

## **17. FOOD AND AGRICULTURAL RESEARCH AND EXTENSION INSTITUTE (FAREI)**

- 17.1 The Food and Agricultural Research and Extension Institute (FAREI) has been set up in October 2013 as a body corporate under the FAREI Act of 2013 and operates under the *aegis* of the Ministry of Agro-Industry and Food Security. The functions of the ex-Food and Agricultural Research Council (ex-FARC) and the ex-Agricultural Research and Extension Unit (ex-AREU) have been taken over by the FAREI following a reorganisation exercise.
- 17.2 The functions of the Institute, are *inter alia*, to: conduct research in non-sugar agriculture, food production and forestry, and maximise the benefits of such research; conduct extension and advisory activities in non-sugar crops, livestock, food production and agribusiness; set research priorities in line with the needs of the food and non-sugar agricultural sector; co-ordinate, monitor and evaluate research programmes and projects of different institutions engaged in non-sugar agriculture, food production and forestry; and advise on national policies and other matters related to research in non-sugar agriculture, food production and forestry.
- 17.3 The FAREI Act makes provision for a Chief Executive Officer, who is responsible for the execution of the policies of the Board and control and management of the day-to-day business of the organisation. The activities of the FAREI are organised under three sections, namely Crops, Livestock and Extension and Training.
- 17.4 For this Report, Management of FAREI has highlighted the importance of the Institute as being the backbone of the non-sugar sector. In this context, request has been made for the provision of a fit for purpose structure and appropriate means to enable the organisation to deliver on its mandate and meet new challenges.
- 17.5 We are subsequently strengthening the structure through the creation of a few grades which would add value to the organisation and justify the operational requirements; providing movement beyond the top salary for certain grades to compensate incumbents in terms of career earnings and for performing new duties and shouldering higher responsibilities; reviewing the schemes of service of certain grades to enable appointment of serving qualified officers; and introducing the payment of new allowances to relevant grades.

## **EXTENSION AND TRAINING DEPARTMENT**

### **Business Development Officer (New Grade)**

17.6 Management has submitted that fostering an agro entrepreneur culture within the farming community is one of the major challenges of the Institute. In this context, there is need for a dedicated grade to cater, among others, for the development of agri-business plans in view of enhancing the decision making process. On the basis of the operational need of this level for enhanced service delivery, we are making an appropriate recommendation to that end.

#### **Recommendation 1**

**17.7 We recommend the creation of the grade of Business Development Officer. Appointment thereto should be made by selection from among serving employees on the permanent and pensionable establishment of FAREI, possessing a degree in Agriculture or an equivalent qualification acceptable to the Institute, a Master's degree in Agriculture or Entrepreneurship or Business Administration or Economics or Finance and reckoning at least three years' service in a substantive capacity in the grade with knowledge in agro-business development. In the absence of qualified serving officers, appointment should be made by selection from among candidates possessing the required qualifications.**

17.8 Incumbent would be required to, *inter alia*, develop business plans in connection with agricultural projects and schemes; assist in the marketing of the Institute; gather and compile general information from Divisions for dissemination among customers; effect market research to identify new avenues for entrepreneurship and agro-business activities for the organisation; maintain regular, timely and professional follow up with the clients of the Institute; maintain a knowledge repository of stakeholders, prospects and presentation; implement the organisation strategy on business development of activities; and prepare budget.

#### **Extension Officer**

##### **Senior Extension Officer**

17.9 The Bureau has received strong representations from both Management and Staff Associations for the creation of a merged grade of Extension Officer/Senior Extension Officer to take over the duties of the grades of Extension Officer and Senior Extension Officer owing to a major overlapping of duties and limited extent of the supervisory element. We have carefully examined the proposal and are making appropriate recommendations in view of enhancing service delivery at these levels.

## **Recommendation 2**

### **17.10 We recommend that:**

- (i) a grade of Extension Officer/Senior Extension Officer be created. Appointment thereto should be made by selection from among candidates possessing a degree in Agriculture or Horticulture or Agronomy or Crop Science or Animal Science or an equivalent qualification and reckoning at least three years experience in duties related to Agriculture;**
- (ii) officers in the grade of Extension Officer be given the option to join the new grade of Extension Officer/Senior Extension Officer; and**
- (iii) the grade of Extension Officer be made evanescent.**

**17.11** Incumbents would be required to, *inter alia*, advise farmers on improved technologies and agri-business opportunities; organise and effect regular farm visits and undertake training and motivation programmes for farmers and stakeholders; provide feedback and report on farmers' problems and constraints for the formulation of research and development programmes; coordinate operations and activities of different units of the extension services; arrange for the implementation of on-farm research projects and the conduct of farm surveys; and promote good agricultural practices and the use of improved cost effective eco-friendly technologies.

### **17.12 We further recommend that:**

- (i) the grade of Senior Extension Officer be made evanescent. Officers in post as at 31 December 2015 have been provided a personal salary;**
- (ii) officers in the grade of Senior Extension Officer (Personal) and Principal Extension Officer should, among others, supervise the work of the Extension Officer/Senior Extension Officers; and**
- (iii) in future, appointment to the grade of Principal Extension Officer should be made, in a first instance, by promotion of officers in the grade of Senior Extension Officer (Personal) reckoning two years' service in the grade. Upon the complete phasing out of the grade of Senior Extension Officer (Personal), appointment thereto should be made by promotion of officers in the grade of Extension Officer/Senior Extension Officer reckoning five years' service in a substantive capacity in the grade or an aggregate of five years' service in the grade of Extension Officer/Senior Extension Officer and the former grade of Extension Officer.**

### **Principal Extension Assistant (New Grade)**

17.13 Extension Assistants and Senior Extension Assistants work on outstations and are posted in Model Farms/Demonstration Centres. With an expansion of activities at FAREI, both Management and Staff Associations have submitted that there is need for a supervisory level to coordinate and plan the work of Extension Assistants and Senior Extension Assistants and provide support to the Extension Officers and Senior Extension Officers in the general administration of the Model Farms/Demonstration Centres. We are in favour of the request and recommending accordingly.

### **Recommendation 3**

**17.14 We recommend the creation of the grade of Principal Extension Assistant. Appointment thereto should be made by promotion on the basis of experience and merit of employees in the grade of Senior Extension Assistant reckoning at least four years' service in a substantive capacity in the grade.**

17.15 Incumbent would be required, *inter alia*, to: plan, liaise, support and participate in development activities for on-stations and on-farms; assist in the preparation of daily work plan in collaboration with the Station/Laboratory Manager and the Agricultural Coordinator; supervise the work of Senior Extension Assistants and lead teams of workers for field operations; ensure that all books, ledgers and records are kept in line with regulations; and ensure compliance with legal standards for the agricultural sector.

### **Extension Assistant**

#### **Senior Extension Assistant**

17.16 At present, Extension Assistants who have drawn their top salary for a year are allowed to move in the salary scale of the grade of Senior Extension Assistant. The Bureau holds the view that the movement in the higher scale should also be linked to the performance of the duties of the grade of Senior Extension Assistant by Extension Assistants.

### **Recommendation 4**

**17.17 We recommend that Extension Assistants who have drawn their top salary for a year, should continue to be allowed to proceed in the salary scale of the grade of Senior Extension Assistant, provided they have been efficient and effective in their performance during the preceding year and are not under report. This recommendation should, however, not preclude Extension Assistants from being promoted to the grade of Senior Extension Assistant before they have reached the top of their salary scale or on vacancy arising in the latter grade.**

**17.18 We further recommend that Extension Assistants should perform the duties and assume the responsibilities of the grade of Senior Extension Assistant, upon moving in the higher salary scale.**

## **RESEARCH DEPARTMENT**

### **Scheme of Service of Research Scientist/Senior Research Scientist**

17.19 At present, appointment to the grade of Research Scientist/Senior Research Scientist in the respective Divisions is made by selection from among candidates possessing a degree in the relevant field and reckoning at least three years' experience in duties related to Agriculture.

17.20 Given that many serving officers of the Institute are fully qualified to apply for the post of Research Scientist/Senior Research Scientist, the Bureau considers that the grade should be opened to internal candidates in line with our philosophy of providing better career prospect to competent serving officers. We are making an appropriate recommendation to that end.

### **Recommendation 5**

**17.21 We recommend that in future, appointment to the grade of Research Scientist/  
Senior Research Scientist should be made by selection from among serving officers on the permanent and pensionable establishment of FAREI possessing the prescribed qualifications for appointment to the grade of Research Scientist/Senior Research Scientist in the fields of Animal Health, Livestock Research, Crops, Entomology and Plant Pathology or an equivalent qualification acceptable to the Institute and reckoning at least three years' experience in duties related to Agriculture. In the absence of qualified serving officers, appointment should be made by selection from among candidates possessing the required qualifications.**

### **Assistant Research Scientist**

17.22 At present, Assistant Research Scientists who possess a degree in Agriculture or an equivalent qualification are allowed to move incrementally in the master salary scale up to salary point Rs 51275 subject to satisfying certain conditions. We are maintaining this recommendation whilst revising the salary point.

### **Recommendation 6**

**17.23 We recommend that Assistant Research Scientists who possess a degree in Agriculture or an equivalent qualification and who have reached the top of their salary scale should be allowed to move incrementally in the master salary scale up to salary point Rs 54825 provided they have:**

- (i) drawn the top salary for a year;**

- (ii) **been efficient and effective in their performance during the preceding year; and**
- (iii) **not been under report.**

#### **Research Assistant**

#### **Senior Research Assistant**

17.24 As per present provisions, Extension Assistants in the Extension and Training Department are allowed to move in the salary scale of the grade of Senior Extension Assistant subject to certain conditions. We are extending this provision to officers in the grade of Research Assistant of the Research Department on satisfying the same criteria.

#### **Recommendation 7**

17.25 **We recommend that Research Assistants, who have drawn their top salary for a year, should proceed in the salary scale of the grade of Senior Research Assistant, provided they have been efficient and effective in their performance during the preceding year and are not under report. This recommendation should, however, not preclude Research Assistants from being promoted to the grade of Senior Research Assistant before they have reached the top of their salary scale or on vacancy arising in the latter grade.**

17.26 **We further recommend that Research Assistants should perform the duties and assume the responsibilities of the grade of Senior Research Assistant, upon moving in the higher salary scale.**

#### **FINANCE/HUMAN RESOURCE/PROCUREMENT AND SUPPLY/INTERNAL CONTROL/GENERAL SERVICES**

#### **Finance Cadre**

#### **Manager, Finance**

***formerly Manager, Accounts Section***

17.27 The Finance Section is headed by the Manager, Accounts Section. It has been submitted that the appellation of the grade should be reviewed to a more appropriate one to better reflect the duties and responsibilities devolving upon incumbent.

#### **Recommendation 8**

17.28 **We recommend that the grade of Manager, Accounts Section be restyled Manager, Finance.**

## **Human Resource Cadre**

### **Human Resource Officer**

- 17.29 The HR Cadre comprises the grades of Human Resource Manager and Human Resource Officer. With the fusion of the ex-FARC and ex-AREU into the FAREI, the work at the HR Section has become more complex and increased in volume.
- 17.30 In view of the above, the Bureau considers that the appellation of the grade of Human Resource Officer should be reviewed in consonance with duties performed and responsibilities shouldered by incumbent. We are, therefore, restyling the grade to a more appropriate job title. We are equally providing a means of compensation to incumbents possessing higher qualifications subject to satisfying certain conditions.

### **Recommendation 9**

- 17.31 **We recommend that the grade of Human Resource Officer be restyled Human Resource Officer/Senior Human Resource Officer.**
- 17.32 **We further recommend that incumbents in the grade of Human Resource Officer/Senior Human Resource Officer, *formerly Human Resource Officer*, possessing a diploma in Human Resource Management or a diploma with Human Resource Management as a major component or an equivalent qualification should be allowed to move incrementally in the master salary scale up to salary point Rs 42325 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.**

## **Procurement and Supply Cadre**

### **Procurement and Supply Officer/Senior Procurement and Supply Officer *formerly Procurement and Supply Officer***

- 17.33 At present, a Stores Superintendent is responsible to look after the day-to-day running of the Procurement and Supply Unit. Incumbent is assisted by officers in the grades of Procurement and Supply Officer, Assistant Procurement and Supply Officer and Stores Officer (Personal). Both Management and Staff Associations have requested for alignment of the Procurement and Supply cadre in line with that obtains in the Civil Service to enable the effective and efficient operation of the unit following the fusion of the ex-AREU and ex-FARC into FAREI.

17.34 We have studied the proposals and consider that the request is not fully substantiated as the existing structure is appropriate to enable the Procurement and Supply Unit to attain its objectives. We are, however, restyling the grade of Procurement and Supply Officer to commensurate with the nature of duties performed and reviewing the mode of appointment to the grade. We are also providing a mechanism to compensate incumbents possessing higher qualifications.

#### **Recommendation 10**

**17.35 We recommend that the grade of Procurement and Supply Officer be restyled Procurement and Supply Officer/Senior Procurement and Supply Officer.**

**17.36 We further recommend that, in future, appointment to the grade of Procurement and Supply Officer/Senior Procurement and Supply Officer, *formerly Procurement and Supply Officer*, should be made by promotion, on the basis of experience and merit, of officers in the grade of Stores Officer (Personal) who reckon at least two years' service in a substantive capacity in the grade and possess the certificate in Purchasing and Supply Management or an equivalent qualification. In the absence of qualified Stores Officers (Personal), appointment to the grade should be made by promotion, on the basis of experience and merit, of officers in the grade of Assistant Procurement and Supply Officer possessing the required qualifications.**

**17.37 We also recommend that incumbents in the grade of Procurement and Supply Officer/Senior Procurement and Supply Officer, *formerly Procurement and Supply Officer*, possessing a diploma in Purchasing and Supply Management or an equivalent qualification should be allowed to move incrementally in the master salary scale up to salary point of Rs 42325 provided 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.**

#### **Internal Control Cadre**

##### **Internal Control Officer/Senior Internal Control Officer *formerly Internal Control Officer***

17.38 The Internal Control Unit is presently manned by an Internal Control Officer. In view of a lack of career prospect in the Internal Control cadre and in line with the Bureau's policy favouring career earnings we are making appropriate recommendations to improve service delivery.

## **Recommendation 11**

- 17.39** We recommend that the grade of Internal Control Officer be restyled Internal Control Officer/Senior Internal Control Officer.
- 17.40** We further recommend that, in future, appointment to the grade of Internal Control Officer/Senior Internal Control Officer, *formerly Internal Control Officer*, should be made by selection from among serving officers who have successfully completed all papers of the ACCA Fundamentals (Knowledge) and Paper F4 of the ACCA Fundamentals (Skills) or have obtained the certificate of Business Accounting (Foundation Level) of the CIMA Examinations (New Syllabus) or an equivalent qualification. In the absence of qualified serving officers, appointment, to the grade should be made by selection from among candidates possessing the required qualifications.
- 17.41** We also recommend that incumbents in the grade of Internal Control Officer/  
Senior Internal Control Officer, *formerly Internal Control Officer*, having successfully completed all papers of Fundamentals (Knowledge) and having obtained passes in Papers F4, F5 and F8 of Fundamentals (Skills) or possessing the certificate in Business Accounting (Foundation Level) and having obtained passes in Papers P1, P7 and P8 of the Advanced Diploma in Management Accounting (Managerial Level) of the CIMA Examinations (New Syllabus) or an equivalent qualification should be allowed on reaching their top salary to move incrementally in the master salary scale up to salary point Rs 42325 provided 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.

## **General Services Cadre**

### **Office Management Assistant**

- 17.42** The grade of Office Management Assistant exists on the establishment of FAREI. Due to certain specificities at the organisation, the Bureau was requested, prior to this Report to review its mode of appointment. After careful study, we are revisiting the qualification requirements of the grade of Office Management Assistant.

## **Recommendation 12**

**17.43 We recommend that appointment to the grade of Office Management Assistant should be made, in line with the provisions made at paragraph 24 of Volume 2 Part II of this Report.**

**17.44 We further recommend that:**

- (i) Higher Executive Officers, Executive Officers and Senior Clerks in post as at 31 December 2015 be given the option to join the grade of Office Management Assistant; and**
- (ii) the grades of Higher Executive Officer, Executive Officer and Senior Clerk be made evanescent.**

## **Safety and Health Officer/Senior Safety and Health Officer (New Grade)**

**17.45 Presently there is a grade of Safety and Health Officer (Part-Time) on the establishment of the FAREI, which is vacant. Management and Staff Associations have submitted that as the FAREI has an establishment size of over 500 employees and as per the provisions of Section 30 (2) of the Occupational Safety and Health Act, the employment of a Safety and Health Officer/Senior Safety and Health Officer on a full time basis is warranted to deal with recurring health and safety issues. We are, agreeable to the proposal.**

## **Recommendation 13**

**17.46 We recommend that the grade of Safety and Health Officer (Part-Time) be abolished.**

**17.47 We also recommend the creation of the grade of Safety and Health Officer/Senior Safety and Health Officer. Appointment thereto, should be made by selection from among candidates possessing a diploma in Occupational Health and Safety as laid down in the Occupational Health and Safety Act from a recognised institution or an equivalent qualification acceptable to the Institute. Candidates should have practical experience in matters pertaining to safety and health in agriculture and good communication, interpersonal and organising skills.**

**17.48 Incumbent would be required, *inter alia*, to: be responsible for the formulation and administration of safety, health and welfare policies at FAREI; deliver training, tender advice and provide information to all employees; advise management on all matters related to its duties under the Occupational Health and Safety Act and related legislation and ensure that all other provisions are compiled with; carry out regular risk assessment of all work operations and formulate and implement appropriate measures; and investigate occupational accidents and dangerous occurrences, analyse the collected information and develop, implement and monitor preventive measures.**

## **WORKMEN'S GROUP**

### **Head Gardener/Nursery Attendant (New Grade)**

17.49 At present, the Gardener/Nursery Attendant cadre comprises the grades of Gardener/Nursery Attendant and Senior Gardener/Nursery Attendant. Management has submitted that there is need for the creation of a grade of Head Gardener/Nursery Attendant to provide support in the Crop Research Station and in the Tissue culture and Nursery sections. We are agreeable to the proposal and are recommending accordingly.

### **Recommendation 14**

**17.50 We recommend the creation of the grade of Head Gardener/Nursery Attendant. Appointment thereto should be made by promotion, on the basis of experience and merit, of employees from the grade of Senior Gardener/Nursery Attendant reckoning at least two years' service in a substantive capacity in the grade.**

17.51 Incumbent would be responsible for the efficient running of the Nurseries and would be required, *inter alia*, to: monitor the grafting, budding, layering and other plant propagation practices are effectively carried out in compliance with procedures in place; supervise and control workers under his responsibility; supervise the sales and delivery of plants and to keep proper record thereon; monitor the attendance of employees working under his supervision; provide training to the workers under his responsibility and supervise the stock taking of plants under his responsibility.

## **ALLOWANCES**

### **Lead Allowance**

17.52 Presently, Research Scientist/Senior Research Scientists who lead a programme consisting of an integrated set of projects in several disciplines with a common theme, are paid a monthly Lead Allowance. We are maintaining the present arrangement.

### **Recommendation 15**

**17.53 We recommend that Research Scientist/Senior Research Scientists who are required to lead a programme consisting of an integrated set of projects in several disciplines with a common theme should continue to be paid a Lead Allowance of Rs 2750 monthly.**

### **Allowance to Research Assistants and Senior Research Assistants**

17.54 Research Assistants and Senior Research Assistants posted in the Livestock Section work on roster in outstations. They are paid a monthly allowance for additional duties performed such as ensuring that the research activities includes procedures related to milking, feeding of livestock and maintenance of

hygienic conditions in the sheds undertaken by the General Workers and the Stockmen. We are maintaining the payment of the allowance.

#### **Recommendation 16**

**17.55 We recommend that officers in the grades of Research Assistant and Senior Research Assistant in the Livestock Section should continue to be paid a monthly allowance of Rs 475 and Rs 585 respectively for performing additional duties and working on roster in outstations.**

#### **Allowance for Performing Transport Organiser's Duties**

17.56 At present, officers in the grade of Research Assistant are paid a daily allowance whenever they perform duties of the Transport Organiser. We are maintaining this provision.

#### **Recommendation 17**

**17.57 We recommend that officers in the grade of Research Assistant should be paid an allowance of Rs 105 per day, whenever they perform duties of the Transport Organiser.**

#### **Handy Worker (Skilled)**

17.58 Handy Workers (Skilled) are entitled to a monthly allowance when their experience acquired in other trades are gainfully utilised by the organisation. We are providing for the continued payment of this allowance.

#### **Recommendation 18**

**17.59 We recommend that Handy Workers (Skilled) should be paid a monthly allowance of Rs 575 for experience acquired in other trades which are gainfully utilised by the organisation.**

#### **Allowance to Drivers**

17.60 Management has submitted that the fleet of vehicles at FAREI also includes lorries of more than 3.5 tons but less than five tons. In this respect, Drivers who are regularly called upon to drive such vehicles should be compensated through the payment of an appropriate monthly allowance. We consider the request to be justified and are making an appropriate provision.

#### **Recommendation 19**

**17.61 We recommend that Drivers who are required to drive, on a regular basis, vehicles of more than 3.5 tons but less than five tons be paid a monthly allowance of Rs 400.**

## **Allowance to General Workers posted at the Mushroom Unit**

17.62 At present, General Workers posted at the Mushroom Unit are paid an allowance equivalent to one and a half increments at the initial of their salary scale for performing duties of technical nature such as mixing of lime with bagasse, weighing and recording the weight of each bag of the mixture to be used in the laboratory. We are maintaining this arrangement.

### **Recommendation 20**

17.63 **We recommend that General Workers performing extraneous duties of technical nature while posted at the Mushroom Unit should continue to be paid an allowance equivalent to one and a half increments at the initial of their salary scale.**

## **17. FOOD AND AGRICULTURAL RESEARCH AND EXTENSION INSTITUTE**

### **SALARY SCHEDULE**

**FAREI 1 : 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

General Worker (Ex-NFYFC) (Personal)

*formerly Labourer*

*Cook*

*Cook/Labourer*

**FAREI 2 : Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450**

Handy Worker

**FAREI 3 : Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200**

Stores Attendant

**FAREI 4 : Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575**

Watchman (Ex-NFYFC) (Personal)

**17. FOOD AND AGRICULTURAL RESEARCH AND  
EXTENSION INSTITUTE (Contd)**

**FAREI 5 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x  
375 – 19575 x 475 – 20050**

Gardener/Nursery Attendant  
Insecticide Sprayer Operator  
Office Attendant/Caretaker  
Office Attendant (Ex-FSC) (Personal)  
Research Facility Attendant  
Stockman (Roster)

**FAREI 6 : Rs 12230 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x  
375 – 19575 x 475 – 20525**

Irrigation/Pump Operator (Roster)

**FAREI 7 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x  
375 – 19575 x 475 – 21000**

Senior Gardener/Nursery Attendant

**FAREI 8 : Rs 22575**

Driver (Ex-NFYFC) (Personal)

**FAREI 9 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x  
375 – 19575 x 475 – 21950 x 625 – 23200**

Driver  
Driver/Office Attendant (Ex-FARC) (Personal)

**FAREI 10 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x  
475 – 21950 x 625 – 23200**

Field Supervisor  
Senior Stockman

**FAREI 11 : 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**

Handy Worker (Skilled)  
Tradesman (General) (Ex-Tobacco Board) (Personal)

**17. FOOD AND AGRICULTURAL RESEARCH AND  
EXTENSION INSTITUTE (Contd)**

- FAREI 12 :** 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
- FAREI 13:** Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975  
Head Gardener/Nursery Attendant (New Grade)
- FAREI 14 :** 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  
Implement Operator
- FAREI 15 :** 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  
Telephonist/Receptionist
- FAREI 16 :** Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525  
Driver (Heavy Vehicles > 5 tons)
- FAREI 17 :** 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
- FAREI 18 :** 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 (Ex-NFYFC) (Personal)
- FAREI 19 :** 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 – 30175  
Book Keeper/Storekeeper (Ex-NFYFC) (Personal)  
Field Support Assistant (Ex-NFYFC) (Personal)
- FAREI 20 :** Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175  
Clerk/Word Processing Operator  
Library Clerk  
Correspondence Clerk/Word Processing Operator (Ex-Tobacco Board)  
(Personal)
- FAREI 21 :** Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500

Clerk/Senior Clerk (Ex-FSC) (Personal)

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EXTENSION INSTITUTE (Contd)**

**FAREI 22 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x  
775 – 32500**

Management Support Officer

**FAREI 23 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x  
775 – 32500**

Accounts Clerk  
Assistant Procurement and Supply Officer  
Data Processing Assistant  
Executive Officer (Ex- AREU) (Personal)  
Senior Clerk (Ex-FARC) (Personal)  
Stores Officer (EX-AREU) (Personal)

**FAREI 24 : Rs 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x  
775 – 32500 x 925 – 33425**

Extension Assistant  
Research Assistant

**FAREI 25 : Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x  
775 – 32500 x 925 – 35275**

Laboratory Technician  
Transport Organiser

**FAREI 26 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x  
925 – 37125 x 1225 – 38350**

Confidential Secretary

**FAREI 27 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**

Higher Executive Officer (Ex-AREU) (Personal)  
Senior Extension Assistant  
Senior Research Assistant  
Senior Technical Assistant (Ex-FSC) (Personal)

**FAREI 28 : Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575**

Office Management Assistant

**FAREI 29 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x  
775 – 32500 x 925 – 37125 x 1225 – 40800**

Internal Control Officer/Senior Internal Control Officer  
*formerly Internal Control Officer*

**17. FOOD AND AGRICULTURAL RESEARCH AND  
EXTENSION INSTITUTE (Contd)**

- FAREI 30:** **Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800**  
Human Resource Officer /Senior Human Resource Officer  
*formerly Human Resource Officer*  
Procurement and Supply Officer/Senior Procurement and Supply Officer  
*formerly Procurement and Supply Officer*
- FAREI 31:** **Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**  
Safety and Health Officer/Senior Safety and Health Officer (New Grade)
- FAREI 32 :** **Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**  
Principal Extension Assistant (New Grade)  
Principal Research Assistant
- FAREI 33 :** **Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850**  
Accounts Officer/Senior Accounts Officer
- FAREI 34 :** **Rs 27850 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 46900**  
Office Superintendent
- FAREI 35 :** **Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**  
Assistant Research Scientist
- FAREI 36 :** **Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950**  
Stores Superintendent
- FAREI 37 :** **Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**  
Maintenance Officer
- FAREI 38:** **Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**  
Business Development Officer (New Grade)  
Librarian

**17. FOOD AND AGRICULTURAL RESEARCH AND EXTENSION  
INSTITUTE (Contd)**

**FAREI 39 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950  
x 1625 – 56450**

Accountant  
Human Resource Officer (Personal)

**FAREI 40 : Rs 30175 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950  
x 1625 – 56450**

Extension Officer (Personal to officers in post as at 31.12.15)

**FAREI 41 : Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950  
x 1625 – 62950**

Economist/Senior Economist

**FAREI 42 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950  
x 1625 – 62950**

Biometrician/Senior Biometrician  
Extension Officer/Senior Extension Officer (New Grade)  
Research Scientist/Senior Research Scientist (Animal Health)  
Research Scientist/Senior Research Scientist (Crops)  
Research Scientist/Senior Research Scientist (Entomology)  
Research Scientist/Senior Research Scientist (Livestock Research)  
Research Scientist/Senior Research Scientist (Plant Pathology)  
Station/Laboratory Manager

**FAREI 43 : Rs 27850 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950  
x 1625 – 62950**

IT Officer/Systems Administrator

**FAREI 44 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950  
x 1625 – 62950**

Administrative Manager  
HR Manager  
Internal Auditor/Senior Internal Auditor  
*formerly Internal Auditor*

**FAREI 45 : Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950  
x 1625 – 62950**

Agricultural Engineer/Senior Agricultural Engineer

**17. FOOD AND AGRICULTURAL RESEARCH AND EXTENSION  
INSTITUTE (Contd)**

- FAREI 46 :** **Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**  
Manager, Finance  
*formerly Manager, Accounts Section*  
Manager, Farmers' Service Centre (Ex-FSC) (Personal)
- FAREI 47 :** **Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 –  
64800**  
Senior Extension Officer (Personal to Officers in post as at 31.12.15)
- FAREI 48 :** **Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 –  
72400**  
Agricultural Coordinator  
Business Development Manager  
Principal Agricultural Engineer  
Principal Biometrician  
Principal Extension Officer  
Principal Research Scientist (Animal Health)  
Principal Research Scientist (Livestock Research)  
*formerly Principal Research Scientist (Animal Production)*  
Principal Research Scientist (Crops)  
Principal Research Scientist (Entomology)  
Principal Research Scientist (Plant Pathology)
- FAREI 49 :** **Rs 53200 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350**  
Laboratory and Nursery Manager (Ex-FARC) (Personal)
- FAREI 50 :** **Rs 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 –  
86000**  
Assistant Director (Crops))  
Assistant Director (Extension and Training)  
Assistant Director (Livestock)
- FAREI 51 :** **Rs 110000**  
Director

**Ex-FOOD AND AGRICULTURAL RESEARCH COUNCIL**

**SALARY SCHEDULE**

**(All salaries are personal to holders of the post)**

**FARC 1 : 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 (AREU/FARC) (Personal)*

*General Worker (Ex-NFYFC) (Personal)*

*formerly Labourer*

*Cook*

*Cook/Labourer*

**FARC 2 : Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450**

*Handy Worker (AREU) (Personal)*

**FARC 3 : Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825**

*Farm Worker (Ex-NFYFC) (Personal)*

**FARC 4 : Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200**

*Stores Attendant (AREU) (Personal)*

**FARC 5 : Rs 17330**

*Safety and Health Officer (Part-Time) (AREU) (Personal)*

**FARC 6 : Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575**

*Watchman (Ex-NFYFC) (Personal)*

**FARC 7 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050**

*Gardener/Nursery Attendant (Personal)*

*formerly Gardener/Nurseryman (AREU/FARC)*

*Insecticide Sprayer Operator (AREU) (Personal)*

*formerly Insecticide Sprayerman (AREU)*

*Office Attendant/Caretaker (AREU/FARC) (Personal)*

*Research Facility Attendant (AREU) (Personal)*

*Stockman (Roster) (AREU) (Personal)*

**FARC 8 : Rs 12230 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20525**

*Irrigation/Pump Operator (Roster) (AREU) (Personal)*

**Ex-FOOD AND AGRICULTURAL RESEARCH COUNCIL (Contd)**

- FARC 9 :** **Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21000**  
*Senior Gardener/Nursery Attendant (AREU/FARC) (Personal)*  
*formerly Senior Gardener/Nurseryman (AREU/FARC)*
- FARC 10 :** **Rs 22575**  
*Driver (Ex-NFYFC) (Personal)*
- FARC 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 (AREU) (Personal)*  
*formerly Driver/Office Attendant (AREU)*  
*Driver/Office Attendant (FARC) (Personal)*  
*formerly Office Attendant/Driver (FARC)*
- FARC 12 :** **Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**  
*Field Supervisor(AREU) (Personal)*  
*formerly Gangman (AREU)*  
*Senior Stockman (AREU) (Personal)*
- FARC 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**  
*Handy Worker (Skilled) (AREU) (Personal)*
- FARC 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 (AREU) (Personal)*
- FARC 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**  
*Implement Operator (AREU) (Personal)*
- FARC 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**  
*Telephonist/Receptionist (AREU) (Personal)*
- FARC 17 :** **Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525**  
*Driver (Heavy Vehicle > 5 tons) (AREU) (Personal)*

**Ex-FOOD AND AGRICULTURAL RESEARCH COUNCIL (Contd)**

**FARC 18 :** **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 (AREU/FARC) (Personal)*

**FARC 19 :** **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 – 28625**

*Receptionist/Assistant Clerk (FARC) (Personal)*

**FARC 20 :** **Rs 13530 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 29400**

*Audiovisual Assistant (AREU) (Personal)*

**FARC 21 :** **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 (Ex-NFYFC) (Personal)*

**FARC 22 :** **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 – 30175**

*Book Keeper/Storekeeper (Ex-NFYFC) (Personal)*

*Field Support Assistant (Ex-NFYFC) (Personal)*

**FARC 23 :** **Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**

*Clerk/Word Processing Operator (AREU/FARC) (Personal)*

*Library Clerk (AREU) (Personal)*

**FARC 24 :** **Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**

*Accounts Clerk (AREU/FARC) (Personal)*

*Assistant Procurement and Supply Officer (AREU/FARC) (Personal)*

*Data Processing Assistant (AREU) (Personal)*

*Executive Officer (AREU) (Personal)*

*Senior Clerk (FARC) (Personal)*

*Stores Officer (AREU/FARC) (Personal)*

**FARC 25 :** **Rs 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 33425**

*Extension Assistant (AREU) (Personal)*

*Research Assistant (AREU) (Personal)*

**Ex-FOOD AND AGRICULTURAL RESEARCH COUNCIL (Contd)**

**FARC 26 :** **Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275**

*Laboratory Technician (FARC) (Personal)*  
*Transport Organiser (AREU) (Personal)*

**FARC 27 :** **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 (FARC) (Personal)*

**FARC 28 :** **Rs 18075 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**

*Cartographer (AREU) (Personal)*  
*Visual Artist (Graphics) (AREU) (Personal)*

**FARC 29 :** **Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**

*Confidential Secretary (AREU/FARC) (Personal)*

**FARC 30 :** **Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**

*Higher Executive Officer (AREU) (Personal)*  
*Human Resource Officer (AREU) (Personal)*  
*Procurement and Supply Officer (AREU) (Personal)*  
*Senior Extension Assistant (AREU) (Personal)*  
*Senior Research Assistant (AREU) (Personal)*

**FARC 31 :** **Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**

*Accounting Technician (FARC) (Personal)*

**FARC 32 :** **Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**

*Principal Research Assistant (AREU) (Personal)*

**FARC 33 :** **Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850**

*Accounts Officer/Senior Accounts Officer (AREU) (Personal)*

**FARC 34 :** **Rs 27850 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 46900**

*Office Superintendent (AREU) (Personal)*

**FARC 35 :** **Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**

*Assistant Research Scientist (AREU/FARC) (Personal)*

**Ex-FOOD AND AGRICULTURAL RESEARCH COUNCIL (Contd)**

- FARC 36 :** **Rs 20525 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**  
*Technical Officer/Senior Technical Officer (Equipment Maintenance) (AREU) (Personal)*
- FARC 37 :** **Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950**  
*Stores Superintendent (AREU) (Personal)*
- FARC 38 :** **Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**  
*Maintenance Officer (AREU) (Personal)*
- FARC 39 :** **Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**  
*Librarian (AREU) (Personal)*
- FARC 40 :** **Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**  
*Accountant (FARC) (Personal)*  
*Human Resource Officer (AREU) (Personal)*  
*Internal Auditor (AREU) (Personal)*
- FARC 41 :** **Rs 30175 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**  
*Extension Officer (AREU) (Personal)*
- FARC 42 :** **Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**  
*Administrative Manager (AREU/FARC) (Personal)*  
*HR Manager (AREU) (Personal)*
- FARC 43 :** **Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**  
*IT Officer/Systems Administrator (AREU) (Personal)*
- FARC 44 :** **Rs 30175 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**  
*Agricultural Engineer/Senior Agricultural Engineer (AREU) (Personal)*  
*Assistant Programme Manager (FARC) (Personal)*  
*Biometrician/Senior Biometrician (AREU) (Personal)*  
*Economist/Senior Economist (AREU) (Personal)*  
*Research Scientist/Senior Research Scientist (AREU/FARC) (Personal)*  
*Station/Laboratory Manager (AREU) (Personal)*

**Ex-FOOD AND AGRICULTURAL RESEARCH COUNCIL (Contd)**

**FARC 45 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**

*Manager, Accounts Section (AREU) (Personal)*  
*Senior Extension Officer (AREU) (Personal)*

**FARC 46 : Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 72400**

*Agricultural Coordinator (AREU) (Personal)*  
*Business Development Manager (AREU) (Personal)*  
*Information, Liaison and Documentation Officer (FARC) (Personal)*  
*Principal Agricultural Engineer (AREU) (Personal)*  
*Principal Biometrician (AREU) (Personal)*  
*Principal Economist (AREU) (Personal)*  
*Principal Extension Officer (AREU) (Personal)*  
*Principal Research Scientist (Animal Health) (AREU) (Personal)*  
*Principal Research Scientist (Animal Production) (AREU) (Personal)*  
*Principal Research Scientist (Crops) (AREU) (Personal)*  
*Principal Research Scientist (Entomology) (AREU) (Personal)*  
*Principal Research Scientist (Plant Pathology) (AREU) (Personal)*

**FARC 47 : Rs 53200 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350**

*Laboratory and Nursery Manager (FARC) (Personal)*  
*Programme Manager (FARC) (Personal)*

**FARC 48 : Rs 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000**

*Assistant Director (Crops) (AREU) (Personal)*  
*Assistant Director (Extension and Training) (AREU) (Personal)*  
*Assistant Director- General (FARC) (Personal)*  
*Assistant Director (Livestock) (AREU) (Personal)*

**FARC 49 : Rs 95000**  
*Deputy Director (AREU) (Personal)*

**FARC 50 : Rs 110000**  
*Director (AREU) (Personal)*  
*Director General (FARC) (Personal)*

