

30 MINISTRY OF INDUSTRY, COMMERCE AND CONSUMER PROTECTION

- 30.1 The role of the Ministry of Industry, Commerce and Consumer Protection is to act as a facilitator and catalyst by formulating and implementing appropriate policies, programmes and strategies to foster the structural transformation of the industrial sector and create a conducive business and trade environment for sustained growth of the Mauritian economy. Its mission is, among others, to: promote globally competitive industries; enhance market access through internationally recognised standards; facilitate trade of goods and services; and promote and safeguard the interests and rights of the consumers.
- 30.2 In so doing, the Ministry envisions to bring about an innovation-led industrial sector, a conducive commercial environment and an effective protection of consumers.
- 30.3 Activities of the Ministry are organised under the Industry Division, Commerce Division and Consumer Affairs Unit. These Divisions/Units are administratively controlled by a Permanent Secretary who is also the Accounting and Responsible officer. He is assisted in his duties by officers of the administrative, professional and technical cadres. Other grades on the establishment of the Ministry belong to general services and other occupational categories.

INDUSTRY DIVISION

- 30.4 The objectives of the Industry Division are, among others, to: provide effective and efficient support services to the industrial sector; facilitate the integration of the industrial sector in the global economy; and stimulate exports in traditional and niche markets at regional and international level. Its activities are conducted through six sections namely: Monitoring Section; Research and Planning Section; Projects and Programmes Unit; Business Information Unit; Mauritius Accreditation Service; and Assay Office.
- 30.5 The Director of Industry is responsible for the daily administrative manning of the Division and for the promotion of industrial development, including such key functions as formulation, implementation and monitoring of strategies and policies. He is assisted in the performance of his tasks by officers of the Analyst (Industry) cadre and those belonging to the professional and technical grades.
- 30.6 The following representations have been made by staff side during consultative meetings: upgrading of salary; merging of grades; and provision of parking facilities. Stakeholders were explained that the request for upgrading of salary would be examined taking into consideration different job factors. They were also informed of the philosophy behind merging of grades and circumstance where the Bureau is not granting mergers. As regards administrative issues such as

provision of parking facilities, they were advised to take up the matter with their Management.

- 30.7 After examining each submission, the Bureau considers that the present structure is appropriate and should be maintained.

Analyst (Industry)

- 30.8 As per existing provision, Analysts (Industry) are allowed to proceed incrementally in the master salary scale up to salary point Rs 57275 subject to certain conditions. We are maintaining this provision and revising the salary point.

Recommendation 1

- 30.9 We recommend that Analysts (Industry) be allowed to proceed incrementally up to the revised salary point of Rs 61325 in the master salary scale through the grant of one increment every year provided that 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.**

ASSAY OFFICE

- 30.10 The Assay Office has a regulatory function in ensuring compliance with the Jewellery Act regarding manufacture, sale, import and display of jewellery made of gold, silver and platinum and their alloys. It is equally responsible for the verification of precious and semi-precious stones. It operates two main laboratories namely Assay and Gemmology. The Assay Laboratory offers assaying services for both gold and silver jewellery and their alloys using internationally recognised test methods. On the other hand, the Gemmology Laboratory is responsible for identification of gemstones and diamond grading.

- 30.11 A Director is at the apex of the Office and is assisted in his administrative functions by an Assistant Director. Officers in the grades of Scientific Officer (Assay and Gemmology), Gemmologist and Technical Officer/Senior Technical Officer (Assay Office) provide professional/technical support services.

- 30.12 In the context of this Report, Management and Staff Associations have among others, made representations to review the salary scale of the grade of Gemmologist, upgrade the entry qualification requirements of the technical cadre to degree level and restyle grades to more appropriate job appellations. We have examined the proposals made and considered only those deemed meritorious and which would enhance service delivery.

30.13 We consider that the present organisation structure of the Assay Office is appropriate to enable it to deliver on its mandate and is, therefore, being maintained. We are, however, reviewing the salary recommended for the grade of Gemmologist.

Gemmologist

30.14 At present, appointment to the grade of Gemmologist is made by selection from among Technical Officer/Senior Technical Officers (Assay Office) possessing a diploma in Gemmology and reckoning at least four years' service in a substantive capacity in the grade.

30.15 During consultations, both Management and Staff Associations have proposed for a review of the salary of the grade of Gemmologist, which is promotional for Technical Officer/Senior Technical Officers (Assay Office). After careful analysis, the Bureau considers that the representation made is justified and that the salaries of the two grades concerned should be demarcated. **We have, therefore, reviewed the salary scale of the grade of Gemmologist.**

Technical Officer/Senior Technical Officer (Assay Office)

30.16 The Bureau has received persistent representation from the union to raise the qualification requirements of the grade of Technical Officer/Senior Technical Officer (Assay Office) from a diploma to a degree in the relevant field. The main arguments put forward were that incumbents are all degree holders and that the nature of duties performed require a higher qualification, coupled with the fact that the University of Mauritius no longer offers a diploma course in the relevant fields.

30.17 We wish to highlight that after examining the duties/responsibilities devolving upon incumbents, it has been observed that the duties being performed do not warrant an upgrading in the qualification requirements, as per our framework. However, in the event officers consider that they are performing additional duties of a higher level, they may make a case to the Ministry of Civil Service and Administrative Reforms for the payment of an *ad hoc* allowance.

30.18 At present, there is a Proficiency Bar (PB) in the salary scale of the grade of Technical Officer/Senior Technical Officer (Assay Office). We consider that the PB is no longer relevant and are waiving same from the salary scale.

MAURITIUS ACCREDITATION SERVICE (MAURITAS)

30.19 The Mauritius Accreditation Service (MAURITAS) is the sole national accreditation body which offers a national unified service of accreditation to all conformity assessment bodies. It is the apex body of the National Quality Infrastructure in Mauritius and represents the national authority for granting accreditation.

- 30.20 The main objects of the MAURITAS are to assess the competence of conformity assessment bodies such as testing, calibration laboratories, certification bodies and inspection bodies, and officially accrediting them to ensure the competitiveness of goods and services on the regional and international market. It also ensures that all policies and procedures of the organisation comply with the requirements of the existing and applicable international standards.
- 30.21 The Director, MAURITAS heads the organisation and is assisted by officers in the grades of Accreditation Manager, Assistant Accreditation Manager and Accreditation Officer. Support services are provided by officers in the General Services grades from the Ministry.
- 30.22 During consultations, both Management and Staff Associations have among others made proposals for the creation of a level of Deputy Director to assist the Director in his day-to-day activities and creation of additional posts in existing grades. Management equally requested the restyling of the grade of Assistant Accreditation Manager to a proper job appellation which would reflect the specific duties performed by incumbents in the different laboratories and certification bodies.
- 30.23 We have carefully examined the proposals made and are of the view that creation of a level of Deputy Director is not warranted at this stage based on the organisation's size and span of activities as well as the staff strength at lower levels which is quite meagre. As regards the proposed restyling of the grade of Assistant Accreditation Manager to a specific appellation, we consider that this would lead to the unwanted outcome of incumbents operating in silos depriving them of acquiring experience and developing competencies in various fields which are much needed at the higher levels in the hierarchy. We also wish to point out that Senior Officers should as far as possible be versatile and polyvalent in the relevant domains, namely inspection and certification.
- 30.24 We, therefore, consider that the present structure is fit-for-purpose and appropriate in enabling the organisation to attain its objectives.

Assistant Accreditation Manager

Accreditation Officer

- 30.25 The Bureau has been apprised that MAURITAS is in the process of developing new programmes of accreditation and is working towards achieving international recognition. In this context, Management and Staff Associations have submitted that there is an essential need to increase the establishment size of the organisation.
- 30.26 Taking into account the critical role of the MAURITAS as an accreditation body, we believe that the right staff strength should prevail to enable the service to

deliver on its mandate, whilst enhancing service delivery. **We, therefore, consider that Management should ensure that the grades of Assistant Accreditation Manager and Accreditation Officer be provided with the adequate number of posts.**

MINISTRY OF INDUSTRY, COMMERCE AND CONSUMER PROTECTION

INDUSTRY DIVISION

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 106	Rs 122000 Permanent Secretary
02 094 096	Rs 83000 x 3000 – 89000 Director of Industry
02 075 089	Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Principal Analyst (Industry)
02 069 085	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Senior Analyst (Industry)
02 054 081	Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Analyst (Industry)
02 075 089	Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Head Business Information Unit
02 069 085	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Assistant to Head Business Information Unit
22 021 054	Rs 12490 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525 Receptionist/Telephone Operator

Salary Code	Salary Scale and Grade
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
24 018 044	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
ASSAY OFFICE	
19 094 096	Rs 83000 x 3000 – 89000 Director, Assay Office
19 069 089	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Assistant Director, Assay Office
19 055 081	Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Scientific Officer (Assay and Gemmology)
19 061 078	Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 51575 Gemmologist
19 044 076	Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Technical Officer/Senior Technical Officer (Assay Office)
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 Assay Laboratory Auxilliary <i>formerly Assay Laboratory Attendant</i>

Salary Code	Salary Scale and Grade
	MAURITAS
19 094 096	Rs 83000 x 3000 – 89000 Director, MAURITAS
19 075 089	Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Accreditation Manager
19 069 085	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Assistant Accreditation Manager
19 055 081	Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Accreditation Officer

COMMERCE DIVISION

- 30.27 The Commerce Division formulates, implements and reviews policies and strategies to facilitate trade while safeguarding the interests and rights of consumers. It also ensures a regular supply of essential commodities at reasonable prices.
- 30.28 The work of the Commerce Division is carried out through three main Units namely: Trade Division (Import and Export Units), Legal Metrology Division, and the Price Control and Fixing Unit.

TRADE DIVISION

- 30.29 The Trade Division, comprising of the Import and Export Units, has the responsibility for the control of imports of controlled items and issue of licences to authorised dealers in the importation and sale of second-hand motor vehicles; implementation of Kimberley Process Certification Scheme on rough diamonds and the registration of TradeNet Users to the TradeNet Phase 5 System; and for processing, approval and issue of clearances.
- 30.30 The Director of Trade, being at the apex of the Division, is responsible for the management and development of trade in conformity with international trade laws and practices. He is assisted by officers of the Analyst (Trade) cadre, Commercial Officer cadre as well as other staff of the operational level.

- 30.31 For this Review, representation has been made for an uplifting of the salary of the grade of Director of Trade as well as for the grant of a self-driven government official car; and duty free facilities for the grade of Analyst (Trade). Additionally, request was made for the merging of two grades belonging to different Cadres and their restyling into a single appellation.
- 30.32 During consultation, Management was informed that upgrading of salary would be dealt with taking into consideration the Bureau's general framework on pay determination. As regards the grant of self-driven government official car, Management was apprised of the existing provisions that govern this condition of service and was equally made aware that eligibility or otherwise for duty free facilities would depend on the findings of the Survey on Travelling by car. It was also made clear that restyling of grade may be considered when the appellation reflects its new core functions and is not in conflict with other existing grades. Similarly, the criteria for the merger of grades were explained.
- 30.33 For want of corroborating information, we are maintaining the present structure.

LEGAL METROLOGY SERVICES

- 30.34 The Legal Metrology Services (LMS) is mandated to enforce the provisions of the Legal Metrology Act of 1985 with respect to the assizing of instruments, weights and measures and the protection of the consumer and the public at large in all transactions. It is responsible for the calibration and maintenance of measurement standards which are traceable to International Standards; control of weighing and measuring equipment used in trade to ensure that the instruments are accurate and used correctly; and control of goods to ensure that they are properly labelled and are in conformity with the Legal Metrology Act.
- 30.35 A Director has the overall responsibility to manage and oversee activities at the LMS. She is assisted by a Deputy Director in her administrative and technical duties. Officers in the grades of Legal Metrologist, Legal Metrology Officer, Senior Technical Officer (Legal Metrology) and Technical Officer (Legal Metrology) (Personal) provide professional and technical support to the LMS while ensuring a proper service delivery.
- 30.36 In the context of this Report, proposals made by Management and Staff Associations were mainly geared towards the alignment of salaries of top levels with those of their counterparts, granting duty remission facilities, payment of risk allowance, reviewing qualification requirements of certain grades and maintaining the grade of Senior Technical Officer (Legal Metrology). After duly examining all the representations, we consider that the organisation structure of the Legal Metrology Services as well as present conditions are appropriate to enable it achieve its objectives. We are, nevertheless, providing a means of compensation

to experienced officers in the technical cadre who have reached their career plateau.

Legal Metrology Officer

- 30.37 Union members made strong representations to review the qualification requirements of the grade of Legal Metrology Officer so that appointment thereto be made from serving officers of the technical cadre who possess a degree in the relevant field. In the absence of serving qualified officers, appointment be made from outside candidates.
- 30.38 At present, appointment is made through the limited and open competition modes. Union members have informed that though being qualified, only outside candidates are selected. The Bureau views that as per existing conditions at the LMS, it would not be appropriate at this stage to amend the mode of appointment. Such a step may only be contemplated in the event the staff strength of the Technical cadre is significantly increased.

Technical Officer (Legal Metrology) (Personal)

- 30.39 The technical cadre of the Legal Metrology Services comprises the grades of Technical Officer (Legal Metrology) (Personal) and Senior Technical Officer (Legal Metrology). During consultations, union members have represented that Technical Officers (Legal Metrology) (Personal) though reckoning more than 30 years of experience, are confronted to a serious problem of lack of promotion prospect as there are only a few posts of Senior Technical Officer (Legal Metrology). This absence of career movement in turn causes much frustration and demotivation among the concerned officers, hence impacting on service delivery.
- 30.40 We have examined the request and consider that in line with the general philosophy favouring career earnings and with a view to enabling the organisation to gainfully utilise the expertise of the experienced officers, the latter may be provided a form of compensation against assuming higher responsibilities. To this effect, we are providing for a mechanism which will allow the officers to move further in a higher salary scale.

Recommendation 2

- 30.41 We recommend that Technical Officers (Legal Metrology) (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 Officer (Legal Metrology) up to the salary point of Rs 46900 provided they:**
- (i) have been efficient and effective in their performance during the preceding year; and**
 - (ii) are not under report.**

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

- 30.42 We further recommend that Technical Officers (Legal Metrology) (Personal) should perform the duties and assume the responsibilities of the grade of Senior Technical Officer (Legal Metrology) upon moving in the higher salary scale.**

CONSUMER AFFAIRS UNIT

- 30.43 The objectives of the Consumer Affairs Unit (CAU) are, among others, to: protect consumers by ensuring compliance with consumer laws and checks in trade premises; educate consumers of their rights and responsibilities through talks/sensitization programmes on all aspect of related legislations, publication of booklets, flyers, posters and projection of video clips, and settle disputes between traders and consumers by mutual agreement or through a court of justice. CAU envisions to create an environment of trust, reliability and responsibility between traders and consumers for promoting better trade practices.
- 30.44 The Unit comprises the following grades: Head, Consumer Affairs Unit, Principal Consumer Affairs Officer, Senior Consumer Affairs Officer and Consumer Affairs Officer. The post of Head, Consumer Affairs Unit is vacant and a Principal Consumer Affairs Officer has been assigned to perform the duties of the grade.
- 30.45 In the context of this review, representatives of the CAU submitted the following proposals: upgrading of qualification requirement at source level for future entrants; redesigning the Consumer Affairs Unit with a Director at its apex; revising existing allowances; decentralisation of offices for proximity to consumers; wear and tear allowance for extensive use of car; parking allowance and grant of 100% duty remission to its officers. Management supported some of the requests and informed that the Consumer Affairs Unit would be reorganised, once the Consumer Protection Act is amended and promulgated.
- 30.46 During consultation, both management and staff sides were apprised that request pertaining to upgrading of qualification of a particular grade may be considered in the light of job evolution and increasing complexity of tasks. Parties were also informed of the eligibility criteria for the determination and granting duty free vehicles. As regards the issue of decentralisation, parties were informed that this should be addressed administratively whereas demands pertaining to general conditions would be looked at holistically by the Bureau. Members of the Union were requested to submit anew their claim for parking allowance to the MCSAR through the parent Ministry for reconsideration.

30.47 After a thorough examination of the requests and pending the promulgation of the amended Consumer Protection Act, the organisation structure is being maintained. However, we are reviewing the qualification requirement of Head, Consumer Affairs Unit to facilitate vertical mobility in the cadre and revising the existing allowance.

Head, Consumer Affairs Unit

30.48 The grade of Head, Consumer Affairs Unit is an open position for serving officers who possess a relevant degree and administrative experience. In view of a proposed reorganisation of the Consumer Affairs Unit which is yet to concretize, the post has remained vacant for years. Meanwhile, the seniormost officer has been assigned the duties of the Head, Consumer Affairs Unit. As a consequence, vacant posts were not filled in the upper echelon of the hierarchy. Officers of the cadre have thus argued that their legal aspiration of a career progression has been thwarted, the moreso as they have stagnated for years on top of their respective salary scale. They have therefore requested that appointment to the grade of Head, Consumer Affairs Unit should be made from among qualified officers of the Consumer Affairs Cadre as their expertise and knowledge could be gainfully utilised by the organisation/Ministry.

30.49 We are recommending accordingly to motivate employees of the cadre and for the wider interest of the consumers.

Recommendation 3

30.50 We recommend that:

- (i) in future, appointment to the grade of Head, Consumer Affairs Unit be made by selection from among officers of the Consumer Affairs cadre possessing a degree in Economics or Commerce or Sociology or Management or Law or a joint degree in either two of the abovementioned subjects, from a recognised institution or an equivalent qualification and reckoning a minimum of twelve years' experience in the Consumer Affairs cadre inclusive of at least two years at supervisory level; and**
- (ii) Management should, in the interest of the service, proceed at the earliest with the filling of the post of Head, Consumer Affairs Unit.**

Allowance to Officers of the Consumer Affairs Cadre

30.51 At present, officers of the Consumer Affairs Cadre possessing specific communication skills and who are called upon to conduct and coordinate consumer education programmes campaign as well as delivery talks through the media are paid an allowance of the Rs 250 per session.

30.52 We are maintaining the present arrangement and revising the quantum of allowance.

Recommendation 4

30.53 We recommend that the allowance payable to officers of the Consumer Affairs Cadre possessing specific communication skills and who would be called upon to conduct and coordinate consumer education programmes/campaign as well and deliver talks through the media be revised to Rs 265 per session.

Hours of Work

30.54 As per the existing schemes of service of all grades in the Consumer Affairs Cadre, Officers may, in the performance of the duties be called upon to work outside normal working hours, including Sundays and Public Holidays. **The element has been taken into consideration in determining the salary of the grades.**

COMMERCE DIVISION

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 106	Rs 122000 Permanent Secretary
02 094 096	Rs 83000 x 3000 – 89000 Director of Trade
02 075 089	Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Principal Analyst (Trade)
02 069 085	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Senior Analyst (Trade)
02 054 081	Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Analyst (Trade)

Salary Code	Salary Scale and Grade
18 061 077	Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 Senior Commercial Officer
18 050 071	Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 Commercial Officer (Personal to officers in post as at 30.06.2008)
18 050 069	Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350 Commercial Officer
18 038 063	Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 Assistant Commercial Officer
08 038 063	Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 Trade Information Officer
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 <i>formerly Laboratory Attendant</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 Heavy Vehicle/Mechanical Driver
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
24 018 044	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 Security Guard

Salary Code	Salary Scale and Grade
24 015 040	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18075 Helper
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
LEGAL METROLOGY SERVICES	
19 094 096	Rs 83000 x 3000 – 89000 Director, Legal Metrology Services
19 080 094	Rs 54825 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 83000 Deputy Director, Legal Metrology Services
19 069 089	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Legal Metrologist
19 055 081	Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Legal Metrology Officer
19 061 076	Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Senior Technical Officer (Legal Metrology)
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 (Legal Metrology) (Personal)

Salary Code	Salary Scale and Grade
CONSUMER AFFAIRS UNIT	
18 075 089	Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Head, Consumer Affairs Unit
18 063 079	Rs 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 53200 Principal Consumer Affairs Officer
18 056 076	Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Senior Consumer Affairs Officer
18 050 073	Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850 Consumer Affairs Officer
