

83. TOWN AND COUNTRY PLANNING BOARD

- 83.1 Established as per the provision of Town and Planning Act 1954 as a statutory body, the Town and Country Planning Board (TCPB) operates under the *aegis* of the Ministry of Housing and Lands to promote the orderly development of land in both urban and rural areas of the country. Its objectives according to the Act, are the formulation of Outline Schemes and Hearing of appeals from persons aggrieved by the decisions of the Local Authority in respect of land use and Development Permit.
- 83.2 Since October 2012, the responsibility to examine all appeals from person aggrieved in respect of Development Permit of decision reached by the Local Authority has been shifted to the Environment and Land Appeal Tribunal. Consequently, there has been a decrease in the workload of the TCPB and in order to make effective use of its human resource, some officers of the TCPB have been called upon to provide their services, on a part time basis, to the parent Ministry as well as to the organisation.
- 83.3 At present, the TCPB is being managed by a skeleton staff in the grades of Administrative Manager, Planning Officer and officers of the general service. The post of Administrative Manager is vacant for quite some time and the duties of the grade have been assigned to the Planning Officer against payment of an appropriate allowance. Incumbent is now responsible for the day-to-day affairs of the TCPB.

Management and Staff Association's Submissions

- 83.4 Both representatives of the staff side and Management have, through their memorandum and during consultation, requested the filling of the post of Administrative Manager; the creation of the grade of Office Management Executive with option for the actual incumbent in the grade of Higher Executive Officer to join in and the restyling of the grade of Office Attendant to Office Attendant/Senior Office Attendant.

Views of the Bureau

- 83.5 The Bureau considers the Board of TCPB is empowered either to establish new grades or to fill in vacant posts depending on the functional needs of the organisation. Concerning the restyling of the grade of Office Attendant to that of Senior Office Attendant, parties were explained why this cannot be done.
- 83.6 Pending any further organisational change at the TCPB, the existing salaries are being revised while the grade of Planning Officer is being restyled.

Planning Officer

- 83.7 The grade of Planning Officer at the TCPB is a dead end post. Over and above his normal duties, incumbent has been assigned the duties of the grade of Administrative Manager which has remained vacant for quite a long time.
- 83.8 It has been represented that the non filling of the post of Administrative Manager is depriving the Planning Officer of a promotional outlet, the moreso, as there is no career structure for the grade. Moreover, the TCPB is making effective use of the expertise of incumbent.
- 83.9 The Bureau has considered the above facts and circumstances and is making an appropriate recommendation.

Recommendation

83.10 We recommend that:

- (i) the grade of Planning Officer be restyled Planning Officer/Senior Planning Officer; and
- (ii) the schedule of duties of the grade of Planning Officer/Senior Planning Officer *formerly Planning Officer* be enlarged to require jobholder to assist the Administrative Manager in the discharge of his functions. The foregoing changes have been taken into consideration in arriving at the recommended salary.

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SALARY SCHEDULE

TCP 1	:	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050
		Office Attendant
TCP 2	:	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200
		Driver
TCP 3	:	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
TCP 4	:	Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175
		Clerk

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- TCP 5 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Management Support Officer
- TCP 6 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Executive Officer (Personal)
- TCP 7 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Confidential Secretary
- TCP 8 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Higher Executive Officer
- TCP 9 : Rs 20525 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 QB 37125 x 1225 – 40800 x 1525 – 42325**
Planning Inspector
- TCP 10 : Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Senior Planning Inspector
- TCP 11 : Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Chief Planning Inspector
- TCP 12 : Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Planning Officer/Senior Planning Officer
formerly Planning Officer
- TCP 13 : Rs 39575 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450**
Administrative Manager

