

05. CENTRAL WATER AUTHORITY

- 5.1 Set up under the Central Water Authority (CWA) Act No. 20 of 1971, the CWA operates as a body corporate under the *aegis* of the Ministry of Energy and Public Utilities. Its core business activity is the provision of safe drinking water to the Mauritian population, Government Bodies and business enterprises, which in all, make up the 351328 registered subscribers.
- 5.2 With a mission of securing and providing a sustainable water supply service of appropriate quality at an affordable price which meets the growing needs of the people and to support the economic development of the country, the CWA envisions to be the leader in providing an uninterrupted round the clock service of world-class standard throughout the year to the entire population of Mauritius.
- 5.3 In its Programme 2015-2019, the Government is committed to addressing on a priority basis, the long standing problem of water supply in the country. Water resources will be mobilised and infrastructure including pipes renewed or replaced to reduce water loss and ensure year round water supply. Also, new projects for construction of dams along rivers and further development of ground water to mobilise additional water resources will be considered.
- 5.4 The Authority is managed by a Board and headed by a General Manager, who is responsible for the day-to-day administration of the organisation and implementation of the Board's decision. The organisational set up of the CWA comprises two main divisions namely the Administration Division and the Technical Division, each under the responsibility of a Deputy General Manager. Officers in the professional, technical and other occupational cadres assist in attaining the overall objectives of the organisation.
- 5.5 In the context of this review exercise, representations have been made for the creation of grades, restyling and upgrading of existing ones, placing some other grades on the roster system of work and merging a few ones to meet the operational requirements. The Bureau has carefully examined each submission and we are making the appropriate recommendations.

Administrative Manager ***formerly Administrative Secretary***

Administrative Assistant (New Grade)

- 5.6 The Management of the CWA has submitted that the workload in the Administrative Division is increasing on account of new legislations, regulatory changes, compliance issues, insurance and legal matters, event organisation and other facilities, amongst others. Given the nature of work and the complexity of duties and responsibilities devolving upon the Administrative Secretary, we are restyling the grade to a more appropriate job appellation to

reflect the level at which the incumbent is operating and also providing for a grade of Administrative Assistant to provide support in the Division.

Recommendation 1

5.7 We recommend:

- (i) that the grade of Administrative Secretary be restyled Administrative Manager; and**
- (ii) the creation of the grade of Administrative Assistant on the establishment of the CWA. Appointment thereto, should be made by selection from among candidates possessing a Diploma in Administration or Facility Management or Management from a recognised institution and reckoning at least three years' experience.**

5.8 Incumbent would be required, *inter alia*, to assist the Administrative Manager *formerly Administrative Secretary* in discharging his responsibilities; deal with matters relating to bids, provision of office accommodation, furniture, furniture equipment, leasing of buildings/offices; liaise with insurance companies and follow-up claims; assist in the preparation/coordination/publication of Annual Report in line with Statutory Requirements; and act as Secretary to Board and Board Committees in the absence of the Administrative Manager *formerly Administrative Secretary*.

Chief Fraud Detection Officer (New Grade)

5.9 In view of the important activities of the Anti Fraud Unit which are geared towards the reduction of Non Revenue Water and maximisation of revenue, Management has submitted that there is need to reinforce its structure through the appointment of a qualified person to manage and control its daily operations. Given that the scope and duties of the Anti Fraud Unit have increased considerably, we are agreeable to the request.

Recommendation 2

5.10 We recommend the creation of the grade of Chief Fraud Detection Officer on the establishment of the CWA. Appointment thereto, should be made by selection from among officers in the grade of Superintendent, Anti Fraud Unit possessing a Degree in Law or Law/Legal Studies and Management or Accounting/Finance with Law or Accounting with Finance or Management.

5.11 Incumbent would, among others, be required to: be responsible for the efficient organisation of the Anti Fraud Unit; conduct investigation to reduce Non Revenue Water and on morcellement and development to ascertain that all financial contribution and other fees have been properly computed and paid;

assist the Attorney and Counsel in complex court cases for the recovery of water debts; be responsible for the conduct of civil and criminal proceedings; and to represent the CWA in Court and other Legal Institutions.

IT Technician (New Grade)

5.12 The CWA has approximately 15 remote sites which are equipped with IT infrastructures (computers, printers, biometric devices and networking equipment). The headquarters host around 300 such devices and up to 400 interventions are performed island-wide on a monthly basis. Management has submitted that with the rapid change in technology and new types of devices being used (laptops, android devices, tablets etc), there is need to have a dedicated grade whereby incumbent would act as the first line of support to assist users with IT related issues and to which the Bureau subscribes.

Recommendation 3

5.13 We recommend the creation of the grade of IT Technician on the establishment of the CWA. Appointment thereto, should be made by selection from among candidates possessing a Diploma in Information Technology or Computer Science or an equivalent qualification acceptable to the Board and reckoning at least two years' post qualification experience in the field of IT.

5.14 The IT Technician would, among others, be required to work under the supervision of the IT Analyst and Senior IT Analyst; install, configure and upgrade client operating systems and software using standard business and administrative packages; act as technical resource in assisting users to resolve problems with equipment and data; troubleshoot problems with computer systems, including troubleshooting hardware and software, internets e-mail, network and peripheral equipment problems; and make repairs and corrections where required.

Senior Technical Assistant (Electrical) (New Grade)

Senior Technical Assistant (Mechanical) (New Grade)

5.15 There are, at present, 78 Technical Assistants posted in the different divisions/ sections of the organisation and they report to their respective heads. With a view to enhancing the operational efficiency in terms of organisation and supervision of work, both the Management and the Union have requested for the creation of the grade of Senior Technical Assistant to take charge of the technical staff and monitor their work. We have examined the submissions and are agreeable for the creation of the grade of Senior Technical Assistant.

Recommendation 4

- 5.16 We recommend the creation of the grades of Senior Technical Assistant (Electrical) and Senior Technical Assistant (Mechanical), respectively on the establishment of the CWA. Appointment thereto, should be by promotion, on the basis of experience and merit, of officers in the grades of Technical Assistant (Electrical) and Technical Assistant (Mechanical) respectively reckoning at least four years' experience in a substantive capacity in the respective grade.**
- 5.17 Incumbent would be required, among others, to supervise/oversee the works being carried out by Technical Assistants on sites and assign to them any additional work as may be required; carry out administrative duties such as preparation and submission of time/wage sheets, keeping of record books, monitoring of daily attendance in the absence of the Technical Officer/Senior Technical Officer; be responsible for the daily execution of work as planned by Technical Officer/Senior Technical Officer; and maintain adequate stock of required materials and spares for the smooth running of the section.

Quality Assurance Manager

- 5.18 Management has submitted that there is need for a grade of Quality Assurance Manager to ensure that products meet quality standards. He would also be responsible for planning, directing and coordinating quality assurance programs and formulating quality control policies.
- 5.19 The Bureau has studied the request and has found that there would not be full time job for such a grade and it would be a dead-end post with no possibility of career movement. Consequently, the creation of such a grade is not justified. However, we are addressing the issue by providing for a designated position and are recommending accordingly.

Recommendation 5

- 5.20 We recommend that officers in the grade of Technical Officer/Senior Technical Officer (Laboratory) formerly Technical Officer (Laboratory) should be designated on a rotational basis to perform duties related to quality assurance.**
- 5.21 We further recommend that the designated officer should be granted a monthly allowance of Rs 1550.**

Grades on Roster

- 5.22 At present, there are the grades of Inspector, Assistant Inspector, Operative and General Worker on the establishment of the CWA. With a view to providing a quality service to valuable customers on a 24/7 basis at national level, Management has submitted that the above grades in the Operations Division be

placed on roster. As this new pattern of work will enhance service delivery, we subscribe to the submission.

Recommendation 6

- 5.23 We recommend the creation of the grades of Assistant Inspector (Roster – day and night), Inspector (Roster – day and night), Operative (Roster – day and night) and General Worker (Roster – day and night) on the establishment of the Central Water Authority.**
- 5.24 We also recommend that incumbents in the grades of Assistant Inspector, Inspector, Operative and General Worker should be given the option to join the new grades of Assistant Inspector (Roster– day and night), Inspector (Roster – day and night), Operative (Roster – day and night) and General Worker (Roster – day and night) and, on joining the respective grade, be granted two additional increments at the point reached in their respective salary scale, subject to the top salary of the grades.**
- 5.25 We further recommend that the grades of Assistant Inspector, Operative and General Worker be made evanescent. We have provided personal salaries for officers in post as at 31.12.15 in these grades.**

Special Professional Retention Allowance

- 5.26 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 field of Engineering which was considered as scarcity areas.**
- 5.27 We have observed that the market situation/condition has improved and there are many qualified people who are available to work in this sector. We are, however, maintaining the payment of the SPRA to eligible officers in post as at 31 December 2015 up to 31 December 2016.**

Recommendation 7

- 5.28 We recommend that officers in the Engineering cadre of the CWA eligible for the payment of Special Professional Retention Allowance (SPRA) as at 31 December 2015 should continue to be paid same up to 31 December 2016 as specified in the following table:**

Salary	SPRA% of Monthly Salary
Rs 29400 up to Rs 62950 and reckoning at least 10 years' service in their respective grade	7
Above Rs 62950 and up to Rs 70450	7
Above Rs 70450 and up to Rs 86000	10
Above Rs 86000 and up to Rs 95000	12.5

5.29 We further recommend that those officers who:

- (i) leave the service prior to the age at which they may retire without the approval of the Board (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 Board 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 Board.**

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

5.31 All officers in the Engineering field 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.

Night Duty Allowance

5.32 Night Duty Allowance is normally paid to officers who effectively work on night shift. We are, in this Report, extending the payment of this allowance to officers of the CWA who effectively work on night shift.

Recommendation 8

5.33 We recommend that officers on the establishment of the CWA, who effectively work on night shift, should be paid a Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours including up to a maximum of two hours lying-in period.

Special Allowance

Recommendation 9

5.34 We recommend that incumbents in the grades listed below who are regularly exposed to foul odour and raw sewage should, with effect from 01 January 2016 and up to the next Overall Review on Pay and Grading

Structures and Conditions of Service in the Public Sector, be paid a special monthly allowance equivalent to two increments at the salary point reached in their respective salary scale:

Senior Scientific Officer (Biochemistry)
Scientific Officer (Biochemistry)
Technical Officer/Senior Technical Officer
formerly Senior Technical Officer
Technical Officer
Laboratory Attendant

Allowance to officers of the Engineering cadre at the operations Division

- 5.35 The Operation Division carries out the core activity of the Authority which is the treatment and distribution of potable water throughout Mauritius. Presently, this division employs some 600 personnel and manages a recurrent budget of Rs 450 million. Management has submitted that during the last two decades, the responsibility of Engineers in the Operation Division has further increased with the gradual outsourcing of key activities where there is need for more input from officers of the Engineering cadre. In addition, the CWA provides and maintains a 24-hour service and Operation Engineers are often solicited at any time of the day and night and during weekends and public holidays to attend to complaints and other emergencies.
- 5.36 Management has also highlighted that during the last seven years, about 20 Professional Engineers who have acquired useful experience in hydraulics and the water sector have left the Authority. To this end, request has been made to provide an allowance to compensate as well as retain these officers. The Bureau has duly examined the issue and is of the view that, given the national importance of this sector, there is need to motivate and compensate them appropriately which in turn would enhance service delivery to the citizens. Hence, we are recommending accordingly.

Recommendation 10

- 5.37 We recommend that officers of the Engineering cadre at the Operation Division of the CWA who are regularly called upon to perform duties after normal working hours should be paid a special monthly allowance equivalent to two increments at the salary point reached in the master salary scale, subject to satisfactory performance and upon recommendation of the Responsible/Supervising Officer.**

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SALARY SCHEDULE

- CWA 1 : Rs 13270 x 260 – 13790**
Trainee Meter Reader
- CWA 2 : Rs 14325 x 275 – 14600**
Trainee Technical Design Officer
- CWA 3 : 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 (Personal)
- CWA 4 : Rs 8200 x 205 – 8820 x 230 – 10200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18075**
General Worker (Roster – day and night)
- CWA 5 : Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450**
Handy Worker
- CWA 6 : Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825**
Assistant Tradesman (Personal)
- CWA 7 : Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200**
Stores Attendant
- CWA 8 : Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575**
Security Guard
- CWA 9 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050**
Assistant Treatment Plant Operator (Shift) (Personal)
Office Attendant
Pneumatic Hammer Operator (Personal)
- CWA 10 : Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**
Survey Field Worker/Senior Survey Field Worker

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- CWA 11 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**
Driver
- CWA 12 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**
Field Supervisor (Personal)
- CWA 13 : 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 – 23975**
Tradesman (Blacksmith, Mechanic, Mason, Plumber and Pipe Fitter, Carpenter, Electrician, Painter, Water Meter Repairer)
- CWA 14 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975**
Senior/Head Office Attendant
- CWA 15 : 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 – 24750**
Treatment Plant Operator (Shift) (Personal)
- CWA 16 : 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
- CWA 17 : 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 Driver
- CWA 18 : Rs 24750 x 775 – 26300**
Trainee Engineer
- CWA 19 : 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 Attendant
- CWA 20 : Rs 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075**
Operative (Personal)

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- CWA 21 : Rs 17050 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 28625**
Head Survey Field Worker
- CWA 22 : Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 28625**
Operative (Roster – day & night)
- CWA 23 : Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 29400**
Word Processing Operator
- CWA 24 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**
Call Centre Operator
Clerical Officer/Higher Clerical Officer
- CWA 25 : Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**
Chief Tradesman (Personal)
Senior Operative
- CWA 26 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30950**
Cashier
- CWA 27 : Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30950**
Surveying Assistant
- CWA 28 : Rs 18075 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30950**
Senior Laboratory Attendant
- CWA 29 : Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**
Technical Assistant (Electrical) (Shift)
Technical Assistant (Electronic) (Shift)
Technical Assistant (Mechanical) (Shift)
- CWA 30 : Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**
Assistant Inspector (Personal)
Data Processing Controller
Meter Reader

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- CWA 31 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**
Assistant Documentation Officer
- CWA 32 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Management Support Officer
- CWA 33 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Assistant Fraud Detection Officer
Assistant Procurement and Supply Officer
Call Centre Assistant Supervisor
Executive Officer (Personal)
Purchasing and Supply Officer (Personal)
- CWA 34 : Rs 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 33425**
Assistant Inspector (Roster – day and night)
- CWA 35 : Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 34350**
Data Control Supervisor
- CWA 36 : Rs 20525 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 34350**
Office Supervisor
- CWA 37 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275**
Technical Design Officer
- CWA 38 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 35275**
Senior Technical Assistant (Electrical) (New Grade)
Senior Technical Assistant (Mechanical) (New Grade)
- CWA 39 : Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200**
Documentation Officer
Inspector
Senior Meter Reader

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- CWA 40 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Internal Control Officer (Future Holder)
- CWA 41 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Confidential Secretary
- CWA 42 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Accounts Officer
Call Centre Supervisor
Fraud Detection Officer
Higher Executive Officer (Personal)
Human Resource Officer
Inspector (Roster – day and night)
Internal Control Officer (Personal)
Procurement and Supply Officer
Senior Cashier
- CWA 43 : Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575**
Office Management Assistant
- CWA 44 : Rs 23975 x 775 – 32500 x 925 – 37125 x 1225 – 39575**
Meter Reading Supervisor
- CWA 45 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Administrative Assistant (New Grade)
Computer Programmer
IT Technician (New Grade)
Safety and Health Officer/Senior Safety and Health Officer
Transport Superintendent
- CWA 46 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Senior Inspector
- CWA 47 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850**
Senior Accounts Officer
Senior Human Resource Officer
Senior Internal Control Officer
Superintendent, Anti Fraud Unit

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- CWA 48 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375**
Senior Technical Design Officer (Cartography Survey)
- CWA 49 : 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
formerly Senior Technical Officer
Technical Officer
Technical Officer/Senior Technical Officer (Laboratory)
formerly Technical Officer (Laboratory)
- CWA 50 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Treatment Plant Superintendent
- CWA 51 : Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Chief Works Officer
Emergency Cell Coordinator
- CWA 52 : Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950**
Senior Technical Design Officer (Cartography Survey) (Personal)
- CWA 53 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 51575**
Superintendent, Purchasing and Supply
- CWA 54 : Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Communication/Public Relations Officer
Economist/Analyst
Surveyor
- CWA 55 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
IT Analyst
- CWA 56 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Human Resource Management Officer
- CWA 57 : Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Scientific Officer (Biochemistry)

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- CWA 58 : Rs 36200 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Chief Technical Design Officer
- CWA 59 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Chief Fraud Detection Officer (New Grade)
- CWA 60 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Accountant/Senior Accountant
formerly Accountant
Administrative Manager
formerly Administrative Secretary
- CWA 61 : Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Executive Engineer/Senior Executive Engineer
formerly Senior Engineer
Executive Engineer
Executive Engineer/Senior Executive Engineer (Electrical)
formerly Executive Engineer (Electrical)
Mechanical Engineer/Senior Mechanical Engineer
formerly Mechanical Engineer
- CWA 62 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Chief Internal Auditor
Deputy Manager Commercial Services
Senior IT Analyst
Senior Scientific Officer (Biochemistry)
Senior Surveyor
- CWA 63 : Rs 39575 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
HR Manager
Manager (Procurement and Supply)
- CWA 64 : Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450**
IT Manager
Manager, Commercial Services
Principal Engineer
Principal Engineer (Mechanical and Electrical)

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CWA 65 : Rs 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 83000

Chief Financial Officer

CWA 66 : Rs 66650 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000

Chief Engineer

CWA 67 : Rs 89000 x 3000 – 95000

Deputy General Manager (Administration)

Deputy General Manager (Technical)

CWA 68 : Rs 110000

General Manager

