

38. MINISTRY OF LABOUR, INDUSTRIAL RELATIONS EMPLOYMENT AND TRAINING

- 38.1 The mission of the Ministry of Labour, Industrial Relations, Employment and Training is to promote a decent work, facilitate access to gainful employment and support employers and workers in creating a safe conflict-free and productive work place. Its objectives are, among others, to: promote industrial peace and harmony and to protect the fundamental rights and dignity of workers; enhance productivity and the general well-being of the workforce through improvement in standards of safety and health and prevention of occupational diseases and injuries at the workplace; facilitate the employment of jobseekers and provide assistance and guidance with regard to employment prospects and facilitate employment of non-citizen, where required.
- 38.2 To fulfill its mission, the Ministry formulates national labour policies and enforces, among others, legislations related to Employment Relations, Occupational Safety and Health, Registration of Association, Employee Superannuation Fund and Employment Service.
- 38.3 Activities of the Ministry are organized under five divisions, namely: Labour and Industrial Relations Management comprising the National Remuneration Board and the Labour and Industrial Relations; Occupational Safety and Health Inspectorate; Registry of Associations; the Employment Division and the Careers Guidance Service.
- 38.4 The Permanent Secretary is the Accounting and Responsible Officer. He is supported by officers of the Administrative cadre and Heads of each Unit.
- 38.5 In the context of this review, several proposals have been made by Management and staff side of each division. These representations have been studied and commented upon under the respective division.

NATIONAL REMUNERATION BOARD

- 38.6 The main function of the National Remuneration Board (NRB) is to make recommendations to the Minister regarding minimum remuneration and terms and conditions of employment for employees in the private sector. These recommendations form the basis for the Remuneration Order Regulations. At present, there are 30 distinct sectors governed by the Remuneration Orders, covering an average of 300,000 workers.
- 38.7 The Remuneration Analyst cadre is headed by the Chairperson, National Remuneration Board, who is assisted in the discharge of his functions by a Vice-Chairperson, NRB. The cadre also comprises: Head Remuneration Analyst, Senior Remuneration Analyst and Remuneration Analysts.

- 38.8 In the context of this Review, representations have been made for upgrading/alignment of salaries; restyling of the grade of Head Remuneration Analyst; amendment of scheme of service; and provision of training as well as other specific allowances.
- 38.9 During consultations, parties were apprised that the issue of upgrading/alignment of salaries would be considered against the Bureau's framework of pay determination. As regards restyling of the grade of Head Remuneration Analyst, the Bureau did not accede to the proposal and gave reasons therefor. Parties were further informed that the onus for bringing any amendment in the scheme of service rests with Management. They were also sounded on the existing provision governing training and it was highlighted that the issue of allowances would be dealt with holistically.
- 38.10 After examining the proposals, the Bureau considers that the present structure is fit for its purpose and requires no change.

THE LABOUR AND INDUSTRIAL RELATIONS DIVISION

- 38.11 The Labour and Industrial Relations Division enforces legislations that govern labour and industrial issues. It dispatches its services through the Inspection and Enforcement Section, Special Migrant Workers Unit, Conciliation and Mediation Section; Workforce Programme Unit; Information, Education and Communication Section; Research Legislation and Standards Section.
- 38.12 The Director, Labour and Industrial Relations is responsible for the administration of the Labour and Industrial Relations Division and the effective delivery of its technical and professional services within the respective legal framework. He is assisted in his duties by officers in the grades of Assistant Director, Labour and Industrial Relations, Principal Labour and Industrial Relations Officer, Senior Labour and Industrial Relations Officer, Labour and Industrial Relations Officer and officers of the supporting cadres.
- 38.13 For this Report, staff associations have canvassed the following: to align the salary scale of the grade of Labour and Industrial Relations Officer with other grades where a Diploma is a requirement; changing the mode of appointment from "selection" to "promotion" at the level of Assistant Director, Labour and Industrial Relations; upgrading the status of Director, Labour and Industrial Relations. Management in the presence of the union, supported the requests to upgrade the salary of the grade of Labour and Industrial Relations Officer and to create a grade of Deputy Director, Labour and Industrial Relations. It further informed that the other proposals would be dealt with administratively.

- 38.14 During consultations, parties were apprised that salaries are normally aligned whenever there are comparability among others in the qualification requirement, level of responsibility, scope of activity and cadre structure whereas for the creation of additional posts, the onus rests upon Management. They were also informed that the Bureau has abstained from changing mode of appointment in schemes of service to avoid industrial dispute and frustration and it is Management's prerogative to bring about any change after following the established procedures and examining all the possible implications.
- 38.15 After examination and taking into consideration the organisational needs, we are providing for an additional level to deputise for the Director and a new grade of Psychologist.

Deputy Director, Labour and Industrial Relations (New Grade)

- 38.16 At present, there are eight officers in the grade of Assistant Director, Labour and Industrial Relations, each responsible for a section who reports directly to the Director, Labour and Industrial Relations. Management has submitted that with the operationalisation of the Prosecution Unit, Conciliation and Mediation Section, Special Migrant Workers Unit and Workforce Programme, the number of posts at the level of Assistant Director, Labour and Industrial Relations would increase. This would impact heavily on the workload of the Director, Labour and Industrial Relations. The need is thus felt for an intermediate grade between the Director, Labour and Industrial Relations to deputise and assist the Director, Labour and Industrial Relations in the discharge of his duties.

Recommendation 1

- 38.17 **We recommend the creation of the grade of Deputy Director, Labour and Industrial Relations. Appointment thereto should be made by selection from among officers in the grade of Assistant Director, Labour and Industrial Relations reckoning at least two years' service in a substantive capacity in the grade and who have proven administrative and organising abilities, good interpersonal and communication skills; and initiative and leadership qualities.**
- 38.18 Incumbent would deputise for the Director, Labour and Industrial Relations and assist him in the discharge of his duties. He would also be responsible among others, for: the day-to-day running of the Division; organising, supervising, monitoring and coordinating the work of all sections.
- 38.19 With the creation of the grade of Deputy Director, Labour and Industrial Relations and in line with the guidelines of the MCSAR regarding drafting of schemes of service consequential amendment is being brought to the scheme of service of Director, Labour and Industrial Relations.

Recommendation 2

38.20 We recommend that, in future, the grade of Director, Labour and Industrial Relations should be filled by promotion, on the basis of merit and experience, from the grade of Deputy Director, Labour and Industrial Relations.

Psychologist (New Grade)

38.21 Management submitted that there is need for a dedicated grade to provide counselling to laid off and redundant workers and also to assist workers who are victims of violence at work, the moreso as the incidence of such cases are frequent. It was also highlighted that the Ministry could not avail of the services of a Psychologist from other Ministries due to shortage of staff and overload of work.

Recommendation 3

38.22 We recommend the creation of a grade of Psychologist. Appointment thereto should be made by selection from among candidates possessing a Master's degree in Clinical Psychology or Counselling Psychology or Psychology or an equivalent qualification.

38.23 Incumbent would be required, among others, to: provide assistance in the elaboration of new legislation, regulations, standards, code of practice and any other form of practical guidance related to industrial or organisational psychology; assist in inspection of work place, establish any correlation with occupation's and employee's mental condition; welfare and/or that of any other person in employment and to identify potential psychological factors affecting working community and to recommend remedial actions; investigate, as and when required any incident, accident and conditions related to employment, employee, and working environment which may have impaired worker's mental condition; provide psychological counselling and assessment of workers; dispense training sessions and assist workers who are victims of influence of work.

OCCUPATIONAL SAFETY AND HEALTH DIVISION

38.24 The Occupational Safety and Health Division is the main body regulating occupational safety and health in the country. Its main functions, among others, are: the preparation of legislations on safety and health; developing national occupational safety and health strategies in line with changes in work pattern and technology; carrying out sensitization campaign on Occupational Safety and Health to minimize risks at work places; implementation of OSH Management System; inspection and enforcement duties at work places and examination of ILO Conventions and SADC documents on Occupational Safety and Health.

- 38.25 It comprises two specific domains namely: Occupational Safety and Health Inspectorate (OSHI) and the Specialist Support Services (SSS). The OSH Inspectorate ensures that there is a safe work environment in line with international norms in the work place and enforces the OSH Act 2005 and its subsidiary regulations. It carries out inspections and investigates into accidents and dangerous occurrences at places of work. The Specialist Support Services Unit on its part provides specialized engineering services in the field of Electrical, Mechanical, Civil and Chemical Engineering to the OSH Inspectorate and to management of enterprises.
- 38.26 The Director, Occupational Safety and Health is responsible for the overall administration of the Occupational Safety and Health Inspectorate and the Specialist Support Services. He is supported in his duties by officers of the OSHI Cadre and those of the Specialist Support Services and the general service grades.
- 38.27 Representatives of OSHI elaborated lengthily on their proposals, namely to: upgrade the qualification at entry level from Diploma to Degree in Occupational Health and Safety or Engineering or equivalent; thereafter to align salaries of the whole cadre with corresponding grades of the Professional Cadre; create the grade of Deputy Director, Occupational Safety and Health; payment of an on-call allowance to the Director and Chief Occupational Safety and Health Officer and other officers posted at the Accident Investigating Unit and to decentralize the service.
- 38.28 With regards to upgrading of qualification, parties were apprised that such a request may be considered after examining the evolution in complexity of the duties of the grade and whether this justifies new skills and technicalities. Clarifications were given on the principle of alignment of salaries which should be in line with the Bureau's framework of pay determination. Several requests pertained to internal working arrangement and Management stated that it is its responsibility to address them administratively.
- 38.29 The present organisation structure is serving its purpose. We are however, on the basis of functional needs and submissions received, providing an additional level to deputise for the Director, OSH and to monitor and coordinate all activities of the Occupational Safety and Health Inspectorate and the Specialist Support Services.

Deputy Director, Occupational Safety and Health (New Grade)

- 38.30 There are several units in the OSHI, each under the responsibility of a Chief Occupational Safety and Health Officer. The Chief Occupational Safety and Health Officers and the Head, Special Support Service report directly to the Director, Occupational Safety and Health.

- 38.31 It has been submitted that with the setting up of the Prosecution Unit, Construction Unit and Maritime Safety Unit, issues related to Occupational Safety and Health Hazards would be covered at large by the OSHI and SSS. Consequently, this would impact on the workload of the Director, Occupational Safety and Health who is taken up mostly at policy level. A demand has been made to create a level to deputise for the Director and to monitor the day to day management and administration of each domain.
- 38.32 Taking into consideration the evolution in the work, the specificity and scope of the Division, there is need to reinforce the grading structure at Directorate Level.

Recommendation 4

- 38.33 We recommend the creation of the grade of Deputy Director, Occupational Safety and Health. Appointment thereto should be made by selection from among officers in the grade of Chief Occupational Safety and Health Officer and Head, Specialist Support Services, each reckoning at least five years' service in a substantive capacity in the respective grade and having managerial and leadership qualities together with a sound knowledge of the provisions of the Occupational Safety and Health Act and any other related Safety and Health Legislations/Administration.**
- 38.34 Incumbent would deputise for the Director, Occupational Safety and Health and assist him in the discharge of his duties. He would also be responsible, among others, for the management and administration of the units; advise on legislations, code of practice, standard and guidelines; provide guidance on training of officers; and coordinate projects in respect of occupational safety and health issues.
- 38.35 In view of the specificity of the administration of the Occupational Safety and Health Division and to meet the organisational requirement, Management may consider the advisability of creating more than one post of Deputy Director, Occupational Safety and Health.**
- 38.36 With the creation of the grade of Deputy Director, Occupational Safety and Health, and in line with the guidelines of the MCSAR regarding drafting of schemes of service consequential amendment is being brought in the scheme of service of the grade of Director, Occupational Safety and Health.

Recommendation 5

- 38.37 We recommend that, in future, the grade of Director, Occupational Safety and Health should be filled by promotion on the basis of merit and experience of officers in the grade of Deputy Director, Occupational Safety and Health.**

Special Professional Retention Allowance

Recommendation 6

38.38 We recommend that officers in the grade of Occupational Safety and Health Engineer/Senior Occupational Safety and Health Engineer reckoning at least 10 years' service in the grade and eligible for the payment of the Special Professional Retention Allowance at the rate of 7% of the monthly salary as at 31 December 2015 should continue to be paid same up to 31 December 2016.

38.39 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.

38.40 All officers in the grade of Occupational Safety and Health Engineer/Senior Occupational Safety and Health Engineer 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.

REGISTRY OF ASSOCIATIONS

38.41 The Registry of Associations deals with the registration and inspection of trade unions, associations and sports clubs/committees/federations. It enforces the Registration of Associations Act 1978, the Employees Relations Act 2008, and the Sports Act 2013.

38.42 It is headed by the Registrar of Associations who is responsible for the day-to-day management of the Registry of Associations including the implementation of approved programmes. He is assisted by the Deputy Registrar of Associations and the technical staff of the Inspector of Association Cadre.

- 38.43 During the course of oral submissions, representatives of the union conveyed, among others, their proposals which are as follows: creation of additional posts; alignment of salary of the grade of Inspector of Associations with the grades of Senior Examiner of Accounts and Senior Accounting Technician; payment of an allowance to attend to court; posting of officers to assist officers of the cadre; changing mode of appointment at the level of Principal Inspector of Associations; creation of the Public Relations Office/Counter Service; to restyle the grade of Deputy Registrar of Associations to Chief Inspector of Associations and providing conducive working environment.
- 38.44 Parties were apprised that it is the prerogative of Management to create additional posts or to change the mode of appointment for any grade. Staff officials were further told that the Bureau would as far as possible refrain from bringing any change in the scheme of service where there is no agreement between parties concerned.
- They were also informed of the Bureau's framework on pay determination. In respect of change in appellation they were explained that the purposes of a job title is to convey an immediate understanding and identification of the work performed by the designated position. Management proposed to address issues related to scheme of service and working environment administratively.
- 38.45 While maintaining the existing organisation structure, we are recommending that Management carries out an HRP exercise to identify the need for additional HR requirements and to prompt appropriate remedial measures.**

Inspector of Associations

- 38.46 Officers in the grade of Inspector of Associations who have successfully completed all papers of Fundamentals (Skills) formerly Part II of the ACCA Examination or an equivalent qualification should be allowed to proceed beyond the Qualification Bar (QB) inserted in the salary scale of the grade.

Posting of Management Support Officers

- 38.47 Representations have been received from the staff side to avail the services of Management Support Officers as they usually have to perform routine clerical and other ancillary duties, which take much of their time at the expense of their technical responsibilities.

Recommendation 6

- 38.48 We recommend that Management should consider the advisability of posting Management Support Officers in the appropriate sections where the services of supporting staff are required.**

EMPLOYMENT DIVISION

- 38.49 The Employment Division deals with the management of Employment Information Centres (EIC); registration, counselling, placement of jobseekers in employment, carrying out work permit inspections and recommendations; collection and publication of statistics on the labour market, including employment and unemployment; provision of advice on matters related to employment, unemployment and training.
- 38.50 There are at present 13 Employment Information Centres located throughout the island of Mauritius and one in Rodrigues to enable all job seekers to have easy access to its services.
- 38.51 The grading structure comprises a Director, Employment Service as head of the Division who is Responsible for the day-to-day administration of the Employment Service Division. He is assisted in his tasks by a Deputy Director, Employment Service and officers of the Employment Officer Cadre and those of the general services.
- 38.52 Management reported that training has been added to the port folio of the Ministry and is now responsible for the Dual Training Programme (DTP), namely “Youth Employment Programme” (YEP) and “Back to Work Programme” (BWP). While YEP is geared towards the training and placement of youth aged between 16-30 years, BWP focuses on the training and placement of women aged 30 years and above. The Dual Training Programme, on its part, is an Apprenticeship Scheme for Diploma and Degree holders and each programme has a specific clientele. The DTP would be beneficial to approximately 5000 youth and 3000 unemployed female. Management has therefore submitted that there is need for a Training Programme Coordinator to liaise with private sector/other training institution for placement of trainees and mounting of courses to match market reality and sustain government policy.
- 38.53 During the course of consultation with representatives of the Employment Service Union, the main points raised, among others, pertained to: upgrading of qualification at the level of Employment Officer to a Diploma in the related field; insertion of a Qualification Bar in the salary scale of the grade of Senior Employment Officer; creation of additional posts at higher level; provision of training to officers of the cadre both local and overseas; alignment of salaries with sister grades in the same Ministry and grant of loan to purchase a 70% duty exempted car for official travelling.
- 38.54 Parties were informed that request relating to upgrading of qualification of a grade may be considered in light of the job evolution and increasing complexity of tasks requiring new skills. They were also told that new grades would be created on the basis of functional considerations. It was further explained to them that after the publication of this report, each Organisation/Department/Ministry would be

required to carry out an HR Audit to address human resource issues. Staff officials were also reminded that ample provisions have been made in our reports in respect of training and it should be dealt at Management level. As regards alignment of salaries, it was pointed out that this may be considered against the Bureau's framework of pay determination. Due explanation was also given on the criteria for the grant of duty free vehicles. Additional information was provided on certain specific issues raised during consultations.

- 38.55 While maintaining the present structure, we are, on the basis of functional needs, providing a new grade of Training Programme Coordinator to facilitate the implementation of all training schemes in line with the objectives of Government. We are equally reviewing the salary gradings to reflect the additional responsibilities conferred upon the cadre.

Training Programme Coordinator (New Grade)

Recommendation 7

- 38.56 We recommend the creation of the grade of Training Programme Coordinator. Appointment thereto should be made by selection from among candidates possessing a Master's Degree in Management/Business/Public Administration, Economics, Human Resource Management, Law or any other related fields and reckoning at least five years' post qualification working experience at managerial level and demonstrating good communication and coordination skills and ability to manage demanding and complex programmes/projects.**
- 38.57 Incumbent would be responsible, among others, to the Director, Employment Services for all aspects relating to the implementation and management of the Youth Employment Programme, Back to Work Programme, Dual Training Programme and other training projects; design sectoral training curriculum and initiative for the unemployed; coordinate formal and non-formal training providers to train youth in market-drive skills and create strong linkages to the private sector and employment opportunities; make arrangements for placement of trainees in enterprises in the course of training programmes; identify linkages between the unemployed and micro-finance institutions and monitor the effectiveness and efficiency of training of programmes.

CAREERS GUIDANCE SERVICE

- 38.58 The Careers Guidance Service (CGS) ensures that career information is understood and that people value and know how to use advice tendered for their personal level of career development. Its main focus is to help individual to manage their choices within initial education and their entry to the labour market and help adults who are unemployed to gain access to the world of work.

38.59 As the Careers Guidance Service has been freshly attributed under the *aegis* of the Ministry of Labour, Industrial Relations, Employment and Training, no proposals were made by Management. We are, therefore, maintaining the status quo and providing the revised salaries of all the grades.

MINISTRY OF LABOUR, INDUSTRIAL RELATIONS, EMPLOYMENT AND TRAINING

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 106	Rs 122000 Permanent Secretary
19 059 081	Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Psychologist (New Grade)
08 058 074	Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375 Senior Shorthand Writer
08 051 070	Rs 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575 Shorthand Writer
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
24 016 043	Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200 Stores Attendant
24 015 041	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18950 Handy Worker
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

Salary Code	Salary Scale and Grade
LABOUR ADMINISTRATION AND INDUSTRIAL RELATIONS	
18 092 094	Rs 77175 x 2825 – 80000 x 3000 – 83000 Director, Labour and Industrial Relations
18 075 090	Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 72400 Deputy Director, Labour and Industrial Relations (New Grade)
18 072 087	Rs 42325 x 1525 – 49950 x 1625 – 62950 x 1850 – 66650 Assistant Director, Labour and Industrial Relations
18 066 080	Rs 35275 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 54825 Principal Labour and Industrial Relations Officer
18 056 076	Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Senior Labour and Industrial Relations Officer
18 036 070	Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275 QB 36200 – 37125 x 1225 – 39575 Labour and Industrial Relations Officer
OCCUPATIONAL SAFETY AND HEALTH	
18 092 094	Rs 77175 x 2825 – 80000 x 3000 – 83000 Director, Occupational Safety and Health
18 077 091	Rs 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350 Deputy Director, Occupational Safety and Health (New Grade)
18 075 089	Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Chief Occupational Safety and Health Officer

Salary Code	Salary Scale and Grade
18 066 081	Rs 35275 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 53200 QB 54825 X 1625 – 56450 Divisional Occupational Safety and Health Officer
18 056 078	Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 QB 49950 x 1625 – 51575 Principal Occupational Safety and Health Officer
18 044 074	Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375 Occupational Safety and Health Officer/Senior Occupational Safety and Health Officer
26 075 089	Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Head, Specialist Support Services
26 059 085	Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Occupational Safety and Health Engineer/Senior Occupational Safety and Health Engineer
NATIONAL REMUNERATION BOARD	
02 000 102	Rs 110000 Chairperson, National Remuneration Board
02 085 095	Rs 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000 Vice-Chairperson, National Remuneration Board
02 077 091	Rs 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350 Head Remuneration Analyst
02 069 085	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Senior Remuneration Analyst

Salary Code	Salary Scale and Grade
02 054 081	Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Remuneration Analyst
REGISTRY OF ASSOCIATIONS	
18 092 094	Rs 77175 x 2825 – 80000 x 3000 – 83000 Registrar of Associations
18 072 087	Rs 42325 x 1525 – 49950 x 1625 – 62950 x 1850 – 66650 Deputy Registrar of Associations
18 062 082	Rs 31725 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 58075 Principal Inspector of Associations (Personal)
18 062 080	Rs 31725 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 54825 Principal Inspector of Associations
18 052 073	Rs 23975 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850 Senior Inspector of Associations
18 036 070	Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275 QB 36200 – 37125 x 1225 – 39575 Inspector of Associations
EMPLOYMENT DIVISION	
18 092 094	Rs 77175 x 2825 – 80000 x 3000 – 83000 Director, Employment Service
02 059 085	Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Training Programme Coordinator (New Grade)

Salary Code	Salary Scale and Grade
18 068 083	Rs 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 59700 Deputy Director, Employment Service
18 058 076	Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Chief Employment Officer
18 044 071	Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 Senior Employment Officer
18 030 064	Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 33425 Employment Officer
CAREER GUIDANCE SERVICE	
18 075 089	Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Principal Careers Counsellor
18 069 085	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Senior Careers Counsellor
18 055 081	Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Careers Counsellor
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
24 016 043	Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200 Stores Attendant
24 015 041	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18950 Handy Worker
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
