

60. NATIONAL WOMEN'S COUNCIL

- 60.1 The National Women's Council was established under the National Women's Council Act No 27 of 1985. It is a body corporate and operates under the *aegis* of the Ministry of Gender Equality, Child Development and Family Welfare.
- 60.2 The objects of the National Women's Council are to translate into actions government policies relating to women's empowerment and gender equality to bring about effective change for sustainable development; ensure and promote the active participation of women in the social, economic and political field in order to further their overall empowerment; provide a platform for women to voice out their needs, concerns and aspirations; and identify and recommend to the Board's actions and prospects that will promote the integration of women in development.
- 60.3 The organisation structure of the National Women's Council comprises five sections/units namely: Human Resource and Administrative; Finance; Women's Association; Dressmaking and Craft; and Project.
- 60.4 In our last Report, we restyled the grade of Project Coordinator to Programme Coordinator to better reflect the nature of duties being performed. We also created the grades of Programme Officer to provide technical services as well as the grades of Accounts Clerk and Accounts Officer to maintain a proper accounting system. The grade of Head, Women's Association Unit was abolished as the service was no longer required.
- 60.5 In the context of the present review exercise, Management has apprised the Bureau that the existing organisational structure of the National Women's Council is being maintained until the proclamation of the New Bill. The Staff Association has been informed of the stand of the Management to which they are agreeable.
- 60.6 In the given circumstances, the Bureau is agreeable to the proposal of both the parent Ministry and Management to maintain the present organisation structure while revising the salary scales of existing grades.

Human Resource Officer/Senior Human Resource Officer

Recommendation 1

- 60.7 **We recommend that incumbent in the grade of Human Resource Officer/ Senior Human Resource Officer possessing a Diploma in Human Resource Management or a Diploma with Human Resource Management as a major component from a recognised institution 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.

**Family Support Officer
Supervisor, Women's Association**

Recommendation 2

60.8 We recommend that Family Support Officers and Supervisor, Women's Association who hold a substantive appointment in their respective grades and who are required to perform regularly extensive field duties may be granted loan facilities of up to 21 months' salary at interest rate of 4% per annum refundable in 84 monthly instalments for the purchase of a car of up to eight years old.

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SALARY SCHEDULE

NWC 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
NWC 2	:	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050
		Office Attendant Office/Field Assistant
NWC 3	:	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475
		Craft Instructor
NWC 4	:	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
NWC 5	:	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 above 5 tons)

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- NWC 6 : 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 – 27075**
Dressmaking Teacher
- NWC 7 : 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**
Clerk, National Women's Council (Personal)
- NWC 8 : 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**
Adult Literacy Instructor/Instructress
Family Support Officer
- NWC 9 : 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
- NWC 10 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**
Senior Dressmaking and Craft Teacher
- NWC 11 : Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30950**
Supervisor, Women's Association
- NWC 12 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Management Support Officer (New Grade)
- NWC 13 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Accounts Clerk
Executive Officer (Personal to incumbent in post as at 31.12.15)
- NWC 14 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Programme Officer
- NWC 15 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Accounts Officer

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NWC 16 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800

Human Resource Officer/Senior Human Resource Officer

NWC 17 : Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450

Programme Coordinator

NWC 18 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 66650

Secretary

