

VALUATION DEPARTMENT

- 18.117 The Valuation Department operates under the *aegis* of the Ministry of Finance and Economic Development (MOFED). Its mission is to provide independent, impartial, and objective of Valuation and Real Consultancy Services to government; be to the level expectation of every stakeholder in delivering its services; and provide the services to the highest degree of professionalism and standard to its customers, both external and intra.
- 18.118 Government has embarked in a mega project known as the Land Administration and Valuation Information Systems (LAVIMS) in which valuation is a major component. With the implementation of the LAVIMS Project, the Valuation Department deals with all requests from the Registrar General Department and Local Government for valuation of properties on-line. Moreover, the Valuation Department is responsible for the Valuation Roll for the whole country which involves over 500,000 properties with the main purpose to raise revenue for the Government.
- 18.119 At present, the Valuation Department is headed by the Director, Valuation and Real Estate Consultancy Services who is assisted by grades in the Government Valuer and Property Valuation Inspector cadres.
- 18.120 In the context of this Report, the Bureau has received representations from Unions for specific training related to LAVIMS, increase in number of posts and creation of a grade to assist the Government Valuer, among others. Management has reported about ongoing recruitment problems in the grade of Government Valuer and has proposed to create a grade to assist the latter. It has also requested to create a grade of Quantity Surveyor and Law Officer as well as to amend the scheme of service for the grade of Chief Property Valuation Inspector. On the other hand, the MOFED has requested for a restyling of the grade of Director, Valuation and Real Estate Consultancy Services and Deputy Director, Valuation and Real Estate Consultancy Services.
- 18.121 After examining the requests of the Unions, Management of Valuation Department and the MOFED, we are restyling the grades of Director, Valuation and Real Estate Consultancy Services and Deputy Director, Valuation and Real Estate Consultancy Services, and creating the grade of Trainee Government Valuer based upon the organisational requirements.

Director, Valuation Department

formerly Director, Valuation and Real Estate Consultancy Services

Deputy Director, Valuation Department

formerly Deputy Director, Valuation and Real Estate Consultancy Services

18.122 The MOFED has requested for a change in appellation for the grades of Director, Valuation and Real Estate Consultancy Services and Deputy Director, Valuation and Real Estate Consultancy Services to be in line with name of the Department. We are agreeable to the proposal and recommending accordingly.

Recommendation 25

18.123 We recommend that the following grades be restyled as hereunder:

Grade	Restyled to
Director, Valuation and Real Estate Consultancy Services	Director, Valuation Department
Deputy Director, Valuation and Real Estate Consultancy Services	Deputy Director, Valuation Department

Recruitment and Retention Problems

18.124 Management has reported that the recruitment and retention problem in the Government Valuer cadre still persists. During the last selection exercise for the grade of Government Valuer, all posts could not be filled as there were not enough qualified candidates. We are, therefore, maintaining the current provision.

Recommendation 26

18.125 We recommend that the Ministry of Civil Service and Administrative Reforms may, subject to the approval of the High Powered Committee, approve the higher salary point for new entrants in the grade of Government Valuer, based on their qualifications and experience, and such adjustments in salary as may be required for officers in post.

Trainee Government Valuer (New Grade)

18.126 As highlighted earlier, there is continuous recruitment and retention problem in the Government Valuer cadre. Hence, there is need to provide incentive and motivation to the partly qualified officers in the technical cadre to get fully qualified and join the Government Valuer cadre. Management has informed the Bureau that there are currently 10 officers in the technical cadre already possessing the basic qualifications to become fellow of the Royal Institution of Chartered

Surveyors. In a spirit of encouraging more officers to join the professional cadre, we are providing for a grade of Trainee Government Valuer.

Recommendation 27

18.127 We recommend the creation of a grade of Trainee Government Valuer. Appointment to the grade should be made by selection from among candidates possessing a BSc Part 3 in Estate Management or Valuation or Land Economics or Applied Valuation from a recognised institution.

18.128 The Trainee Government Valuer would work under the supervision of the professional staff of the Valuation Department and would be required, among others, to perform duties such as survey, measurement and description of properties for valuation purposes; carrying out valuation and landed properties for all purposes; and appearing in court, tribunal, committees to support valuation and assessment as assigned.

Special Professional Retention Allowance

18.129 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.

18.130 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.

18.131 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.

18.132 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.

18.133 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 28

18.134 We recommend that officers of the Government Valuer 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
Government Valuer and Senior Government Valuer (reckoning at least 10 years' service in their respective grade)	7
Lead Government Valuer	7
Deputy Director, Valuation Department <i>formerly Deputy Director, Valuation and Real Estate Consultancy Services</i>	10
Director, Valuation Department <i>formerly Director, Valuation and Real Estate Consultancy Services</i>	12.5

18.135 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.

18.136 However, provision made at paragraph (i) and (ii), should not apply to officers retiring as per their new compulsory retirement age or on medical ground.

18.137 All officers in the Government Valuer 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.

VALUATION DEPARTMENT

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
26 000 100	<p>Rs 101000</p> <p>Director, Valuation Department <i>formerly Director, Valuation and Real Estate Consultancy Services</i></p>
26 085 095	<p>Rs 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000</p> <p>Deputy Director, Valuation Department <i>formerly Deputy Director, Valuation and Real Estate Consultancy Services</i></p>
26 075 089	<p>Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450</p> <p>Lead Government Valuer</p>
26 069 085	<p>Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950</p> <p>Senior Government Valuer</p>
26 059 081	<p>Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450</p> <p>Government Valuer</p>

Salary Code	Salary Scale and Grade
26 053 055	Rs 24750 x 775 – 26300 Trainee Government Valuer
26 064 078	Rs 33425 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 51575 Chief Property Valuation Inspector
26 058 075	Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 46900 Principal Property Valuation Inspector
26 052 069	Rs 23975 x 775 – 32500 x 925 – 37125 x 1225 – 38350 Senior Property Valuation Inspector
26 031 064	Rs 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 33425 Property Valuation Inspector
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
