

## 69. ROAD DEVELOPMENT AUTHORITY

- 69.1 The Road Development Authority (RDA), a body corporate established by Act No. 6 of 1998, operates under the *aegis* of the Ministry of Public Infrastructure and Land Transport. It became fully operational as from October 2001.
- 69.2 The Authority provides for a cost efficient mobility in comfort and safety to the Mauritian population and its economic operators throughout the island by developing, preserving and maintaining a high standard of classified road network through the judicious use of human, material, financial and technological resources. It also aims to provide a reliable road network to support the main economic activities of the country through effective movement of people and goods.
- 69.3 The RDA provides new roads as an integral part of national development and being solely responsible for the construction, care, maintenance and improvement of motorways and main roads, *inter alia*, plans, designs and supervises the construction of roads intended to be classified as motorways and main roads; carries out or causes to be carried out the upgrading of motorways and main roads and their routine and periodic maintenance. The Authority also maintains existing bridges, tunnels and associated works on motorways and main roads; prepares and implements road development schemes; and conducts and coordinates research and investigation on material required for road construction.
- 69.4 The RDA is basically a technical organisation headed by professional Engineers and supported by administrative personnel. The main challenge of the Authority is, therefore, to manage efficiently its limited resources to further achieve its main objectives.
- 69.5 At present, the activities of the RDA are organised under two executive arms, namely, Administration and Technical. The Administration arm encompasses Secretariat, Finance and Audit while the Technical arm comprises the Planning Division, Implementation Division and the Maintenance Division. Each division is headed by a Divisional Manager. The Secretariat is under the administrative control of an Administrative Manager who is also responsible for the Stores Section. The Financial Controller is the head of the Finance Section whereas the Internal Auditor is for the Audit Section.
- 69.6 The RDA is administered by a Board and is headed by the General Manager who is the executive head of the organisation, responsible for the implementation of the policies of the Board, for achieving the financial operating goals and ensuring the proper management and monitoring of the day-to-day affairs of the Authority. In the performance of his duty, the General Manager is assisted by a Deputy General Manager.

69.7 In the context of the present review exercise, no consultative meetings could be held with the Management of the Road Development Authority. In the given circumstances, we are maintaining the existing structure.

#### **Human Resource Officer/Senior Human Resource Officer**

#### **Recommendation 2**

69.8 We recommend that incumbents 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 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

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#### **SALARY SCHEDULE**

**RDA 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

**RDA 2 : Rs 14325 x 275 – 14875**

Trainee Assistant Inspector of Works

**RDA 3 : Rs 14325 x 275 – 15150**

Trainee Surveyor

**RDA 4 : Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18075**

Lorry Loader

**RDA 5 : Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450**

Handy Worker

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- RDA 6 : Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825**  
Tradesman's Assistant
- RDA 7 : Rs 11200 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200**  
Stores Attendant
- RDA 8 : Rs 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200**  
Handy Worker (Special Class)
- RDA 9 : Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575**  
Security Guard
- RDA 10 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050**  
Herbicide Sprayerman  
Office Attendant
- RDA 11 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21000**  
Plant and Equipment Operator
- RDA 12 : 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
- RDA 13 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**  
Driver
- RDA 14 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**  
Field Supervisor  
Leading Hand

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- RDA 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 – 23975**  
Blacksmith  
Carpenter  
Mason  
Painter  
Welder
- RDA 16 : 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
- RDA 17 : 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
- RDA 18 : 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)  
Driver (Mechanical Unit)
- RDA 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
- RDA 20 : Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075**  
Senior Field Supervisor  
Senior Leading Hand
- RDA 21 : Rs 17050 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 28625**  
Head Survey Field Worker
- RDA 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 – 29400**  
Word Processing Operator (Personal to officers in post as at 31.12.15)
- RDA 23 : 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 – 30175**  
Assistant Foreman/Foreman (Personal)

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- RDA 24 : 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
- RDA 25 : Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**  
Chief Blacksmith  
Chief Carpenter  
Chief Mason  
Chief Painter  
Chief Welder  
Foreman
- RDA 26 : Rs 18075 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30950**  
Senior Laboratory Attendant
- RDA 27 : 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 of Works  
Survey Technician
- RDA 28 : Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**  
Senior Word Processing Operator
- RDA 29 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**  
Management Support Officer (New Grade)
- RDA 30 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**  
Accounts Clerk  
Assistant Procurement and Supply Officer (Personal)  
Executive Officer (Personal to officers in post as at 31.12.15)
- RDA 31 : Rs 20525 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 34350**  
Office Supervisor
- RDA 32 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275**  
Technical Design Officer

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- RDA 33 : Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200**  
Inspector of Works
- RDA 34 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**  
Confidential Secretary
- RDA 35 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**  
Accounts Officer  
Procurement and Supply Officer
- RDA 36 : Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575**  
Office Management Assistant (New Grade)
- RDA 37 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800**  
Human Resource Officer/Senior Human Resource Officer
- RDA 38 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**  
Computer Technician  
Safety and Health Officer/Senior Safety and Health Officer  
Technical Officer (Civil Engineering)  
Technical Officer (Materials Testing Laboratory)  
Technical and Mechanical Officer
- RDA 39 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**  
Senior Inspector of Works  
Senior Technical Design Officer
- RDA 40 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850**  
Senior Accounts Officer  
Senior Procurement and Supply Officer
- RDA 41 : Rs 27850 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 46900**  
Office Superintendent
- RDA 42 : Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**  
Chief Inspector of Works  
Senior Technical Officer (Civil Engineering)  
Senior Technical Officer (Materials Testing Laboratory)

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- RDA 43 : Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950**  
Principal Technical Design Officer
- RDA 44 : Rs 33425 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 51575**  
Principal Procurement and Supply Officer
- RDA 45 : Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**  
Administrative Officer
- RDA 46 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**  
Surveyor  
Systems Administrator
- RDA 47 : Rs 28675 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**  
Human Resource Management Officer  
Internal Auditor
- RDA 48 : Rs 36200 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**  
Materials Testing Officer  
Principal Technical Officer (Civil Engineering)  
Superintendent of Works
- RDA 49 : Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 59700**  
Manager (Civil Engineering)  
Senior Surveyor
- RDA 50 : Rs 36200 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 59700**  
Chief Technical Design Officer
- RDA 51 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**  
Accountant/Senior Accountant  
*formerly Accountant*

**69. ROAD DEVELOPMENT AUTHORITY (Contd)**

- RDA 52 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**  
Senior Manager (Civil Engineering)
- RDA 53 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950  
x 1625 – 62950 x 1850 – 66650**  
Administrative Manager
- RDA 54 : Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 –  
70450**  
Assistant Divisional Manager (Civil Engineering)  
Head Surveyor
- RDA 55 : Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 –  
74350**  
Financial Manager
- RDA 56 : Rs 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 –  
86000**  
Divisional Manager (Civil Engineering)
- RDA 57 : Rs 89000 x 3000 – 95000**  
Deputy General Manager
- RDA 58 : Rs 110000**  
General Manager

