4.0.1. The vision of the Commission is to ensure adequate and sustainable water supply and modern public infrastructure for the welfare of the population. The objectives of the Commission are, among others, to: ensure a sustainable infrastructural development of Rodrigues through the design, construction, maintenance and repair of roads, bridges and government buildings; enhance the quality of life of citizens and preserve the natural environment of Rodrigues; be efficient and excellence-oriented in the provision of its services; and implement successfully the free travel scheme.

4.1 Public Infrastructure

4.1.1 The Public Infrastructure Department is responsible for the construction and renovation of public buildings and other infrastructures; issue of building permits; construction of roads and track roads; and issue of burial permit.

4.1.2 There are two main arms of the Public Infrastructure Department, namely Administration and Technical Unit. The professional function is carried out by Engineers whereas the technical staff comprises Technical Officers (Civil Engineering) and the Inspectorate Cadre.

4.1.3 We are, in this Report, maintaining the current structures of the different units under the Public Infrastructure Department as they are fit-for-purpose. However, certain fees are being extended to officers of the Mechanical Workshop.

Special Professional Retention Allowance

4.1.4 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 fields of Engineering/Architecture/Quantity Surveying which were considered as scarcity areas.

4.1.5 Based on the survey carried out by the Bureau in context of the 2013 PRB Report, the SPRA was maintained as it served its purpose of retaining professionals of high calibre. Following the publication of the 2013 EOAC Report, officers in several other grades were listed for eligibility for SPRA without any stated justification.

4.1.6 In the context of this Review, Management, Unions and individual officers have made strong representations for maintaining SPRA and for extending same to other grades. The Bureau recently conducted a survey to determine the extent to which professionals of high calibre and possessing scarce skills are leaving the public sector, and also to assess the market value of these professionals. However, it is worth noting that the survey revealed that there are no serious recruitment and retention problems in the Engineering/Architecture/Quantity Surveying fields. Besides, the labour market has an over-supply of qualified candidates in these fields.
4.1.7 It is also worth highlighting that some organisations have not responded to the survey carried out and as such the Bureau has not been able to ascertain whether these organisations are still encountering difficulties in recruiting and retaining professionals of right profile and calibre in the Engineering/Architecture/Quantity Surveying fields. Though some organisations did not respond to the survey, they have nevertheless made representations for maintaining SPRA and extending it to other categories of professionals.

4.1.8 In the given circumstances and taking into consideration: (i) the findings of the survey; (ii) representations from stakeholders; and (iii) position of concerned organisations, we are in this Report maintaining the payment of the SPRA to eligible officers in post as at 31 December 2015 up to 31 December 2016.

Recommendation 1

4.1.9 We recommend that officers in the Civil Engineering, Mechanical Engineering, Quantity Surveying and Architecture cadres eligible for the payment of the Special Professional Retention Allowance as at 31 December 2015 should continue to be paid same up to 31 December 2016 as specified in the following table:

<table>
<thead>
<tr>
<th>Salary</th>
<th>SPRA % of monthly salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rs 29400 up to Rs 62950 and reckoning at least 10 years’ service in their respective grade</td>
<td>7</td>
</tr>
<tr>
<td>Above Rs 62950 and up to Rs 70450</td>
<td>7</td>
</tr>
</tbody>
</table>

4.1.10 We also recommend that those officers who:

(i) leave the service prior to the age at which they may retire without the approval of the appropriate Service Commission (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 appropriate Service Commission 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 appropriate Service Commission.

However, provisions made at (i) and (ii) above, should not apply to officers retiring as per their new compulsory retirement age or on medical ground.
4.1.11 All officers in the Engineering/Architecture/Quantity Surveying fields 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.

Recruitment Procedures
Recommendation 2

4.1.12 We recommend that recruitment to the grade of Tradesman’s Assistant should continue to be opened also to candidates from outside the service who have successfully followed technical courses in the relevant fields at the MITD, Lycée Polytechnique or College of Gabriel.

**SALARY SCHEDULE**

<table>
<thead>
<tr>
<th>Salary Code</th>
<th>Salary Scale and Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>02 000 100</td>
<td>PUBLIC INFRASTRUCTURE (Administration)</td>
</tr>
<tr>
<td></td>
<td>Rs 101000</td>
</tr>
<tr>
<td></td>
<td>Departmental Head</td>
</tr>
<tr>
<td>02 055 081</td>
<td>Rs 26300 $x$ 775 – 32500 $x$ 925 – 37125 $x$ 1225 – 40800 $x$ 1525 – 49950 $x$ 1625 – 56450</td>
</tr>
<tr>
<td></td>
<td>Administrative Officer</td>
</tr>
<tr>
<td>08 056 076</td>
<td>Rs 27075 $x$ 775 – 32500 $x$ 925 – 37125 $x$ 1225 – 40800 $x$ 1525 – 48425</td>
</tr>
<tr>
<td></td>
<td>Office Management Executive</td>
</tr>
<tr>
<td>08 050 069</td>
<td>Rs 22575 $x$ 625 – 23200 $x$ 775 – 32500 $x$ 925 – 37125 $x$ 1225 – 38350</td>
</tr>
<tr>
<td></td>
<td>Higher Executive Officer (Rodrigues) (Personal)</td>
</tr>
<tr>
<td>08 046 065</td>
<td>Rs 20525 $x$ 475 – 21950 $x$ 625 – 23200 $x$ 775 – 32500 $x$ 925 – 34350</td>
</tr>
<tr>
<td></td>
<td>Office Supervisor</td>
</tr>
<tr>
<td>08 049 070</td>
<td>Rs 21950 $x$ 625 – 23200 $x$ 775 – 32500 $x$ 925 – 37125 $x$ 1225 – 39575</td>
</tr>
<tr>
<td></td>
<td>Office Management Assistant</td>
</tr>
<tr>
<td></td>
<td><em>formerly General Services Executive (RRA)</em></td>
</tr>
<tr>
<td>Salary Code</td>
<td>Salary Scale and Grade</td>
</tr>
<tr>
<td>-------------</td>
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</tr>
<tr>
<td>08 043 069</td>
<td>Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350</td>
</tr>
<tr>
<td>Confidential Secretary</td>
<td></td>
</tr>
<tr>
<td>formerly Confidential Clerk/Senior Confidential Clerk</td>
<td></td>
</tr>
<tr>
<td>08 027 062</td>
<td>Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725</td>
</tr>
<tr>
<td>Management Support Officer (Personal)</td>
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</tr>
<tr>
<td>formerly General Services Officer (RRA)</td>
<td></td>
</tr>
<tr>
<td>08 027 060</td>
<td>Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175</td>
</tr>
<tr>
<td>Clerical Officer/Higher Clerical Officer (Personal)</td>
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</tr>
<tr>
<td>08 026 059</td>
<td>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</td>
</tr>
<tr>
<td>Word Processing Operator</td>
<td></td>
</tr>
<tr>
<td>24 030 054</td>
<td>Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525</td>
</tr>
<tr>
<td>Driver (Mechanical Unit)</td>
<td></td>
</tr>
<tr>
<td>22 021 054</td>
<td>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</td>
</tr>
<tr>
<td>Receptionist/Telephone Operator</td>
<td></td>
</tr>
<tr>
<td>24 036 052</td>
<td>Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975</td>
</tr>
<tr>
<td>Head Office Care Attendant</td>
<td></td>
</tr>
<tr>
<td>formerly Senior/Head Office Caretaker</td>
<td></td>
</tr>
<tr>
<td>24 023 052</td>
<td>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</td>
</tr>
<tr>
<td>Driver (Roster)</td>
<td></td>
</tr>
<tr>
<td>24 022 051</td>
<td>Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200</td>
</tr>
<tr>
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</tr>
<tr>
<td>Salary Code</td>
<td>Salary Scale and Grade</td>
</tr>
<tr>
<td>-------------</td>
<td>------------------------</td>
</tr>
<tr>
<td>21 019 046</td>
<td>Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20525</td>
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<tr>
<td></td>
<td>Storekeeper (Rodrigues)</td>
</tr>
<tr>
<td>24 019 048</td>
<td>Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475</td>
</tr>
<tr>
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<td>Office Care Attendant/Senior Office Care Attendant</td>
</tr>
<tr>
<td></td>
<td>formerly Office Caretaker</td>
</tr>
<tr>
<td>24 017 043</td>
<td>Rs 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200</td>
</tr>
<tr>
<td></td>
<td>Handy Worker (Special Class)</td>
</tr>
<tr>
<td>24 016 043</td>
<td>Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200</td>
</tr>
<tr>
<td></td>
<td>Stores Attendant</td>
</tr>
<tr>
<td>24 001 038</td>
<td>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</td>
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<tr>
<td></td>
<td>General Worker</td>
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</tbody>
</table>

**TECHNICAL UNIT**

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<thead>
<tr>
<th>Salary Code</th>
<th>Salary Scale and Grade</th>
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</thead>
<tbody>
<tr>
<td>26 075 089</td>
<td>Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450</td>
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<tr>
<td></td>
<td>Head, Public Infrastructure</td>
</tr>
<tr>
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<td>formerly Officer-in-Charge, Public Infrastructure</td>
</tr>
<tr>
<td>26 059 085</td>
<td>Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950</td>
</tr>
<tr>
<td></td>
<td>Architect/Senior Architect</td>
</tr>
<tr>
<td></td>
<td>Engineer/Senior Engineer (Civil)</td>
</tr>
<tr>
<td></td>
<td>Quantity Surveyor/Senior Quantity Surveyor</td>
</tr>
<tr>
<td>22 059 085</td>
<td>Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950</td>
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<tr>
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<td>Electrical Engineer/Senior Electrical Engineer</td>
</tr>
<tr>
<td>Salary Code</td>
<td>Salary Scale and Grade</td>
</tr>
<tr>
<td>-------------</td>
<td>------------------------</td>
</tr>
<tr>
<td>26 053 055</td>
<td>Rs 24750 x 775 – 26300</td>
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<tr>
<td></td>
<td>Trainee Architect</td>
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<tr>
<td></td>
<td>Trainee Civil Engineer</td>
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<tr>
<td></td>
<td>Trainee Engineer</td>
</tr>
<tr>
<td>22 053 055</td>
<td>Rs 24750 x 775 – 26300</td>
</tr>
<tr>
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<td>Trainee Engineer</td>
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<tr>
<td>26 044 072</td>
<td>Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325</td>
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<tr>
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<td>Technical Officer (Civil Engineering)</td>
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<td>26 061 076</td>
<td>Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425</td>
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<td>Chief Inspector of Works</td>
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<tr>
<td>26 056 072</td>
<td>Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325</td>
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<td>Senior Inspector of Works</td>
</tr>
<tr>
<td>26 048 067</td>
<td>Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200</td>
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<tr>
<td></td>
<td>Inspector of Works</td>
</tr>
<tr>
<td>26 029 062</td>
<td>Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725</td>
</tr>
<tr>
<td></td>
<td>Assistant Inspector of Works</td>
</tr>
<tr>
<td>24 030 054</td>
<td>Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525</td>
</tr>
<tr>
<td></td>
<td>Driver (Heavy Vehicles above 5 tons)</td>
</tr>
<tr>
<td>26 024 026</td>
<td>Rs 13270 x 260 – 13790</td>
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<tr>
<td></td>
<td>Trainee Assistant Inspector of Works</td>
</tr>
<tr>
<td>26 038 066</td>
<td>Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275</td>
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<tr>
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<td>Technical Design Officer</td>
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<tr>
<td>26 028 030</td>
<td>Rs 14325 x 275 – 14875</td>
</tr>
<tr>
<td></td>
<td>Trainee Technical Design Officer</td>
</tr>
<tr>
<td>Salary Code</td>
<td>Salary Scale and Grade</td>
</tr>
<tr>
<td>--------------</td>
<td>---------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>25 041 060</td>
<td>Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175</td>
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<tr>
<td></td>
<td></td>
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<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>18 024 063</td>
<td>Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500</td>
</tr>
<tr>
<td>24 018 045</td>
<td>Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050</td>
</tr>
<tr>
<td>24 015 040</td>
<td>Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18075</td>
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<td>25 025 054</td>
<td>Rs 13530 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 23200 x 775 – 25525</td>
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<tr>
<td>25 023 052</td>
<td>Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 23975</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>24 027 051</td>
<td>Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200</td>
</tr>
<tr>
<td>24 036 056</td>
<td>Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075</td>
</tr>
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<td>Salary Scale and Grade</td>
</tr>
<tr>
<td>-------------</td>
<td>------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>25 022 051</td>
<td>Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200</td>
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<tr>
<td></td>
<td>Barbender</td>
</tr>
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<tr>
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<td>Plant and Equipment Operator</td>
</tr>
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<td>24 020 046</td>
<td>Rs 12230 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20525</td>
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<tr>
<td></td>
<td>Waste Water Pipe Cleaner (Roster)</td>
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<tr>
<td>24 019 045</td>
<td>Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050</td>
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<tr>
<td></td>
<td>Seamstress</td>
</tr>
<tr>
<td>24 018 044</td>
<td>Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575</td>
</tr>
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<td></td>
<td>Security Guard</td>
</tr>
<tr>
<td>24 017 043</td>
<td>Rs 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200</td>
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<td>Handy Worker (Special Class)</td>
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<tr>
<td>24 016 042</td>
<td>Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825</td>
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<td>Sprayer Operator</td>
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<tr>
<td></td>
<td>Stone Breaker</td>
</tr>
<tr>
<td>25 016 042</td>
<td>Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825</td>
</tr>
<tr>
<td></td>
<td>Tradesman's Assistant</td>
</tr>
<tr>
<td></td>
<td>Tradesman's Assistant (Blacksmith)</td>
</tr>
<tr>
<td></td>
<td>Tradesman's Assistant (Carpenter)</td>
</tr>
<tr>
<td></td>
<td>Tradesman's Assistant (Cabinet Maker)</td>
</tr>
<tr>
<td></td>
<td>Tradesman's Assistant (Electrician)</td>
</tr>
<tr>
<td></td>
<td>Tradesman's Assistant (Mason)</td>
</tr>
<tr>
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<td>Tradesman's Assistant (Painter)</td>
</tr>
<tr>
<td></td>
<td>Tradesman's Assistant (Welder)</td>
</tr>
<tr>
<td>24 015 041</td>
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<tr>
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<td>Handy Worker</td>
</tr>
<tr>
<td>Salary Code</td>
<td>Salary Scale and Grade</td>
</tr>
<tr>
<td>------------</td>
<td>---------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>24 015 040</td>
<td>Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18075</td>
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<td>Lorry Loader</td>
</tr>
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<td>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</td>
</tr>
<tr>
<td></td>
<td>General Worker</td>
</tr>
</tbody>
</table>

************
4.2 Housing

4.2.1 The Housing Unit is responsible for the social housing development in Rodrigues. Its objective is to facilitate access to housing provision for lower socio-economic segment of the population.

4.2.2 An Engineer/Senior Engineer (Civil) is responsible for the overall management of the Unit and support is provided by officers in the grade of Assistant Inspector of Works.

<table>
<thead>
<tr>
<th>Salary Code</th>
<th>Salary Scale and Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>HOUSING UNIT</strong></td>
<td></td>
</tr>
<tr>
<td>26 059 085</td>
<td>Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950</td>
</tr>
<tr>
<td>Engineer/Senior Engineer (Civil)</td>
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</tr>
<tr>
<td>26 029 063</td>
<td>Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500</td>
</tr>
<tr>
<td>Assistant Inspector of Works (Personal to officers in post as at 31.12.15)</td>
<td></td>
</tr>
<tr>
<td>26 029 062</td>
<td>Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725</td>
</tr>
<tr>
<td>Assistant Inspector of Works (Future Holder)</td>
<td></td>
</tr>
</tbody>
</table>

************
4.3 National Transport Authority

4.3.1 As a regulatory body, the main functions of the sub-office of the National Transport Authority are the registration and transfer of ownership for motor vehicles; licensing of motor vehicles; collection of road tax and licence fees; examination of motor vehicles as to their road worthiness; licensing of bus conductor; enforcement of road transport legislation and monitoring the level of public transport; control of paid parking zones; keeping statistics relating to motor vehicles; students pass and school bus services.

4.3.2 The Office implements approved policies in line with the National Transport Authority in Mauritius and ensures enforcement of the relevant provisions of the Road Traffic Act. It is manned by a Senior Road Transport Inspector, three Road Transport Inspectors and officers in the General Services grades.

4.3.3 The present structure is serving its purpose and is being maintained.

Hours of Work

4.3.4 Officers in the grades of Road Transport Inspector and Senior Road Transport Inspector are required to work on roster on a six-day week basis, based on operational needs of the Authority and this element has been taken into consideration in working out the salaries of the grades.

SALARY SCHEDULE

<table>
<thead>
<tr>
<th>Salary Code</th>
<th>Salary Scale and Grade</th>
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</thead>
<tbody>
<tr>
<td>18 052 073</td>
<td><strong>NATIONAL TRANSPORT AUTHORITY</strong></td>
</tr>
<tr>
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<td>Rs 23975 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850</td>
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<td>Senior Road Transport Inspector (Roster)</td>
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<td>18 044 070</td>
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</tr>
<tr>
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<td>Management Support Officer (Personal)</td>
</tr>
<tr>
<td></td>
<td>formerly General Services Officer (RRA)</td>
</tr>
<tr>
<td>08 027 060</td>
<td>Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175</td>
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<tr>
<td></td>
<td>Clerical Officer/Higher Clerical Officer (Personal)</td>
</tr>
<tr>
<td>Salary Code</td>
<td>Salary Scale and Grade</td>
</tr>
<tr>
<td>------------</td>
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</tr>
<tr>
<td>24 019 048</td>
<td>Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475</td>
</tr>
<tr>
<td></td>
<td>Office Care Attendant/Senior Office Care Attendant</td>
</tr>
<tr>
<td></td>
<td>formerly Office Caretaker</td>
</tr>
</tbody>
</table>

* * * * * * * * *
4.4 Mechanical Workshop

4.4.1 The services provided at the Mechanical Workshop are repairs, maintenance and servicing of government vehicles as well as examination of private vehicles for the issue of fitness certificates on behalf of the National Transport Authority.

4.4.2 In the absence of a Mechanical Engineer/Senior Mechanical Engineer, it is the Technical Officer (Mechanical) who is responsible for the examination and evaluation of vehicles. He also advises on the model and types of cars to be used by handicapped persons. Representations have been received for the payment of fees and allowances to the Technical Officer (Mechanical) who is presently performing these duties. We are, therefore, making appropriate provision to this effect.

4.4.3 With the filling of the vacant post of Mechanical Engineer/Senior Mechanical Engineer, the fees and allowances granted to the Technical Officer (Mechanical) would lapse and the Mechanical Engineer/Senior Mechanical Engineer in post should be paid the fees and allowances as recommended for Mechanical Engineers at the Ministry of Public Infrastructure and Land Transport. However, we are maintaining the payment of the Duty Allowance to the Technical Officer (Mechanical) when he is required to examine government vehicles involved in accidents after normal working hours.

Survey Fees
Recommendation 1

4.4.4 We recommend that a survey fee of Rs 650 per examination be paid to the Technical Officer (Mechanical) for examining vehicles purchased duty free by public officers and taxi owners involved in accidents and declared total loss by insurance companies.

Examination Fees
Recommendation 2

4.4.5 We also recommend the payment of an examination fee of Rs 650 per examination to the Technical Officer (Mechanical) who is required to carry out examination of vehicles for road worthiness outside normal working hours.

Duty Allowance

4.4.6 A Duty Allowance of Rs 1000 is being provided for the Technical Officer (Mechanical) who examines, assesses, evaluates and reports on damages sustained by government vehicles involved in accidents after normal working hours. We are maintaining the quantum of the Duty Allowance.

Recommendation 3

4.4.7 We recommend that a Duty Allowance of Rs 1000 monthly should continue to be paid to the Technical Officer (Mechanical) who is required to examine government vehicles involved in accidents after normal working hours.
<table>
<thead>
<tr>
<th>Salary Code</th>
<th>Salary Scale and Grade</th>
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<tr>
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<td>Mechanical Engineer/Senior Mechanical Engineer</td>
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<tr>
<td>26 055 081</td>
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<td>Plant and Equipment Manager</td>
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<tr>
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<td>Technical Officer (Mechanical)</td>
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<td>22 026 059</td>
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<tr>
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<td>Automobile Electronics Technician</td>
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<tr>
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<td>Rs 24750 x 775 – 26300</td>
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<tr>
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<td>Trainee Mechanical Engineer</td>
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<td>25 041 060</td>
<td>Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175</td>
</tr>
<tr>
<td></td>
<td>Chief Mechanic</td>
</tr>
<tr>
<td></td>
<td>Chief Panel Beater</td>
</tr>
<tr>
<td></td>
<td>Foreman</td>
</tr>
<tr>
<td>08 027 060</td>
<td>Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175</td>
</tr>
<tr>
<td></td>
<td>Clerical Officer/Higher Clerical Officer (Personal)</td>
</tr>
<tr>
<td>Salary Code</td>
<td>Salary Scale and Grade</td>
</tr>
<tr>
<td>--------------</td>
<td>------------------------------------------------------------------------------------------------------------------------------------------------------</td>
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</tbody>
</table>
| 25 023 052   | 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  
Automobile Electrician  
Coach Painter  
Diesel Fitter Mechanic  
Electrician  
Fitter  
Motor Diesel Mechanic  
Panel Beater  
Tinsmith  
Turner and Machinist  
Welder  
Upholsterer |
| 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  
Vulcaniser |
| 24 027 051   | Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200  
Field Supervisor |
| 24 022 051   | Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200  
Driver |
| 21 019 046   | Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20525  
Storekeeper (Rodrigues) |
| 24 019 048   | Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475  
Office Care Attendant/Senior Office Care Attendant  
 formerly Office Caretaker |
| 24 019 045   | Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050  
Toolskeeper |
| 24 018 044   | Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575  
Security Guard |
<table>
<thead>
<tr>
<th>Salary Code</th>
<th>Salary Scale and Grade</th>
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<tbody>
<tr>
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<td>Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825</td>
</tr>
<tr>
<td></td>
<td>Tradesman's Assistant (Automobile)</td>
</tr>
<tr>
<td></td>
<td>Tradesman's Assistant (Motor Diesel Mechanic)</td>
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<tr>
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<td>Tradesman's Assistant (Panel Beater)</td>
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<td>Tradesman's Assistant (Welder)</td>
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<tr>
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<td>Tradesman's Assistant (Fitter)</td>
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<td>Stores Attendant</td>
</tr>
<tr>
<td>24 001 038</td>
<td>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</td>
</tr>
<tr>
<td></td>
<td>General Worker</td>
</tr>
</tbody>
</table>

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4.5 Water Resources Unit

4.5.1 The Water Resources Unit ensures that potable water is supplied to consumers on a regular basis and promotes rainwater harvesting. The objectives of the Unit are to provide adequate infrastructure to enhance water production and storage capacity in Rodrigues to cater for the present and future socio-economic development needs; ensure that water which is supplied to consumers are of an acceptable quality standard and at reasonable frequency; and monitor the yields of boreholes, springs, river intakes, dams, desalination plants and brackish water treatment plants.

4.5.2 At present, the Unit is staffed by officers in the professional and technical cadres. We are maintaining the present organisational set up.

**SALARY SCHEDULE**

<table>
<thead>
<tr>
<th>Salary Code</th>
<th>Salary Scale and Grade</th>
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<tbody>
<tr>
<td><strong>WATER RESOURCES UNIT</strong></td>
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</tr>
<tr>
<td>26 075 089</td>
<td>Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450</td>
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<tr>
<td>Head, Water Resources Unit</td>
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<td><em>formerly Officer-in-Charge, Water Resources Unit</em></td>
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</tr>
<tr>
<td>26 059 085</td>
<td>Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950</td>
</tr>
<tr>
<td>Engineer/Senior Engineer (Civil)</td>
<td></td>
</tr>
<tr>
<td>Mechanical Engineer/Senior Mechanical Engineer</td>
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</tr>
<tr>
<td>26 059 081</td>
<td>Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450</td>
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<tr>
<td>Hydrological Officer</td>
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<td>26 056 072</td>
<td>Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325</td>
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<td>Senior Inspector of Works</td>
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<td>26 048 067</td>
<td>Rs 21475 x 475 - 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200</td>
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<td>Inspector of Works</td>
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<td>Salary Code</td>
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</tr>
<tr>
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<tr>
<td>26 029 063</td>
<td>Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500</td>
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<tr>
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<td>Assistant Inspector of Works (Personal to officers in post as at 31.12.15)</td>
</tr>
<tr>
<td>26 029 062</td>
<td>Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725</td>
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<td>Assistant Inspector of Works (Future Holder)</td>
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<td>Rs 13270 x 260 – 13790</td>
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<td>Trainee Assistant Inspector of Works</td>
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<tr>
<td>19 036 066</td>
<td>Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275</td>
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<td>Laboratory Technician</td>
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<td>Rs 21950 x 625 – 23200 x 775 – 32500</td>
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<td>Workshop Supervisor</td>
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<tr>
<td>25 041 060</td>
<td>Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175</td>
</tr>
<tr>
<td></td>
<td>Chief Plumber and Pipe Fitter</td>
</tr>
<tr>
<td></td>
<td>Chief Pump Mechanic</td>
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<tr>
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<td>Foreman</td>
</tr>
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<td>Driver (Heavy Vehicles above 5 tons)</td>
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<td>Driver (Mechanical Unit)</td>
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<td>25 023 052</td>
<td>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</td>
</tr>
<tr>
<td></td>
<td>Electrician</td>
</tr>
<tr>
<td></td>
<td>Mason</td>
</tr>
<tr>
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<td>Motor Diesel Mechanic</td>
</tr>
<tr>
<td></td>
<td>Plumber and Pipe Fitter</td>
</tr>
<tr>
<td></td>
<td>Pump Mechanic</td>
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<tr>
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<td>Salary Scale and Grade</td>
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| 24 036 056  | Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075  
Senior Field Supervisor |
| 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) |
| 24 027 051  | Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200  
Field Supervisor |
| 24 022 051  | Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200  
Driver |
| 24 020 046  | Rs 12230 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20525  
Operator Pumping Station (Rodrigues) (Roster)  
Water Supply Attendant (Roster) |
| 24 019 048  | Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475  
Office Care Attendant/Senior Office Care Attendant  
*formerly Office Caretaker* |
| 24 018 044  | Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575  
Security Guard |
| 24 016 042  | Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825  
Stone Breaker |
| 24 016 043  | Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200  
Stores Attendant |
<table>
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<th>Salary Code</th>
<th>Salary Scale and Grade</th>
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<tbody>
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<td>25 016 042</td>
<td>Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825</td>
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<tr>
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<td>Tradesman’s Assistant (Electrician)</td>
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<td>Tradesman’s Assistant (Mason)</td>
</tr>
<tr>
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<td>Lorry Loader</td>
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<td>General Worker</td>
</tr>
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</table>

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