of Principal Project Officer who are registered as Professional Engineer with the Council of Registered Professional Engineers of Mauritius, possess a Master's Degree in Environmental Engineering from a recognised institution, and reckon at least two years' experience in solid waste management. In the absence of qualified Principal Project Officers, appointment to the grade of Deputy Director, Solid Waste Management Division should be made by selection from among outside candidates possessing the above mentioned qualifications.

Allowance for exposure to foul odour and putrefying wastes

36.30 Officers in the grades of Project Officer/Senior Project Officer, Technical Officer and Technical Enforcement Officer have requested for an allowance as they are regularly exposed to foul odour and putrefying wastes due to the nature of their duties. The statistics on visits to transfer stations/landfills and relevant reports submitted by the Management have revealed that there is justification for the grant of an allowance to the officers for being regularly exposed to hazardous substances.

Recommendation 7

36.31 We recommend the payment of a monthly allowance equivalent to 1½ increments at the initial of the relevant salary scale to officers in the grades of Project Officer/Senior Project Officer, Technical Officer and Technical Enforcement Officer who are regularly exposed to foul odour and putrefying wastes.

Special Professional Retention Allowance

Recommendation 8

36.32 We recommend that officers in the Project 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:

Grade	SPRA % of monthly salary
Project Officer/Senior Project Officer reckoning at least 10 years' service as an Engineer in the Public Sector	7
Principal Project Officer	7
Deputy Director, Solid Waste Management Division (Registered Civil Engineer)	10
Director, Solid Waste Management Division	12.5

36.33 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.

36.34 All officers in the Project Officer cadre 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.

Technical Enforcement Unit

36.35 As enforcement arm of the Solid Waste Management Division, the Technical Enforcement Unit ensures that various provisions of the Local Government Act 2011, Hazardous Waste Regulations and Waste Oil regulations are enforced. Its main functions, among others, are: collection and disposal of Asbestos waste, medical waste, e-waste; management and control of dumping sites, transfer stations and other landfill, monitoring cleanliness of beaches, bare lands and

drains; and assisting other authorities to promote healthy environment in emerging environmental calamities.

- 36.36 The Unit is headed by a Principal Technical Enforcement Officer who is responsible for the overall management of the Enforcement Unit including planning, organising, monitoring and supervision. He is supported by officers in the grades of Senior Technical Enforcement Officer, Technical Enforcement Officer and officers of the minor grades.
- 36.37 In the context of this review, the following proposals have been received from officers of the Technical Enforcement Unit to, among others: maintain the three-level structure with an increase in manpower; to align the salary of the officers of the Unit with officers of other technical cadre possessing similar qualification requirement; payment of a risk allowance; allowance/increment for effecting squad visits at Mare Chicose Landfill after normal working hours and on officially declared cyclone day and the grant of additional increment to those Local Government Enforcement Officers who joined the Technical Enforcement cadre and are performing new set of duties.
- 36.38 Parties were apprised that it is the responsibility of Management to cater for organisational structure and to increase the number of posts at each level subject to functional requirements. Emphasis was made on Management's role to conduct an HR Audit exercise after the publication of the Report to address HR problems. It was also highlighted that requests pertaining to conditions of service would be looked into holistically. As regards, alignment of salaries, this would be assessed on the basis of information from their job description questionnaires and the job evaluation exercise.
- 36.39 After a thorough examination of all representations, the Bureau views that the present organisation structure should be maintained.

Technical Enforcement Officer

- 36.40 It has been represented that Local Government Enforcement Officers (Personal) who opted to join the grade of Technical Enforcement Officer, have not been compensated for the enhanced duties and responsibilities devolving on them on their joining the latter grade. It has also been submitted that on intergrating the said grade they have witnessed a change in their conditions of work as they have to, additionally work on officially declared cyclone days, attend request at any time during disasters and effect a weekly visit to the Mare Chicose Landfill.
- 36.41 After considering all the above factors and also the roles of the unit in providing a service to the community through the enforcement of various regulations pertaining to Solid Waste Management, the Bureau is making an appropriate recommendation.

Recommendation 9

- 36.42 We recommend that officers in the grade of Local Government Enforcement Officer who opted to join the grade of Technical Enforcement Officer should be granted one additional increment on conversion subject to the maximum salary of the grade.**

Hours of Work

- 36.43 Officers of the Technical Enforcement Officer Cadre are called upon to work outside normal hours including Saturdays, Sundays, public holidays and officially declared cyclone days. This element has been taken into consideration in arriving at the recommended salaries.

NATIONAL DISASTER, RISK REDUCTION AND MANAGEMENT CENTRE

- 36.44 The main objectives of the National Disaster, Risk Reduction and Management Centre (NDRRMC) are, among others, to: act as the main institution in Mauritius for coordinating and monitoring the implementation of disaster risk reduction and management activities; work in close collaboration with the Mauritius Meteorological Services with a view to develop and improve warnings and advisories systems for all natural hazards affecting Mauritius; support Ministries/Departments, Local Authorities and Communities in building capacity for disaster risk reduction and management; and facilitate and coordinate the conduct of regular trainings, drills and simulation exercises to test the adequacy of disaster response plans.
- 36.45 It operates under two distinct modes namely the normal mode and the crisis mode. During the normal mode, the focus is on Disaster Risk Reduction activities at national level whereas during the crisis mode, the staff are mobilised and have to work long strenuous hours, often after normal working hours including working at nights as well as during weekends and on public holidays.
- 36.46 The establishment of the Centre comprises the grades of Director-General, Director Preparedness, Director Recovery and Director Response. At present, the Centre is operating with staff who have either been posted or seconded for duty from other key organisations viz the Mauritius Police Force, the Meteorological Services and the Department of Environment based upon their specific competencies and areas of expertise.
- 36.47 Representations received in the context of this Report are as follows: review of allowances; payment of risk allowance and provision of protective equipment, transport facilities, meal facilities as well as retention allowance, to cater for the specific conditions of work including the different demand placed on the officers.

- 36.48 During consultation, Management was requested to submit additional information regarding the allowances being paid and to confirm the maintenance of the existing work arrangement at the Centre. As regards provision of protective equipment, Management was advised to channel their request to the Standing Committee on Uniforms at the Ministry of Civil Service and Administrative Reforms. Additionally, explanations were given in respect of submissions pertaining to Conditions of Service. In reply to the demand for risk allowance, it was highlighted that appropriate recommendation would be made for organisations to carry out a Risk Assessment Exercise as per provision of paragraph 18.15.23 of Volume 1 of this Report.
- 36.49 For inadequacy of information on the allowances, the Bureau is unable to make any recommendation thereon. However, the request for payment of these allowances, if justified, would be considered by the Bureau on an *ad hoc* basis.
- 36.50 The present organisation structure is being maintained.

**MINISTRY OF ENVIRONMENT AND SUSTAINABLE DEVELOPMENT,
DISASTER AND BEACH MANAGEMENT
SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
02 000 108	Rs 152000 Senior Chief Executive
02 000 106	Rs 122000 Permanent Secretary
26 075 089	Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Project Manager
26 069 085	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Deputy Project Manager
26 059 081	Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Project Officer

Salary Code	Salary Scale and Grade
26 061 076	Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Chief Inspector
26 056 072	Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Senior Inspector
26 048 067	Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 Inspector
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> <i>Senior Leading Hand</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
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 Cabinet Maker Carpenter Mason Painter Welder General Assistant
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
24 017 043	Rs 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200 Handy Worker (Special Class)

Salary Code	Salary Scale and Grade
24 015 041	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450 Handy 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
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
24 019 045	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050 Gardener/Nursery Attendant Office Helper (Ex-SPI)
24 018 044	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 Security Guard
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 Worker General Worker/Helper (Ex-SPI)
DEPARTMENT OF ENVIRONMENT	
19 000 102	Rs 110000 Director of Environment
19 085 095	Rs 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000 Deputy Director of Environment

Salary Code	Salary Scale and Grade
19 075 089	<p>Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450</p> <p>Divisional Environment Officer Divisional Scientific Officer (Environment)</p>
19 069 085	<p>Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950</p> <p>Senior Scientific Officer (Environment) (New Grade)</p>
19 055 085	<p>Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950</p> <p>Environment Officer/Senior Environment Officer <i>formerly Environment Officer</i></p>
19 055 081	<p>Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450</p> <p>Scientific Officer (Environment)</p>
19 033 065	<p>Rs 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 34350</p> <p>Environment Enforcement Officer (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 (New Grade)</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></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</p>

Salary Code	Salary Scale and Grade
24 019 045	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050 Resource Centre Attendant
SOLID WASTE MANAGEMENT DIVISION	
26 000 100	Rs 101000 Director, Solid Waste Management Division
26 085 095	Rs 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000 Deputy Director, Solid Waste Management Division
26 075 089	Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Principal Project Officer
26 055 085	Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Project Officer/Senior Project Officer (Solid Waste Management Division)
26 044 072	Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Technical Officer
18 062 079	Rs 31725 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 53200 Principal Technical Enforcement Officer
18 058 074	Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375 Senior Technical Enforcement Officer
18 044 071	Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 Technical Enforcement Officer
26 048 067	Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 Inspector

Salary Code	Salary Scale and Grade
26 029 062	<p>Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725</p> <p>Assistant Inspector of Works</p>
25 041 060	<p>Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175</p> <p>Foreman</p>
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 (Mechanical Unit)</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>Cabinet Maker Carpenter Electrician Mason Painter Plumber and Pipe Fitter Welder General Assistant</p>
24 027 056	<p>Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075</p> <p>Leading Hand/Senior Leading Hand</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</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>Plant and Equipment Operator</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</p>

Salary Code	Salary Scale and Grade
24 018 044	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 Security Guard
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
24 015 041	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450 Handy Worker
24 015 040	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18075 Lorry Loader
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 Worker
NATIONAL DISASTER RISK REDUCTION AND MANAGEMENT CENTRE	
02 000 105	Rs 119000 Director General
02 086 095	Rs 64800 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000 Director Preparedness Director Recovery Director Response

Salary Code	Salary Scale and Grade
02 069 085	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Coordinator for Community Mobilisation and Local Community Support, Preparedness Team
10 069 085	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Education and Training Coordinator Information and Communication Manager (Response Team)
02 054 081	Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Disaster Monitoring Officer
04 055 081	Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 ICT Specialist (Response)
01 054 081	Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Recovery Programme Officer (Economics)
19 054 081	Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Recovery Programme Officer (Engineering)
