

## 71. SIR SEEWOSAGUR RAMGOOLAM BOTANIC GARDEN TRUST

- 71.1 Established under Act No.10 of 1999, the Sir Seewoosagur Ramgoolam Botanic Garden Trust (SSRBGT) operates under the *aegis* of the Ministry of Agro-Industry and Food Security. The SSRBGT is responsible for the management, administration and maintenance of the Botanical Garden, the buildings and historical monuments found therein.
- 71.2 Its main objectives are to: care for the collection of plants and preserved plant materials found in the Garden; establish linkages with similar bodies along with research and extension institutions on matters pertaining to horticulture, biology and related activities appropriate to a botanic garden; and disseminate knowledge with respect to plant life through publications and other means.
- 71.3 Management of SSRBGT has made submissions for the creation of grades in the Administration and Technical Departments as well as for the merging of certain technical grades to allow the organisation to be equipped with qualified staff and also to meet its operational needs. On the basis of justifications provided for the above requests, the Bureau is making provision to allow the SSRBGT to fulfil its mandate efficiently and effectively.

### **Administrative Manager (New Grade)**

- 71.4 In the context of this review, Management has proposed the creation of the grade of Administrative Manager against abolition of the grade of Administrative Secretary. Since the post of Administrative Secretary is vacant and that the Administrative Manager would be required to shoulder higher responsibilities, the Bureau is agreeable to the proposal.

### **Recommendation 1**

- 71.5 **We recommend the creation of a grade of Administrative Manager. Appointment to the grade should be by selection from among candidates possessing a Degree in Administration or Management and reckoning at least three years' relevant experience.**
- 71.6 Incumbent would be required, *inter alia*, to be responsible for the proper administration and management of the SSRBGT and ensure the proper functioning of its activities; assist in the formulation of policies relating to industrial relations and ensuring that issues relating to discipline and grievance issues are promptly dealt with; act as Secretary to the Board and other committees set up by the Trust; initiate action and follow up on all legal matters pertaining to the Trust; and represent the Trust in Commissions, Tribunals and Courts.

**Technical Officer/Senior Technical Officer**  
**formerly Technical Officer**  
**Senior Technical Officer**

71.7 In order to align with similar organisations under the *aegis* of the same parent Ministry, Management has proposed to merge the grades of Technical Officer and Senior Technical Officer. The Bureau considers that with delayering and flatter structures, the focus is on an increased efficiency and customer responsiveness. We are, therefore, making appropriate recommendation to that effect.

**Recommendation 2**

**71.8 We recommend that the grades of Technical Officer and Senior Technical Officer be merged and restyled Technical Officer/Senior Technical Officer.**

**Guide (New Grade)**

71.9 At present, guide services at the Garden are provided by Freelance Guides. Management of SSRBGT has submitted that there is need to recruit Guides on the establishment of the organisation so as to provide professional and knowledgeable information on the Garden to all visitors. We are recommending accordingly.

**Recommendation 3**

**71.10 We recommend the creation of a grade of Guide. Appointment thereto, should be made by selection from among candidates possessing a Cambridge Higher School Certificate and having knowledge of another modern language would be an advantage.**

71.11 Incumbent would be required, among others, to plan, organise and conduct educational activities for school children as well as other visitors; escort individual or groups around the garden, tour points of interest and respond to questions; monitor visitor's activities in order to ensure compliance with establishment regulation and safety practices; get information from all sources and explain or translate the information; and distribute brochures, show audiovisual presentations and explain establishment processes and operations at tour sites.

**71. SIR SEEWOOSAGUR RAMGOOLAM BOTANIC GARDEN TRUST FUND**

**SALARY SCHEDULE**

**SSRBGT 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

**71. SIR SEEWOSAGUR RAMGOOLAM BOTANIC GARDEN TRUST (Contd)**

- SSRBGT 2 : Rs 9050 x 230 – 10200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825**  
General Handy Worker (Roster)
- SSRBGT 3 : Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18075**  
Gateman (Personal) (ex-Tobacco Board)
- SSRBGT 4 : Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200**  
Stores Attendant
- SSRBGT 5 : Rs 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825**  
Handy Worker (Roster)
- SSRBGT 6 : Rs 17330**  
Safety and Health Officer (Part-Time)
- SSRBGT 7 : Rs 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200**  
Assistant Handy Worker (Skilled)
- SSRBGT 8 : 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  
Stockman  
Woodcutter
- SSRBGT 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
- SSRBGT 10 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**  
Driver/Office Attendant
- SSRBGT 11 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**  
Field Supervisor

**71. SIR SEEWOSAGUR RAMGOOLAM BOTANIC GARDEN TRUST (Contd)**

- SSRBGT 12 : 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)
- SSRBGT 13 : Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975**  
Head Gardener/Nursery Attendant
- SSRBGT 14 : Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525**  
Driver (Lorries above 5 Tons, Heavy Mechanical Unit, Heavy Tractors)
- SSRBGT 15 : 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 – 27075**  
Ticket/Sales Officer (Roster)
- SSRBGT 16 : 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 – 27850**  
Ticket/Sales Officer (Personal)
- SSRBGT 17 : 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
- SSRBGT 18 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**  
Clerical Officer/Higher Clerical Officer  
Guide (New Grade)
- SSRBGT 19 : Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**  
Audio Visual Assistant  
Technical Assistant
- SSRBGT 20 : Rs 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**  
Warehouse Assistant (Personal) (from ex- Tobacco Board)
- SSRBGT 21 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**  
Management Support Officer

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- SSRBGT 22 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**  
Assistant Procurement and Supply Officer  
Executive Officer (Personal to officers in post as at 31.12.15)  
Purchasing and Supply Officer (Personal)
- SSRBGT 23 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 36200**  
Senior Technical Assistant
- SSRBGT 24 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**  
Confidential Secretary
- SSRBGT 25 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**  
Accounts Officer
- SSRBGT 26 : Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**  
Assistant Warehouse Supervisor (Personal) (from ex-Tobacco Board)
- SSRBGT 27 : 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 Technical Officer*  
*Senior Technical Officer*
- SSRBGT 28 : Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**  
Publications and Liaison Officer
- SSRBGT 29 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**  
Scientific Officer
- SSRBGT 30 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**  
Botanist

**71. SIR SEEWOSAGUR RAMGOOLAM BOTANIC GARDEN TRUST (Contd)**

**SSRBGT 31 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 –  
49950 x 1625 – 56450**

Accountant

**SSRBGT 32 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 –  
49950 x 1625 – 62950**

Administrative Manager (New Grade)

**SSRBGT 33 : Rs 77175 x 2825 – 80000 x 3000 – 83000**

Director

