

DEPUTY CHIEF COMMISSIONER'S OFFICE

- 3.0.1 The Deputy Chief Commissioner's Office is responsible for the areas of Gender, Family Welfare, Child Development, Handicraft, Vocational Training, Information & Communication Technologies and Industrial Development. Its vision is to be "committed to succeed in offering the best service to the public by setting targets and creating mechanisms for attaining unity, progress and development through the participation of the community".
- 3.0.2 The mission of the Deputy Chief Commissioner's Office is to implement the decisions of the Executive Council so as to attain the objectives as set out in the manifest of the regional Government.
- 3.0.3 It is also responsible to coordinate the activities of the eight divisions falling under its portfolio namely: the Child Development Unit; Family Welfare Unit; Gender Unit; Handicraft Unit; Vocational Training; Information Technology & Telecommunications; Industrial Development and Cooperatives.

3.1 Gender, Family Welfare and Child Development

- 3.1.1 The Gender, Family Welfare, Child Development Division comprises the Gender Unit, the Family Protection Unit and the Child Development Unit and its mission is to promote gender mainstreaming and empowerment by adopting appropriate policies and programmes.
- 3.1.2 The Child Development Unit ensures that the rights of children are respected by their parents as well as by all members of the society at large. It receives and investigates into complaints from children, parents, NGO's, authorities and individuals.
- 3.1.3 The Family Welfare Unit promotes family welfare through a better understanding of the role, rights and duties of each component. Its mission is to provide adequate support and assistance to the family for promoting values, traditions and unity in the family.
- 3.1.4 The Gender Unit envisions to empower women for their advancement, consequently contributing to the enhancement of the social, economic and cultural environment of the Rodriguan Society.
- 3.1.5 In our last Report, the appellation of the "Women's Unit" was changed to "Gender Unit", a new grade of Officer-in-Charge, Gender, Family Welfare and Child Development was created as well as risk allowance was granted to Family Welfare and Protection Officers.

- 3.1.6 In the context of this review exercise, representations were made for the restyling of grades, change in the mode of appointment, increase in the quantum of risk allowance and payment of Black Jacket Allowance. Representatives of both the Management and Staff Side have been apprised of the established criteria set for the restyling of grades. They were also explained why, for technical reasons, certain representations could not be entertained.
- 3.1.7 We are, in this Report, amending the mode of recruitment and restyling the post of Officer-in-Charge, Gender Family Welfare and Child Development.

Recommendation 1

- 3.1.8 We recommend that the grade of Officer-in-Charge, Gender, Family Welfare and Child Development be restyled to Head, Gender, Family Welfare and Child Development.**

Head, Gender, Family Welfare and Child Development *formerly Officer-in-Charge, Gender, Family Welfare and Child Development*

- 3.1.9 Presently, appointment to the grade of Officer-in-Charge, Gender, Family Welfare and Child Development is made by selection from among officers in the grade of Family Welfare and Protection Officer possessing a post 'A' Level Degree in Economics/Social Work/Sociology/Psychology/Social Policy/Social Studies from a recognised institution or an equivalent qualification. Management has represented that there is a need to review the mode of recruitment so as to enlarge the pool of candidates with a view to obtaining the most suitable candidate.

Recommendation 2

- 3.1.10 We recommend that the scheme of service be amended such that, henceforth, appointment to the post of Head, Gender, Family Welfare and Child Development *formerly Officer-in-Charge, Gender, Family Welfare and Child Development* be made from among Family Welfare and Protection Officers possessing a degree in Economics/Social Work/Sociology/ Psychology/ Social Policy/Social Studies from a recognised institution or an equivalent qualification. In the absence of suitably qualified serving officers, appointment should be made from among candidates possessing a Degree in Economics/Social Work/Sociology/ Psychology/ Social Policy/Social Studies from a recognised institution or an equivalent qualification.**

Risk Allowance

- 3.1.11 Family Welfare and Protection Officers are, presently paid a monthly risk allowance equivalent to one and a half increments at the initial of the salary scale due to their nature of work. This provision is being maintained.

Recommendation 3

3.1.12 We recommend that Family Welfare and Protection Officers working in the Gender, Family Welfare and Child Development Unit, who by the nature of their work are exposed to very risky situations and environment, be paid a monthly risk allowance equivalent to one and a half increments at the initial of the salary scale.

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	GENDER, FAMILY WELFARE AND CHILD DEVELOPMENT
02 000 100	Rs 101000 Departmental Head
08 058 074	Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375 Senior Executive Officer (Rodrigues)
23 054 081	Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Head, Gender, Family Welfare and Child Development <i>formerly Officer-in-Charge, Gender, Family Welfare and Child Development</i> Family Counselling Officer
23 038 070	Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575 Family Welfare and Protection Officer
23 034 066	Rs 16075 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275 Organising Officer, Women's Centre
08 027 060	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 (Personal)
23 030 061	Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30950 Matron

Salary Code	Salary Scale and Grade
24 018 043	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200 Shelter Care Attendant (Shift)
24 023 052	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 Driver (Roster)
22 021 054	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
24 015 041	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450 Handy Worker
24 001 038	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

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3.2 Information and Communication Technology Department

- 3.2.1 The ICT Department is committed to providing computing, telecommunications networking infrastructure and information systems support to all members of the commissions of the Rodrigues Regional Assembly. It aims at implementing the best cost effective solutions with a view to enhancing its ability to provide a quality service.
- 3.2.2 The Rodrigues Regional Assembly has witnessed major developments in the ICT field, including an increase of bandwidth and creation of an ICT Centre for Excellence. It is now moving towards the development of IT Outsourcing Business, implementation of exchange servers and several e-government projects at various levels, which would benefit both the population and public officers.
- 3.2.3 In 2013, the computerisation of RRA project was launched, with the main objectives of interconnecting all the Commissions of the RRA in view of facilitating communication, democratizing access to the information system of the RRA to all Commissions; ensuring data security and integrity; giving internet access to all Local Government servants; computerising the processes of the different sections of the department; and ensuring better IT Support.
- 3.2.4 The Bureau has been apprised that the RRA is currently at the stage of hardware and software implementation, but would soon move to the setting up of an exchange server to, inter alia, maintain existing systems, such as the RRA Information System (HRMS) Land Lease, Cash Collection; Licensing, RRA Finance System (TAS), Domain Controllers in each Commission and monitor and maintain the communication infrastructure (routing and switching).
- 3.2.5 In the above context, where major developments in the ICT field are expected in the near future, a major restructuring of the IT department has been proposed, where three units, viz IT Operation/Support Unit, Training Unit and Business Development and Research Unit would exist. The creation of 15 grades has been requested to strengthen these three units.
- 3.2.6 At present, the structure of the IT Department comprises the grades of ICT Manager, Systems Analyst, Assistant Systems Analyst/Senior Assistant Systems Analyst, created in the last Report, and Computer Support Officer (Roster). After an in-depth analysis, the Bureau views that with an expansion in the activities of the IT Sector in the RRA, there is a genuine need for a strengthening of the IT Department through the creation of additional levels which would cater for new IT needs.
- 3.2.7 The in-depth analysis has revealed that not all the grades which have been proposed are warranted, since certain duties may be carried out by existing grades, as is the case in the Civil Service. The Bureau, as far as possible, refrains

from granting levels which do not exist in the Civil Service, except in rare cases where specificities and nature of work differ.

- 3.2.8 However, we also acknowledge that in the Civil Service, ICT related issues fall under the responsibility of the Ministry of Technology, Innovation and Communication and its Units/Divisions, as well as parastatal bodies. Taking this fact into consideration and given that this Report lays much emphasis on the importance and use of ICT as an engine of transformation in the Civil Service, the Bureau is agreeable to create a few levels of critical importance which would allow the IT Sector of the RRA to deliver on its mandate and meet its objectives. We are, therefore, making appropriate recommendations to consolidate the existing structure.

Assistant ICT Manager (New Grade)

- 3.2.9 Request has been made to create, among others, the grades of ICT Manager (Technical), ICT Manager (Training), Business Development and Promotion Manager and Software Engineer. The Bureau considers that as the field of IT is dynamic, it would not be appropriate to create specific grades in specific spheres, which would result in silos. ICT is a domain where polyvalence should be prevalent and in this perspective, the Bureau is creating a generic grade of Assistant ICT Manager, where at least one officer would be responsible for technical aspects, one for training and one for business development and promotion. As regards the grade of Software Engineer, it is current practice to have recourse to the services of a professional in this field on a contractual basis.

Recommendation 1

- 3.2.10 We recommend the creation of a grade of Assistant ICT Manager. Appointment thereto should be made by selection from among candidates possessing a Degree in Computer Science or Computer Engineering or Information Technology or Information Systems or an equivalent qualification from a recognised institution. Candidates should also reckon at least four years' post qualification experience in the field of IT, including two years at administrative/management level.**

- 3.2.11 According to their posting, incumbents would be called upon to, *inter alia*, assist in the conceptualisation of projects and formulation of policies, standards and security norms; implement ICT projects, prepare specifications and evaluation of project proposals; devise strategic plan to promote ICT; collaborate with other stakeholders for the planning, implementation and evaluation of information systems; develop software; create and document software tools; be responsible for the management and administration of the ICT Centre for Excellence; ensure quality and relevance of training at the Centre; manage and implement administrative procedures; assist in training of new staff; ensure effective provision of learner information and support; be responsible for the management and administration of the Business Development and Research Unit; devise strategic plan for the development and promotion of the ICT Sector; identify

potential markets for development of ICT; and formulate strategies and policies for a sustainable development of the ICT Sector.

Programme Officer (ICT) (New Grade)

3.2.12 The creation of the grades of ICT Centre Coordinator, IC3 Coordinator, Project Supervisor and Research Assistant has been proposed. After carefully examining the duties, it has been observed that the need for four distinct grades does not arise. The Bureau considers that a polyvalent grade of Programme Officer (ICT) could be created, where incumbent would shoulder an array of responsibilities, requiring a multiplicity of skills. At least, one officer may be posted in the Training Unit and another one in the Business Development and Research Unit.

Recommendation 2

3.2.13 We recommend that the grade of Programme Officer (ICT) be created. Appointment thereto should be made from among officers possessing a Degree in Computer Science or Computer Engineering or Information Technology.

3.2.14 Incumbent would be called upon to, *inter alia*, implement training programmes; plan, monitor, control all the training programmes; ensure that training programmes are delivered effectively and are consistent with the overall national plans; keep abreast of new techniques and development in the field; perform cost control and basic financial management on respective projects; meet project targets within agreed budgets; carry out research, collect and analyse data; identify potential markets for development of ICT; gather information to analyse market trend in the field of ICT; measure and assess public satisfaction; and submit report and research analysis.

Computer Laboratory Auxiliary (New Grade)

3.2.15 Management has submitted that with the present staffing system at the ICT Centre for Excellence, it is difficult to monitor the classroom and control of all IT accessories. In this context, the creation of a dedicated grade has been requested where incumbent would be required to perform these duties. We are agreeable to the proposal.

Recommendation 3

3.2.16 We recommend the creation of the grade of Computer Laboratory Auxiliary. Appointment thereto should be made by selection from among serving employees on the permanent and pensionable establishment, who possess a Cambridge School Certificate with at least a pass in Mathematics or any science subject.

3.2.17 Incumbents would, *inter alia*, be responsible for the general cleanliness of the computer laboratory and general care of equipment and furniture; scheduling

hardware and software for use in different classes and the computer laboratory; and detection and elimination of viruses with the use of appropriate tools. They would also be called upon to set up equipment and load relevant software; provide assistance to teachers/educators for the running of hands-on sessions; and assist in the routine maintenance of hardware and software and in-keeping record of equipment.

IT Technician (Roster) (New Grade)

Computer Support Officer (Roster)

3.2.18 Proposal has been made to restyle the grade of Computer Support Officer (Roster) to IT Technician (Roster), on the ground that due to the specificity of Rodrigues, it is not always practical for the suppliers to carry out repair or maintenance works, as they are based in Mauritius.

3.2.19 It is to be noted that a direct restyling cannot be envisaged as the qualification requirements and duties of both grades differ, where they are higher in the case of the grade of IT Technician. Nevertheless, the Bureau acknowledges the constraints faced in the RRA and is addressing the issue otherwise, through the creation of a grade of IT Technician (Roster), against the phasing out of the grade of Computer Support Officer (Roster).

Recommendation 4

3.2.20 We recommend the creation of the grade of IT Technician (Roster). Appointment thereto should be made by selection from among candidates possessing a Diploma in IT or Computer Science or Information System or Software Engineering or an equivalent qualification and reckoning at least one year experience in the maintenance and repairs of IT equipment.

3.2.21 Incumbent would be called upon to, *inter alia*, perform the duties of the grade of Computer Support Officer (Roster) as well as maintain, repair and administer the computer system, including all related peripherals; provide general technical guidance and support to end users; and devise appropriate systems of security in relation to hardware and software.

Recommendation 5

3.2.22 We recommend that the grade of Computer Support Officer (Roster) be made evanescent. A personal salary has been provided to incumbents.

3.2.23 We further recommend that Computer Support Officers possessing a Diploma in IT or Computer Science or Information System or Software Engineering or an equivalent qualification should be given the option to join the grade of IT Technician (Roster).

ICT Manager

3.2.24 At present, the ICT Manager is at the apex of the IT Department. In the context of the restructuring exercise, Management has proposed the creation of a grade of Chief Information Officer to head the IT Department, supervise additional levels, oversee the various units, etc. The Bureau has carefully examined the request and is of the view that at this stage, such a level is not warranted. However, given that the ICT Manager would be called upon to shoulder additional responsibilities in connection with the restructuring exercise, the Bureau has taken this element into consideration in arriving at the salary recommended for the grade.

Assistant Systems Analyst/Senior Assistant Systems Analyst

Recommendation 6

3.2.25 The Committee recommends that Assistant Systems Analyst/Senior Assistant Systems Analysts who possess a Degree in Computer Science or an equivalent qualification and who have reached the top of their salary scale, should be allowed to proceed incrementally up to a maximum of two increments in the master salary scale through the grant of one increment every year provided 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.**

Other Observations

3.2.26 The Bureau wishes to highlight that in the Civil Service, duties regarding network administration are carried out by officers in the grades of Systems Analysts and Assistant Systems Analyst/Senior Assistant Systems Analysts. The Bureau therefore considers that the same arrangement should prevail in the Rodrigues Regional Assembly.

3.2.27 Furthermore, as regards Trainers in ICT, the Bureau views that freelance Trainers may be recruited or the Rodrigues Regional Assembly may have resort to contractual employment. The creation of a dedicated grade of Trainer would not fit in the structure and in our framework.

3.2.28 Moreover, the Bureau is conscious that the ICT Department needs to be adequately staffed to enable it to fully realise its goals. We are recommending accordingly.

Recommendation 7

3.2.29 We recommend that Management considers the advisability of increasing the establishment size of the posts of Systems Analyst and Assistant Systems Analyst/Senior Assistant Systems Analyst.

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	INFORMATION AND COMMUNICATION TECHNOLOGY
04 072 089	Rs 42325 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 ICT Manager
04 069 085	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Assistant ICT Manager (New Grade)
04 055 081	Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Systems Analyst Programme Officer (ICT) (New Grade)
04 044 078	Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 51575 Assistant Systems Analyst/Senior Assistant Systems Analyst
04 045 073	Rs 20050 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850 IT Technician (Roster) (New Grade)
04 030 064	Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 33425 Computer Support Officer (Roster) (Personal)
24 023 056	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 Computer Laboratory Auxiliary (New Grade)

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3.3 Industrial Development Division

- 3.3.1 The Industrial Development Division has, as mission, to act as a facilitator for Small and Medium Enterprises (SME) and entrepreneurial development and to be a focal point for both local and foreign entrepreneurs. In fulfilling its mission, the Industrial Development Division envisions to become a competitive, job oriented and thriving SME sector for Rodrigues.
- 3.3.2 Its main objectives include, among others, to: help in establishing a strong and vibrant private sector in Rodrigues; strengthen business environment; promote and facilitate the development of SMEs; act as a one-stop agency for potential and existing investors/entrepreneurs; and to formulate policies and plans to promote domestic and foreign investment.
- 3.3.3 The Division is staffed by one Analyst (Industry) and officers of the General Services Cadre.

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	INDUSTRIAL DEVELOPMENT DIVISION
02 054 081	Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Analyst (Industry)
08 027 060	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 (Personal)
08 026 059	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

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3.4 Cooperatives

- 3.4.1 The Cooperatives Division in Rodrigues acts as a facilitator in the consolidation, promotion and development of the Cooperative movement. It is responsible for the registration, auditing, supervision, inspection and monitoring of Cooperative Societies; providing training to cooperative entrepreneurs; assisting Cooperative Societies in professionalizing their activities to attain financial and functional autonomy and the settlement of disputes through Arbitration and Liquidation. Its statutory role is to ensure that the Cooperative Societies/ Federations comply with the provisions of the Cooperative Act 2005.
- 3.4.2 The Officer-in-Charge, Cooperatives, manages the day-to-day affairs of the Division and is supported in his task by an Assistant Officer-in-Charge, Cooperatives and staff of the Cooperative Officer Cadre and General Services.
- 3.4.3 Since the Division is delivering satisfactorily on its mandate, no change is proposed.

Cooperative Officer

- 3.4.4 A Qualification Bar (QB) has been inserted in the salary scale of the grade. Cooperative Officers possessing the Diploma in Cooperatives or the Diploma in Development Studies or who have successfully completed all papers of Fundamentals (Skills) formerly Part II of the ACCA Examination or an equivalent qualification should be allowed to proceed beyond the QB.

REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
COOPERATIVES	
18 063 077	Rs 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 Officer-in-Charge, Cooperatives
18 058 074	Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375 Assistant Officer-in-Charge, Cooperatives
18 052 073	Rs 23975 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850 Senior Cooperative Officer

Salary Code	Salary Scale and Grade
18 036 070	<p>Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275 QB 36200 x 1225 – 39575</p> <p>Cooperative Officer</p>
24 023 052	<p>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</p> <p>Driver (Roster)</p>
24 019 048	<p>Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475</p> <p>Office Care Attendant/Senior Office Care Attendant <i>formerly Office Caretaker</i></p>

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3.5 Human Resource Development Centre

- 3.5.1 The Human Resource Development Centre (HRDC) acts as a catalyst and facilitator for the promotion of capacity building in Rodrigues. Its objectives include, among others, to: promote Human Resource Development; stimulate a culture of training and life-long learning; reduce the mismatch between training needs and training offers; and to provide information, advice and guidance which enable students and trainees to make appropriate and effective decisions about learning, training and work.
- 3.5.2 The Centre organises part-time courses at Diploma, Graduate and Post-Graduate level in Rodrigues in collaboration with recognised institutions in Mauritius including the Mauritius Institute of Education, the University of Mauritius and the University of Technology, Mauritius. It also mounts and provides specialised training programmes in collaboration with training institutions in Mauritius as well as the Ministry of Civil Service and Administrative Reforms.
- 3.5.3 The Head, Human Resource Development Centre manages the Centre and is assisted in his tasks by the Coordinator, a Library Officer and supported by personnel of general services, technical and other occupational categories.
- 3.5.4 As the present structure is enabling the Centre to pursue efficiently and effectively its mandate, we are maintaining the existing arrangements while making appropriate provision for time off facilities for the grade of Coordinator, HRDC.

Time Off Facilities

- 3.5.5 The training programmes organized by the HRDC are very often delivered beyond normal working hours on weekdays as well as on Saturdays. It has been submitted that officers in the grade of Coordinator, HRDC are regularly called upon to work after normal working hours to deliver training programmes and these officers put in additional hours of work without any extra remuneration.
- 3.5.6 We are making appropriate provisions to address this issue.

Recommendation

- 3.5.7 We recommend that officers in the grade of Coordinator, HRDC, who are required to put in additional hours of work on a regularly basis to cope with the demands of their job should be granted equivalent time off for the extra hours put in. However, where it has not been possible for Management to grant, upon application, time off within a period of four consecutive months, the officers should be compensated at the normal hourly rate, subject to their having put in a minimum of 15 extra hours in a month.**

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	HUMAN RESOURCE DEVELOPMENT CENTRE
02 068 089	<p>Rs 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450</p> <p>Head, Human Resource Development Centre</p>
02 054 081	<p>Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450</p> <p>Co-ordinator, Human Resource Development Centre</p>
05 044 072	<p>Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325</p> <p>Library Officer</p>
16 040 065	<p>Rs 18075 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 34350</p> <p>Binding Supervisor</p>
08 027 060	<p>Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175</p> <p>Clerical Officer/Higher Clerical Officer (Personal)</p>
16 023 056	<p>Rs13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075</p> <p>Machine Minder (Bindery) (Rodrigues)</p>
24 019 048	<p>Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475</p> <p>Office Care Attendant/Senior Office Care Attendant <i>formerly Office Caretaker</i></p>
24 015 041	<p>Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450</p> <p>Handy Worker</p>

Salary Code	Salary Scale and Grade
24 001 038	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

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