

## 92. WASTEWATER MANAGEMENT AUTHORITY

- 92.1 The Wastewater Management Authority (WMA), a body corporate established under the Wastewater Management Authority Act No. 39 of 2000, operates as an autonomous organisation under the *aegis* of the Ministry of Energy and Public Utilities. The WMA has been entrusted with the overall responsibility for the collection, treatment, disposal of wastewater throughout Mauritius, as well as the provision of appropriate water pollution standards and wastewater control system.
- 92.2 Government has in its programme 2015-2019 (Achieving Meaningful Change) apprised that it will undertake a review of the wastewater master plan to ensure the most competitive wastewater disposal technology for environmental protection which will address the sanitation problems in the former CHA housing estates and the regions which are vulnerable to environmental hazards related to wastewater disposal. The WMA aims at fulfilling Government objectives to connect 80% of the population to the public sewer by 2033 as per the Wastewater Master Plan of 2012; strengthen the organisation with adequate legal status, human resources and tariff structure; link cost recovery to affordability of service; and improve the environmental and customer services standards.
- 92.3 The Authority is headed by a General Manager who is assisted by two Deputy General Managers: one responsible for the Administration and Finance Department and the other for the Technical Department. The General Manager is responsible, amongst others, for the execution of the policies and strategies of the Board along with the control, management and administration of the day to day business of the Authority.
- 92.4 In the context of this Report, the Management of the WMA has requested for further improvement in the conditions of service along with the restyling of certain grades similar to their counterparts in the Civil Service with a view to encouraging employees and the key staff to remain in the sector. The staff side have amongst others requested for the reinforcement of the Technical cadre, restyling of grades in the Engineering cadre, extension of risk allowance to employees in certain grades and aligning certain structures with what is obtained across the Public Service.
- 92.5 In line with Government objectives for the wastewater sector, we are in this Report reviewing the existing organisation structure and the various allowances, wherever relevant, to enable the Authority to meet its current and future operational requirements as well as making provisions for ensuring the protection and well being of its employees.

92.6 The Engineering cadre at the Wastewater Management Authority has a multiplicity of fields with different hierarchical structures/levels. The staff side has represented that for greater efficiency in work organisation, accountability and reporting, as well as the dire need to motivate staff to remain at the Authority and to attract new entrants to join the organisation, there is need to restructure the cadre and bring uniformity. In line with the Bureau's philosophy for lean structures leading to increased efficiency and customer responsiveness, and to bring parity among the different fields of engineering we are, where appropriate, merging and restyling the grades in the cadre.

#### **Recommendation 1**

**92.7 We recommend that the grades in the Engineering cadre be restyled as follows:**

- (i) the grades of Engineer (Civil) and Senior Engineer (Civil); Engineer (Electrical) and Senior Engineer (Mechanical/Electrical), Engineer (Mechanical) and Senior Engineer (Mechanical/Electrical) be merged and restyled Engineer/Senior Engineer (Civil); Engineer/Senior Engineer (Mechanical) and Engineer/Senior Engineer (Electrical) respectively; and**
- (ii) the grades of Engineer (Mechatronics) and Process Engineer (Wastewater Treatment) be restyled Engineer/Senior Engineer (Mechatronics) and Process Engineer/Senior Process Engineer (Wastewater Treatment) respectively.**

#### **Risk and Hazard Allowance to Officers in the Procurement and Supply Cadre**

92.8 Representations have been made by the Staff Side that officers in the Procurement and Supply Cadre posted in warehouses located in treatment plants of the WMA are exposed to risk and hazard. The Bureau has also been apprised that there has been cases of chlorine poisoning resulting in hospitalisation of employees and incumbents in the cadre are also regularly exposed to foul odour of raw sewage unlike their counterparts in other organisations or at the Head Office. We have analysed the issue and consider that appropriate compensation is warranted due to the specific environmental conditions in which incumbents are called upon to operate. However, as there are other grades that may be posted in these warehouses **the Bureau recommends that a Risk Assessment Exercise should be conducted by the WMA. The mechanism set to conduct this exercise is reported at paragraph 18.15.23 of Volume 1 of this Report.**

## **Driving Allowance**

92.9 Incumbents in the grade of Technical Assistant are, with a view to attaining optimum resource utilisation, called upon everyday to drive the organisation vehicles to attend to different work sites. They are not being provided with the services of a Driver due to restricted budget allocation. Both Management and the staff side have represented that driving does not form part of the duties of incumbents in the grades of Technical Assistant and that there is need for some compensation. We have analysed the issue and are making appropriate recommendation.

## **Recommendation 2**

**92.10 We recommend that Technical Assistants who are required to drive the organisation's vehicle in the performance of their duties, to attend different sites of work, be paid a monthly allowance equivalent to one increment at the initial of their respective salary scale.**

## **Information Technology Unit**

92.11 The IT Unit acts as the backbone of the Authority and is responsible for the overall design, implementation and Management of the IT and network infrastructure. The Unit aims at positioning itself as a driving force with the use of Technology to help the Authority manage effectively the information and handle issues through the Enterprise Resource Planning (ERP) System based on a Customer/Care Management System (CMS). The ERP system would combine all the major business requirements of the Authority together into a single, integrated software programme, which would run off a single database so that the various departments could easily process and share information, as well as communicate with each other.

92.12 The Unit is currently manned by two IT Officers and two IT Technicians whilst the post of IT Manager is vacant since 2009. Management has submitted that taking into consideration the growing IT needs of the WMA and the increasing complexity of the IT infrastructure, the grades of IT Officer and IT Technician be restyled to IT Analyst or System Analyst and IT Support Officer respectively along with the alignment of salaries of the grades with what obtains for similar grades across Parastatal Bodies. We have examined the request and are making appropriate recommendations.

## **IT Support Officer**

***formerly Information Technology Technician***

## **IT Analyst**

***formerly Information Technology Officer***

### **Recommendation 3**

**92.13 We recommend that the grade of Information Technology Officer be restyled IT Analyst and that of Information Technology Technician be restyled IT Support Officer.**

### **Retention Allowance**

92.14 The employees of the WMA are, by the nature of their duties, required to operate in a very specific environment whereby they are regularly exposed to insalubrious conditions and risky elements. In its 2008 Report, the Bureau introduced and recommended the payment of a Retention Allowance to a certain category of officers to retain them in the organisation. The Retention Allowance was maintained in the 2013 PRB Report. For this review exercises we have received representations from Management and the staff side to maintain and extend the payment of Retention Allowance to other categories of officers. We have examined the Job Description Questionnaires of these grades and taken note of the specific environment in which the employees are working. We are fully convinced that the Retention Allowance is an effective device/tool to encourage and retain these people in the organisation. We are, therefore, maintaining the allowance and extending it to other categories of workers.

### **Recommendation 4**

**92.15 We recommend that incumbents in the grades listed below who are regularly exposed to foul odour and raw sewage be paid a Retention Allowance equivalent to two increments at the salary point reached in their respective salary scale subject to satisfactory performance and approval of the Responsible/ Supervising Officer:-**

- **Mechanical Engineer/Senior Mechanical Engineer (Personal)**
- **Engineer/Senior Engineer (Civil)**  
***formerly Engineer (Civil)***  
***Senior Engineer (Civil)***
- **Engineer/Senior Engineer (Electrical)**  
***formerly Engineer (Electrical)***  
***Senior Engineer (Mechanical and Electrical)***
- **Engineer/Senior Engineer (Mechanical)**  
***formerly Engineer (Mechanical)***  
***Senior Engineer (Mechanical and Electrical)***

- **Engineer/Senior Engineer (Mechatronics)**  
*formerly Engineer (Mechatronics)*
- **Process Engineer/Senior Process Engineer (Wastewater Treatment)**  
*formerly Process Engineer (Wastewater Treatment)*
- **Scientific Officer**
- **Senior Scientific Officer**
- **Land Surveyor**
- **Senior Land Surveyor**
- **Principal Technical Design Officer**
- **Senior Technical Officer (Civil)**  
*formerly Senior Technical Officer*
- **Chief Works Inspector**
- **Senior Works Inspector**
- **Senior Technical Design Officer**
- **Technical Officer (Civil)**  
*formerly Technical Officer (Civil Engineering)*
- **Technical Officer (Mechanical and Electrical)**
- **Safety and Health Officer/Senior Safety and Health Officer**
- **Senior Laboratory Technician**
- **Works Inspector**
- **Laboratory Technician**
- **Laboratory Assistant**
- **Technical Design Officer**
- **Assistant Works Inspector**
- **Head Operative**
- **Head Survey and Field Worker**
- **Technical Assistant (Electrical) (Shift)**
- **Technical Assistant (Electronic/Instrumentation) (Shift)**
- **Technical Assistant (Mechanical) (shift)**
- **Laboratory Attendant**
- **Driver (Wastewater Jetting Unit/Tanker)**
- **Operative**
- **Field Supervisor**
- **Driver**
- **Pipe Cleaner**
- **Tradesman's Assistant (Personal)**
- **Survey Field Worker/Senior Survey Field Worker**
- **Treatment Plant Worker (Shift)**
- **General Worker**
- **Divisional Manager**
- **Works Manager (Civil)**
- **Works Manager (Mechanical and Electrical)**

- **Laboratory Manager**
- **Senior Technical Officer (Mechanical and Electrical)**
- **Senior Technical Assistant**

**92.16 We further recommend that officers and employees in the manual grades who leave the service prior to the age at which they may retire without the approval of the Board (Table II at Chapter 15 of Volume 1) should refund the totality of the Retention Allowance paid to them. Beneficiaries of this allowance retiring from the service on reaching the age at which they may retire without the approval of the Board or thereafter, should refund only that part of the Retention Allowance which they would have earned under this scheme after reaching the age at which they may retire with the approval of the Board. No refund would have to be effected by an officer who retires as per his compulsory retirement age or on medical ground.**

### **Risk and Hazard Allowance**

**92.17 A Risk and Hazard Allowance equivalent to two increments at the salary point reached in the salary scale is also being paid, over and above the Retention Allowance, to certain employees who are regularly exposed to insalubrious and risky conditions which may adversely affect their health.**

**92.18 Representations have been received to extend the Risk and Hazard allowance to incumbents in the grade Driver, posted at sub offices/stations and who are regularly exposed to the hazards in conveying tools and equipment that have contact with raw sewage in the performance of their duties. We have examined the request and we are making recommendation for the payment of an appropriate Risk and Hazard Allowance to incumbents in the grade of Driver while maintaining the payment of the allowance to all those already eligible for same.**

### **Recommendation 5**

**92.19 We recommend that incumbents in the grade of Driver who are posted in sub offices and who regularly convey tools and equipment that have contact with raw sewage be paid a Risk and Hazard Allowance equivalent to one and a half increments at the initial salary point reached in their salary scale.**

**92.20 We further recommend that employees in grades listed hereunder, who are regularly exposed to insalubrious and risky conditions which may adversely affect their health should continue to be paid over and above the Retention Allowance, a Risk and Hazard Allowance equivalent to two increments at the salary point reached in their respective salary scale:**

- **Technical Assistant (Electrical) (Shift)**

- **Technical Assistant (Electronic/Instrumentation) (Shift)**
- **Technical Assistant (Mechanical) (Shift)**
- **Driver (Wastewater Jetting Unit/Tanker)**
- **Field Supervisor**
- **Operative (incumbent in the grade of Plant and Equipment Operator as at 30.12.12)**
- **Pipe Cleaner**
- **Treatment Plant Worker (Shift)**
- **General Worker**

### **Special Professional Retention Allowance**

92.21 The Special Professional Retention Allowance (SPRA) was introduced in the 2008 overall review, more specifically in the EOC Report 2009, to curb recruitment and retention problems in the field of Engineering which was considered as scarcity areas.

92.22 We have observed that the market situation/condition has improved and there are many qualified people who are available to work in this sector. We are, however, maintaining the payment of the SPRA to eligible officers in post as at 31 December 2015 up to 31 December 2016.

### **Recommendation 6**

92.23 **We recommend that officers in the Engineering cadre of the WMA eligible for the payment of Special Professional Retention Allowance (SPRA) as at 31 December 2015 should continue to be paid same up to 31 December 2016 as specified in the following table:**

<b>Salary</b>	<b>SPRA% of Monthly Salary</b>
<b>Rs 29400 up to Rs 62950 and reckoning at least 10 years' service in their respective grade</b>	<b>7</b>
<b>Above Rs 62950 and up to Rs 70450</b>	<b>7</b>
<b>Above Rs 70450 and up to Rs 86000</b>	<b>10</b>
<b>Above Rs 86000 and up to Rs 95000</b>	<b>12.5</b>

92.24 **We further recommend that those officers who:**

- (i) leave the service prior to the age at which they may retire without the approval of the Board (Table II at Chapter 15 of Volume 1) should refund the totality of the Special Professional Retention Allowance paid to them; and
- (ii) retire from the service on reaching the age at which they may retire without the approval of the Board or thereafter, should refund only that part of the Special Professional Retention Allowance which they would have earned under this scheme after reaching the age at which they may retire without the approval of the Board.

92.25 However, provision made at (i) and (ii) above, should not apply to officers retiring as per their new compulsory retirement age or on medical ground.

92.26 All officers in the Engineering field who are eligible for the payment of the Special Professional Retention Allowance as from 01 January 2016 and have been granted same prior to the publication of this Report should continue to draw the Special Professional Retention Allowance up to 31 December 2016.

#### **Night Duty Allowance**

92.27 At present Technical Assistants and Treatment Plant Workers working on shift are paid a night duty allowance. We are maintaining the payment of this allowance.

#### **Recommendation 7**

92.28 We recommend the payment of a monthly Night Duty Allowance equivalent to 25% of the normal rate per hour for hours between 2300 hours and 0500 hours including a maximum of two hours lying-in period to Technical Assistants and Treatment Plant Workers who effectively perform night shift.

## **92. WASTEWATER MANAGEMENT AUTHORITY**

### **SALARY SCHEDULE**

**WMA 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

**WMA 2 : Rs 14325 x 275 – 14875**

Trainee Technical Design Officer



**92. WASTEWATER MANAGEMENT AUTHORITY (Contd)**

- WMA 3 : Rs 10450 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700**  
Treatment Plant Worker (Shift)
- WMA 4 : Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825**  
Tradesman's Assistant (personal to incumbent in post as at 30.06.08)
- WMA 5 : Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200**  
Stores Attendant
- WMA 6 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050**  
Office Attendant
- WMA 7 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950**  
Pipe Cleaner
- WMA 8 : 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
- WMA 9 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**  
Driver
- WMA 10 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**  
Field Supervisor
- WMA 11 : 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
- WMA 12 : 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

**92. WASTEWATER MANAGEMENT AUTHORITY (Contd)**

- WMA 13 : Rs 13530 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525**  
Operative
- WMA 14 : Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525**  
Driver (Wastewater Jetting Unit/Tanker)
- WMA 15 : Rs 24750 x 775 – 26300**  
Trainee Engineer
- WMA 16 : 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
- WMA 17 : Rs 17050 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 28625**  
Head Survey and Field Worker
- WMA 18 : 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
- WMA 19 : Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**  
Clerk (Revenue Collection) (Personal to officers in post as at 30.06.08)
- WMA 20 : Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**  
Head Operative
- WMA 21 : 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 – 31725**  
Technical Assistant (Electrical) (Shift)  
Technical Assistant (Electronic/Instrumentation) (Shift)  
Technical Assistant (Mechanical) (Shift)
- WMA 22: Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**  
Land Survey Technician

**92. WASTEWATER MANAGEMENT AUTHORITY (Contd)**

- WMA 23 : Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**  
Assistant Works Inspector  
Laboratory Assistant
- WMA 24 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**  
Management Support Officer
- WMA 25 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**  
Assistant Financial Officer  
Assistant Procurement and Supply Officer
- WMA 26 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275**  
Technical Design Officer  
Laboratory Technician
- WMA 27 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 35275**  
Senior Technical Assistant
- WMA 28 : Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200**  
Works Inspector
- WMA 29 : 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
- WMA 30 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**  
Confidential Secretary
- WMA 31 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**  
Customer Care Officer
- WMA 32 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**  
Financial Officer  
Procurement and Supply Officer

**92. WASTEWATER MANAGEMENT AUTHORITY (Contd)**

- WMA 33 : Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575**  
Office Management Assistant
- WMA 34 : Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 39575**  
Senior Laboratory Technician
- WMA 35 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**  
Human Resource Officer  
IT Support Officer  
*formerly Information Technology Technician*  
Safety and Health Officer/Senior Safety and Health Officer  
Technical Officer (Civil)  
*formerly Technical Officer (Civil Engineering)*  
Technical Officer (Mechanical and Electrical)
- WMA 36 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**  
Senior Technical Design Officer  
Senior Works Inspector
- WMA 37 : Rs 27850 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850**  
Principal Laboratory Technician
- WMA 38 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850**  
Senior Financial Officer  
Senior Internal Control Officer  
Senior Procurement and Supply Officer
- WMA 39 : Rs 27850 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 46900**  
Office Superintendent
- WMA 40 : Rs 20525 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**  
Planning and Transport Coordinator
- WMA 41 : Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**  
Chief Works Inspector  
Senior Technical Officer (Civil)  
*formerly Senior Technical Officer*  
Senior Technical Officer (Mechanical and Electrical)

**92. WASTEWATER MANAGEMENT AUTHORITY (Contd)**

- WMA 42 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950**  
Superintendent, Procurement and Supply
- WMA 43 : Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950**  
Principal Technical Design Officer
- WMA 44 : Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950  
x 1625 – 56450**  
Administrative Officer  
Public Relations Coordinator  
Public Relations and Customer Care Officer
- WMA 45 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950  
x 1625 – 56450**  
IT Analyst  
*formerly Information Technology Officer*  
Land Surveyor  
Scientific Officer  
Systems Administrator
- WMA 46 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950  
x 1625 – 56450**  
Accountant  
Internal Auditor  
Human Resource Management Officer
- WMA 47 : Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950  
x 1625 – 62950**  
Mechanical Engineer/Senior Mechanical Engineer (Personal to officers  
in post as at 30.06.08)  
Engineer/Senior Engineer (Civil)  
*formerly Engineer (Civil)*  
*Senior Engineer (Civil)*  
Engineer/Senior Engineer (Electrical)  
*formerly Engineer (Electrical)*  
*Senior Engineer (Mechanical/Electrical)*  
Engineer/Senior Engineer (Mechanical)  
*formerly Engineer (Mechanical)*  
*Senior Engineer (Mechanical/Electrical)*  
Engineer/Senior Engineer (Mechatronics)  
*formerly Engineer (Mechatronics)*  
Process Engineer/Senior Process Engineer (Wastewater Treatment)  
*formerly Process Engineer (Wastewater Treatment)*

**92. WASTEWATER MANAGEMENT AUTHORITY (Contd)**

- WMA 48 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**  
Secretary to the Board  
Senior Land Surveyor  
Senior Accountant  
Senior Scientific Officer
- WMA 49 : Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450**  
Administrative and Human Resource Manager  
Financial Manager  
Information Technology Manager)  
Laboratory Manager  
Works Manager (Civil)  
Works Manager (Mechanical and Electrical)
- WMA 50 : Rs 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000**  
Divisional Manager
- WMA 51 : Rs 89000 x 3000 – 95000**  
Deputy General Manager (Administration)  
Deputy General Manager (Technical)
- WMA 52 : Rs 110000**  
General Manager

