

14.1 NATIONAL DEVELOPMENT UNIT

- 14.1.1 The National Development Unit (NDU) has the vision to have an informed society benefitting from efficient and continually upgraded infrastructures and government programmes. Its mission relates to bringing the benefits of socio-economic development to the doorsteps of people and protecting the population from flooding and national disaster.
- 14.1.2 Its main objective is, therefore, to contribute towards the enhancement of the quality of life. The Unit aims at attaining this objective through three main activities namely: provision of community based infrastructure and amenities; implementation of land drainage and watershed management programme; and provision of information and advice on existing services to empower citizens.
- 14.1.3 The activities of the NDU are organised under the Regional Development Section, Technical Section and a network of 35 Citizens Advice Bureau covering the island.
- 14.1.4 The Permanent Secretary has the overall responsibility for the day-to-day administration and management of the NDU.

REGIONAL DEVELOPMENT OFFICER CADRE

- 14.1.5 The Regional Development Officer (RDO) cadre is headed by a Chief Regional Development Officer who is responsible for formulating policies for the NDU and ensuring timely and efficient implementation of projects. He is assisted by officers in the grades of Principal Regional Development Officer, Senior Regional Development Officer and Regional Development Officer.
- 14.1.6 In the context of this Review exercise, representations have been made for: merging/restyling of grades; payment of certain allowances; grant of duty free facilities; and provision of protective equipment. During consultations, parties were apprised on the philosophy of merging/restyling of grades. As regards payment of allowances which pertains to General Conditions of Service, stakeholders were sounded on existing provisions and apprised on the introduction in this Report for the conduct of a Risk Assessment Exercise in organisations to determine or justify the payment of a risk allowance. Parties were also informed that the Survey on Travelling would determine eligibility for duty free facilities. On the issue of protective equipment, parties were advised to submit the request to the Standing Committee on Uniforms set up at the level of the Ministry of Civil Service and Administrative Reforms.
- 14.1.7 After examining the proposals, the Bureau considers that the present structure is fit for its purpose. We are, therefore, not bringing any modification thereto for the time being.

Citizen's Advice Bureau Organiser Cadre

- 14.1.8 In the 2013 PRB Report, we made provision for the Regional Development Officer cadre to be opened to qualified officers of the CAB Organiser cadre which consists of CAB Organisers, Assistant CAB Coordinators and CAB Coordinator. Recommendation was also made for the cadre to be gradually phased out as it had been argued that the activities of the CAB had decreased considerably. This provision was, however, waived by the EOAC.
- 14.1.9 The NDU has submitted that the activities carried out by CAB have continued to be on the low side. Further, given that a wide array of duties devolves on the Regional Development Officer Cadre, the need for the CAB Organiser Cadre may not be warranted. We are, therefore, making appropriate recommendation to address the issue. In so doing, we are taking care not to jeopardize the career path of CAB Organisers. Hence, we are maintaining the grades of Assistant CAB Coordinator and CAB Coordinator. Further, appointment to the grade of Regional Development Officer would continue to be by selection from qualified officers of the CAB Cadre.

Recommendation 1

- 14.1.10 We recommend that the grade of CAB Organiser be made evanescent. We have provided a personal salary for the incumbents.**

Special Professional Retention Allowance

- 14.1.11 The Special Professional Retention Allowance (SPRA) was introduced in the 2008 overall review, more specifically in the EOC Report 2009, to curb recruitment and retention problems in the fields of Engineering/Architecture/Quantity Surveying which were considered as scarcity areas.
- 14.1.12 Based on the survey carried out by the Bureau in context of the 2013 PRB Report, the SPRA was maintained as it served its purpose of retaining professionals of high calibre. Following the publication of the 2013 EOAC Report, officers in several other grades were listed for eligibility for SPRA without any stated justification.
- 14.1.13 Based on the survey carried out by the Bureau in context of the 2013 PRB Report, the SPRA was maintained as it served its purpose of retaining professionals of high calibre. Following the publication of the 2013 EOAC Report, officers in several other grades were listed for eligibility for SPRA without any stated justification.
- 14.1.14 In the context of this review, Management, Unions and individual officers have made strong representations for maintaining SPRA and for extending same to other grades. The Bureau recently conducted a survey to determine the extent to which professionals of high calibre and possessing scarce skills are leaving the

public sector, and also to assess the market value of these professionals. However, it is worth noting that the survey revealed that there are no serious recruitment and retention problems in the Engineering/Architecture/Quantity Surveying fields. Besides, the labour market has an over-supply of qualified candidates in these fields.

14.1.15 It is also worth highlighting that some organisations have not responded to the survey carried out and as such the Bureau has not been able to ascertain whether these organisations are still encountering difficulties in recruiting and retaining professionals of right profile and calibre in the Engineering/Architecture/Quantity Surveying fields. Though some organisations did not respond to the survey, they have nevertheless made representations for maintaining SPRA and extending it to other categories of professionals.

14.1.16 In the given circumstances and taking into consideration: (i) the findings of the survey; (ii) representations from stakeholders; and (iii) position of concerned organisations, we are in this Report maintaining the payment of the SPRA to eligible officers in post as at 31 December 2015 up to 31 December 2016.

Recommendation 2

14.1.17 We recommend that officers in the grades of Project Officer/Senior Project Officer *formerly Project Officer*, Project Manager and Chief Project Manager (Personal to holder in post as at 31.12.15) 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 <i>formerly Project Officer</i> reckoning at least 10 years' service in the grade	7
Project Manager	7
Chief Project Manager (Personal to holder in post as at 31.12.15)	10

14.1.18 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.

14.1.19 All officers in the Engineering fields 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.

NATIONAL DEVELOPMENT UNIT

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 106	Rs 122000 Permanent Secretary
02 095 097	Rs 86000 x 3000 – 92000 Chief Regional Development Officer
02 075 089	Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Principal Regional Development Officer

Salary Code	Salary Scale and Grade
02 069 085	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Senior Regional Development Officer
02 054 081	Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Regional Development Officer
26 096 098	Rs 89000 x 3000 – 95000 Chief Project Manager (Personal to holder in post as at 31.12.15)
26 085 095	Rs 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000 Chief Project Manager (Future Holder)
26 075 089	Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Project Manager
26 059 085	Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Project Officer/Senior Project Officer <i>formerly Project Officer</i>
08 065 081	Rs 34350 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Citizen's Advice Bureau Co-ordinator
08 058 076	Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Assistant Citizen's Advice Bureau Coordinator
08 050 072	Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Citizen's Advice Bureau Organiser (Personal)

Salary Code	Salary Scale and Grade
26 047 076	Rs 21000 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Project Assistant
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
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
24 001 038	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
