

85. TRAINING AND EMPLOYMENT OF DISABLED PERSONS BOARD

- 85.1 In accordance with the Training and Employment of Disabled Persons Act No. 9 of 1996 (subsequently amended in 2012), the Training and Employment of Disabled Persons Board (TEDPB) has as objects, *inter alia*, to: educate and sensitise employers on the importance of employing disabled persons; improve generally the social and economic status and condition of disabled persons; and act as a facilitator in providing opportunities for work and entrepreneurship.
- 85.2 Its mission is to promote and sustain inclusion and integration of persons with disabilities in all aspects of society so that they also enjoy meaningful and fulfilling lives. In so doing, the TEDPB envisions to strengthening the Rights of People with disabilities.
- 85.3 The General Manager is at the apex of the TEDPB and is responsible for the maintenance and promotion of a sound administration of the organisation. He is supported by a complement of officers in different grades in the discharge of his functions.
- 85.4 In the context of this Report, Management has requested for: the creation of grades, upgrading of existing ones, and an increase in the establishment size of existing positions. During consultation that was held, parties were informed that grades which are urgently required would be graded by the Bureau on an *ad hoc* basis well before and even after the publication of this Report, once the parent Ministry conveys its approval and the proposed schemes of service are in order.
- 85.5 The Bureau has carefully examined the submissions and considers that the present organisational structure is fit for its purpose. We are, however, creating the grade of Gardener and **recommending that Management should conduct a Human Resource Planning exercise to identify the need for additional HR requirements and to prompt appropriate remedial measures.**

Gardener (New Grade)

- 85.6 The TEDPB is running an Agriculture Project at its Training Centre at Calebasses where vegetables, ornamental plants as well as medicinal plants are being planted. Since 1998 to date, two former trainees in Agriculture are performing the gardening duties. Management has submitted that there is need for a dedicated grade to carry out this function to which we are agreeable.

Recommendation 1

- 85.7 **We recommend the creation of a grade of Gardener. Appointment thereto, should be made by selection from among candidates possessing a Certificate in Primary Education or from among candidates showing proof**

of being literate and reckoning some years of experience in garden technique. Consideration should also be given to persons with disabilities who possess the foregoing qualifications.

85.8 Incumbent would, *inter alia*, be required to: prepare beds for sowing seeds and for transplantation of seedlings; carry out potting, grafting, layering and other propagation practices; carry out spraying of plants; and maintain the garden implements.

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SALARY SCHEDULE

TEDPB 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
TEDPB 2	: Rs 11970 x 260 - 14050 x 275 - 15150 x 300 - 15750 x 325 - 17700 x 375 - 19575 x 475 - 20050
	Gardener (New Grade) Office/Transport Attendant
TEDPB 3	: Rs 11970 x 260 - 14050 x 275 - 15150 x 300 - 15750 x 325 - 17700 x 375 - 19575 x 475 - 21475
	Workshop Assistant
TEDPB 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
TEDPB 5	: 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
TEDPB 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 - 28625
	Assistant Stores Officer (Personal)
TEDPB 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 - 29400
	Assistant Instructor/Instructor

85. TRAINING AND EMPLOYMENT OF DISABLED PERSONS BOARD (Contd)

TEDPB 8 : 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

TEDPB 9 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725

Customer Service Clerk

TEDPB 10 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500

Management Support Officer (New Grade)

TEDPB 11 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350

Disability Employment Officer

TEDPB 12 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350

Confidential Secretary

TEDPB 13 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350

Accounts Officer
Higher Executive Officer

TEDPB 14 : Rs 77175 x 2825 – 80000 x 3000 – 83000

General Manager

