

FINANCIAL OPERATIONS CADRE

- 18.31 Officers of the Financial Operations Cadre are responsible for assisting and advising Accounting Officers on financial matters and for the delivery of sound, efficient and transparent financial operations services. They also ensure that financial, procurement and other legislations and regulations are understood, correctly applied and fully complied with.
- 18.32 The Mission of the Financial Operations Cadre is to manage effectively, efficiently, economically and with integrity government finances on the basis of sound financial management principles and respond to expectations of stakeholders in a timely and professional manner through continuous upgrading of skills, capabilities and technologies.
- 18.33 Major challenges in conformity with modern trends in financial management are impacting on the work of Financial Operations cadre for example e-budgeting, e-payment, HRMIS, The Financial Operations cadre have therefore to follow the following key imperatives in order to enable Ministries/Departments to deliver more effectively and efficiently: assist in allocation of scarce resources, transform operating models, manage the budget and assist in digitization of the finance function.
- 18.34 The Director, Financial Operations is the responsible Officer of the Financial Operations Cadre and he is assisted by the Deputy Director, Financial Operations. The operational activities are carried out by officers of the Financial Operations Cadre namely:- Manager, Financial Operations; Assistant Manager, Financial Operations; Senior Financial Operations Officer (Personal); and Financial Officer/Senior Financial Officer.
- 18.35 In the context of the present review exercise, several demands have been received with regards for creation of grades, revision of modes of appointment, upgrading of salary, change in appellation and setting of appropriate structure. We have examined all the proposals and are making appropriate recommendations.

Principal Financial Operations Officer (New Grade)

- 18.36 Both Management and Staff Side have represented that following the merging of the grades of Financial Operations Officer and Senior Financial Operations Officer into Financial Operations Officer/Senior Financial Operations Officer and the subsequent demerging of the grade of Senior Financial Operations Officer with a personal salary, the Ministry of Finance and Economic Development has been encountering difficulties in the supervisory functions of finance in Divisions/Departments of the Ministries. Request has, therefore, been made that there is need for a supervisory level in the Financial Operations Cadre to take

charge of small units in Ministries/Departments as well as to exercise discipline, control and accountability. We are agreeable with this request and are making appropriate recommendation.

Recommendation 8

18.37 We recommend the creation of a grade of Principal Financial Operations Officer. Appointment thereto should be made by promotion, on the basis of experience and merit, of incumbents in the grade of Financial Operations Officer/Senior Financial Operations Officer possessing a Diploma in Public Sector Financial Management or Accountancy or Finance from a recognised institution or an equivalent qualification and reckoning at least four years' service in a substantive capacity in the cadre.

Assistant Manager, Financial Operations

18.38 Consequent to the creation of the grade of Principal Financial Operations Officer. The mode of appointment to the grade of Assistant Manager, Financial Operations should be amended to address the salary levelling in the grading structure of the Financial Operations cadre. We are, therefore, making provision for a grade of Assistant Manager, Financial Operations (Future Holder) with new qualification requirements.

Recommendation 9

18.39 We recommend that appointment to the grade of Assistant Manager, Financial Operations (Future Holder) should be made by selection from among incumbents in the grade of Principal Financial Operations Officer (New Grade) possessing a Degree in Public Sector Financial Management or Accountancy or Finance or Mathematics or Statistics from a recognised institution or an equivalent qualification or a pass at the final examination required for admission to membership of a recognised professional accounting body and reckoning at least four years' service in a substantive capacity in the grade or an aggregate of four years in the grades of Financial Officer/Senior Financial Officer and Principal Financial Operations Officer (New Grade).

18.40 We also recommend that the grade of Assistant Manager, Financial Operations carrying pre-PRB 2016 salary scale of Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 54275 should continue to be filled by promotion, on the basis of merit and experience, of officers in the grade of Senior Financial Operations Officer (Personal) now restyled Principal Financial Operations Officer (Personal) to officers in post as at 31.12.15) until complete phasing out of the latter grade. Thereafter, the grade of Assistant Manager, Financial Operations should be made evanescent.

18.41 We further recommend that the grade of Manager, Financial Operations should continue to be filled by promotion, on the basis of merit and experience, of officers in the grade of Assistant Manager, Financial Operations carrying pre-PRB 2016 salary scale of Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 54275 and reckoning at least three years' service in a substantive capacity in the grade. On complete phasing out of the latter grade, the grade of Manager, Financial Operations should thereafter be filled by promotion, on the basis of merit and experience, of officers in the grade of Assistant Manager Financial Operations (Future Holder) reckoning at least three years' service in a substantive capacity in the grade.

Financial Officer/ Senior Financial Officer

Recommendation 10

18.42 We recommend that incumbents in the grade of Financial Officer/Senior Financial Officer possessing a Diploma in Public Sector Financial Management or a Diploma in Accountancy or a Diploma in Finance from a recognised institution or an equivalent qualification should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 42325 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.**

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SALARY SCHEDULE

Salary Code	Salary Scale and Grade
01 095 097	Rs 86000 x 3000 – 92000 Director, Financial Operations
01 075 089	Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Deputy Director, Financial Operations
01 070 085	Rs 39575 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Manager, Financial Operations

Salary Code	Salary Scale and Grade
01 064 082	Rs 33425 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 58075 Assistant Manager, Financial Operations
01 064 081	Rs 33425 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Assistant Manager, Financial Operations (Future Holder)
01 058 078	Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 51575 Principal Financial Operations Officer(Personal) <i>formerly Senior Financial Operations Officer (Personal to Senior Financial Operations Officer in post as at 31.12 .12)</i>
01 058 074	Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375 Principal Financial Operations Officer (New Grade)
01 050 071	Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 Financial Officer/Senior Financial Officer
