

21. IRRIGATION AUTHORITY

- 21.1 The Irrigation Authority (IA) is established as a parastatal body under the provision of the Irrigation Authority Act No. 39 of 1978 and operates under the *aegis* of the Ministry of Agro-Industry and Food Security.
- 21.2 The mission of Irrigation Authority is to provide a quality service to the Planters' Community through the shared commitment, serve professionally with a view to improving the welfare of the planters.
- 21.3 The overall objects of the Authority are, among others, to study the development of irrigation; implement and manage irrigation projects in every irrigation area and to do all other acts incidental thereto; and undertake research into the optimum use of water.
- 21.4 The activities of the Authority are carried out under the following Units/Departments namely: Internal Audit; Irrigation Planning; Construction and Supervision; Operation and Maintenance; Administrative and Accounts.
- 21.5 In the context of the present review exercise, representations have been made for the creation of grades at different levels of operations; change in appellation to better reflect the duties; upgrading of salary and qualification at various levels and restyling of grades to allow the organisation to deliver its services efficiently and effectively. There was also request for training to update knowledge and develop skills in the new systems of irrigation. We have examined all the proposals, apprised both Management and Staff Associations on issues that could not be retained as well as other representations that need to be studied further, and are making appropriate recommendations.

Principal Engineer (Operation and Maintenance)

formerly Principal Engineer (Civil/Mechanical)

Supervisor (Maintenance Works)

formerly Supervisor (Civil Works)

- 21.6 It has been submitted that the grades of Principal Engineer (Civil/Mechanical) and Supervisor (Civil Works) be restyled to Principal Engineer (Operation and Maintenance) and Supervisor (Maintenance Works) respectively to better reflect the duties being performed. We are agreeable to this request and are making appropriate recommendations to this effect.

Recommendation 1

- 21.7 **We recommend that the grades of Principal Engineer (Civil/Mechanical) and Supervisor (Civil Works) be restyled to Principal Engineer (Operation and Maintenance) and Supervisor (Maintenance Works) respectively.**

Work in Cyclonic Conditions

21.8 An allowance of Rs 800 is exclusively paid to employees involved in anchoring of pivots in cyclonic conditions. This provision is still valid.

Recommendation 2

21.9 We recommend the continued payment of an allowance of Rs 800 exclusively to employees involved in anchoring of pivots in cyclonic conditions.

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SALARY SCHEDULE

IA 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
IA 2	:	Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825
		Tradesman's Assistant
IA 3	:	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200
		Irrigueur (Roster)
IA 4	:	Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200
		Stores Attendant
IA 5	:	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575
		Security Guard
IA 6	:	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050
		Office Attendant Pump Operator
IA 7	:	Rs 14325 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475
		Senior Office Attendant

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- IA 8 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**
Driver
Field Supervisor
- IA 9 : 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**
Driver (Roster)
Field Supervisor(Roster)
Electrician
Mechanic
Painter
Pipe Fitter
Welder
Vulcaniser
- IA 10 : 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/Telephonist
- IA 11 : Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525**
Vehicle Controller
- IA 12 : Rs 24750 x 775 – 26300**
Trainee Engineer
- IA 13 : Rs 17050 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27850**
Assistant Supervisor (Irrigation) (Roster)
- IA 14 : 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**
Assistant Stores Officer
- IA 15 : 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

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- IA 16 : **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**
Technical Assistant
Technical Assistant (Electromechanical)
- IA 17 : **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
- IA 18 : **Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**
Assistant Workshop and Plant Supervisor
- IA 19 : **Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30950**
Supervisor (Maintenance Works)
formerly Supervisor (Civil Works)
- IA 20 : **Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**
Senior Word Processing Operator
- IA 21 : **Rs 18075 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**
Supervisor (Irrigation) (Roster)
- IA 22 : **Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Management Support Officer
- IA 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
Executive Officer (Personal to incumbents in post as at 31.12.15)
Purchasing and Supply Officer (from former Development Works Corporation)
Stores Officer (Personal)
- IA 24 : **Rs 21950 x 625 – 23200 x 775 – 32500**
Workshop and Plant Supervisor

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- IA 25 : **Rs 15450 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275**
Field Officer/Senior Field Officer
formerly Field Officer
- IA 26 : **Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275**
Technical Design Officer
- IA 27 : **Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Social Facilitator
- IA 28 : **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
- IA 29 : **Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Confidential Secretary
- IA 30 : **Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Financial Officer
Higher Executive Officer (Personal to incumbents in post as at 31.12.15)
Higher Stores Officer
Procurement and Supply Officer
Senior Accounts Clerk
- IA 31 : **Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575**
Office Management Assistant
- IA 32 : **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
Technical Officer (Civil)
- IA 33 : **Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Senior Technical Assistant

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- IA 34 : **Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Senior Technical Design Officer (Irrigation Planning Unit)
- IA 35 : **Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850**
Senior Human Resource Officer
- IA 36 : **Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850**
Senior Financial Officer
Senior Internal Control Officer
- IA 37 : **Rs 27850 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 46900**
Office Superintendent
- IA 38 : **Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Senior Technical Officer (Civil)
- IA 39 : **Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Administrative Assistant
Agricultural Economist
Irrigation Operation Officer
- IA 40 : **Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Information Technology Officer
- IA 41 : **Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Accountant
Internal Auditor
- IA 42 : **Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Engineer (Irrigation Planning Unit)
Engineer (Mechanical)

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- IA 43 : **Rs 30175 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 58075**
Engineer (Construction and Supervision) (Staggered) (Personal)
Engineer (Operation and Maintenance) (Staggered) (Personal)
- IA 44 : **Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Divisional Irrigation Operation Officer
- IA 45 : **Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450**
Financial Manager
Principal Engineer (Construction and Supervision)
Principal Engineer (Irrigation Planning Unit)
Principal Engineer (Operation and Maintenance)
formerly Principal Engineer (Civil/Mechanical)
- IA 46 : **Rs 45375 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450**
Head of Administration
- IA 47 : **Rs 45375 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350**
Head of Construction and Supervision
Head of Operation and Maintenance
Investigation/Research Specialist
- IA 48 : **Rs 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000**
Head of Irrigation Planning Unit
- IA 49 : **Rs 110000**
General Manager

