

33. MINISTRY OF INFORMATION TECHNOLOGY, COMMUNICATION AND INNOVATION

- 33.1 The Ministry of Information Technology, Communication and Innovation (MITCI) is entrusted with the responsibility of providing a high speed communication infrastructure, developing a digital economy and strengthening innovation in industry by improving delivery of service as well as the dissemination of information through the optimal use of emerging technologies. In so doing, the MITCI envisions to transform Mauritius into a well-connected, knowledge-based and high income society.
- 33.2 Formulating policies and providing the necessary legal framework for the development of ICT and its optimal use across all sectors; facilitating, through the implementation of an E-Government programme, the provision of Government services electronically anytime, anywhere for the greater convenience of the public; ensuring that the ICT culture permeates all levels of the society to bridge the digital divide to the extent possible; encouraging the development of ICT enabled services including e-business and promoting capacity building in ICT, are some of the key tasks of the MITCI.
- 33.3 The above services are provided through four main departments namely the Central Informatics Bureau (CIB), the Central Information Systems Division (CISD), the Data Protection Office (DPO) and the IT Security Unit (ITSU). Besides these, there are several other bodies which are accountable to the MITCI such as National Computer Board (NCB), ICT Appeal Tribunal, Mauritius Research and Innovation Council (MRIC), State Informatics Limited (SIL), Mauritius Post Limited (MPL) and Mauritius Telecom. A Permanent Secretary presently heads the Ministry and he is responsible for ensuring that all these departments/bodies work towards achieving the Government's vision relating to the ICT Sector. He is assisted in his tasks by officers in professional, technical and administrative cadres as well as officers in grades pertaining to the General Services.
- 33.4 In the Budget 2016/2017, Government announced the merger of the CIB, CISD and the ITSU as one single integrated unit. We have been apprised that the establishment of this new Unit would lead to a complete restructuring of these departments and that, up to now, no consensus has been reached on the model to be adopted regarding this merger. Hence, no proposal related thereto has been submitted to the Bureau in the context of this Report.
- 33.5 We have also been informed that, at its meeting of 27 September 2019, the Cabinet decided that two departments of the NCB namely the Computer Emergency Response Team Mauritius (CERTMU) and the Government Online Centre (GOC) should be integrated as departments under the MITCI. In this respect, the MITCI proposed to regroup the CERTMU and the ITSU into a single Unit given their complementary nature and requested that grades be created to absorb the existing officers into the new Unit. It also submitted for the creation of levels to absorb the officers of the GOC. Since the merging of the two Units and the creation of the additional levels entailed wide implications, the more so the officers of CERTMU and GOC have been recruited under

a different regime compared to the one prevailing in the Civil Service, we advised the MITCI to re-examine the proposed structure.

- 33.6 However, no further submission was received at the time of drafting of this Report. As a result thereof, we are not making any recommendation relating to the new structure. The Bureau would, nonetheless, examine the matter as and when the required information is submitted. The other proposals received regarding the different departments of the MITCI are dealt with in details under the respective departments. As regards the request for the grade of Chief Technical Officer to be restyled Chief Technology Officer, we could not accede to same as we consider the existing job title to be appropriate, the more so it is in alignment with what obtains for similar positions in other fields. Furthermore, we could not retain the proposal for the creation of a permanent level of Head, ICT. We have, nevertheless, reviewed the mode of compensation to officers who are designated as Head, ICT. We have also, in this Report, brought amendments to a few schemes of service and improved certain conditions of service which are specific to officers of the IT sector. Existing provisions regarding the setting up of a Standing Committee and provision of training are also being maintained. As regards the requests for alignment/upgrading of salaries of the various grades, same have been given due consideration in our job evaluation exercise.

Creation of departmental IT structure/grades

- 33.7 In the context of our last Report, we received many proposals from Ministries/Departments for the creation of departmental IT grades. However, as the accountability for bringing computerisation and e-Government initiatives in the Civil Service as well as catering for all IT needs of Ministries/Departments is vested to the MITCI, we could not accede to the requests. Instead, we recommended the setting up of a Standing Committee to examine the need for the creation of these grades and address other specific IT related problems.
- 33.8 As the Standing Committee has not been set up, we have received numerous requests for the creation of departmental grades for this review exercise. We have carefully examined the rationale given in regard to these proposals and noted that in most cases the demands were principally triggered by the lack of IT staff either on a full time or part time basis, which was adversely affecting service delivery in these Ministries/Departments.
- 33.9 Nevertheless, we still maintain that the MITCI needs to reconsider its existing policies and arrangements regarding the provision of IT services in the Civil Service. The recommendation made in our last Report for the setting up of the Standing Committee is, thus, being upheld.

Recommendation 1

33.10 We recommend that the Ministry of Public Service, Administrative and Institutional Reforms (MPSAIR) should consider the advisability of setting up a Standing Committee, under its chairmanship and comprising representatives of the Ministry of Information Technology, Communication and Innovation; Ministry of Finance, Economic Planning and Development and the Pay Research Bureau. The Committee would be required to examine the dire need for creating departmental IT grades in Ministries/Departments and address other specific IT related problems which would enhance service delivery.

Provision of Training

33.11 As IT is a very dynamic and evolving sector, there is need for the officers to continuously keep abreast of latest technologies in the field and enrich their knowledge and skills in the domain to remain effective. In this respect, we urged Management in our last Report, to make arrangements for the dispensing of appropriate training, both locally and abroad, to its IT staff and to put in place a system of rotation to update the knowledge and skills of these officers. This provision should continue to be in force.

Recommendation 2

33.12 We recommend that:

- (i) the MITCI should make proper arrangements to provide continuous training to its IT staff to update their knowledge and skills. It should also ensure that the officers are provided with opportunities to follow training courses, attend workshops and seminars both locally and abroad; and**
- (ii) the posting of officers in specific units or organisations should be done on a rotational basis to enable the officers to be acquainted with all aspects of the job.**

IT SECURITY UNIT (ITSU)

33.13 Established in 2004, the IT Security Unit (ITSU) is the key contact point for IT Security in Government. To this end, the Unit is responsible for implementing Government policies with regards to IT Security; assisting Ministries/Departments in the implementation of security standards; disseminating information on IT Security and carrying out security audits.

33.14 The Head, ITSU is at the apex of the Unit and he is assisted in his duties by Programme Managers, ITSU. Necessary support is also provided by officers of the General Services grades. The main proposals of the Unions, in the context of this report, are to create a level of Deputy Director; merge and restyle the existing position of Programme Manager to Assurance Manager and to rename the Unit as Information Security Assurance Bureau.

33.15 We have been informed that the MITCI is in the process of finalising a Cybersecurity and Cybercrime Bill which will lead to a reorganisation of the activities of the ITSU and

CERTMU as both would be regrouped into a single unit. In view of the imminent restructuring exercise, we consider that it would not be appropriate to bring any change to the existing structure. The present set up of the ITSU is, thus, being upheld.

CENTRAL INFORMATICS BUREAU

- 33.16 The Central Informatics Bureau (CIB), which was set up in 1989, is responsible for promoting e-Governance through the provision of project management, consultancy and advisory services to Ministries and Departments for the successful implementation of e-Government projects.
- 33.17 It promotes rationalisation and sharing of information across the Civil Service through ICT; trains officers to enable them to effectively use ICT in the performance of their day-to-day work; propagates the ICT culture within the Civil Service; and assists Ministries and Departments in improving effectiveness and efficiency of Government services through the innovative use of Information and Communication Technologies.
- 33.18 The organisation structure of the CIB is made up of a four-level hierarchy comprising the grades of Programme Manager, CIB; Lead Programme Manager, CIB; Deputy Director, CIB and the Director, CIB at the apex level.
- 33.19 The main proposal regarding the CIB for this review exercise is to uplift the salaries of various levels in view of the important role of the CIB in bringing digital transformation in the Civil Service. Requests were also made for the grant of various allowances. We have, in this respect, re-assessed the grades and consider the salaries of the different levels to be appropriate.
- 33.20 Overall, we consider the present organisation set up to be adequate to enable the CIB to effectively deliver on its mandate. However, we are reviewing the schemes of service of the first two levels to match with the evolution in the jobs.

Schemes of Service - Programme Manager, CIB

Lead Programme Manager, CIB

- 33.21 A request has been made by Management for the schemes of service of the grades of Lead Programme Manager, CIB and Programme Manager, CIB to be amended with a view to integrate duties pertaining to IT security project management, project governance, project management methodologies and project evaluation. As mentioned earlier, the IT sector is a very dynamic one, requiring officers to constantly update their skills and knowledge. Likewise, we staunchly believe that the schemes of service of these grades cannot remain static and need to be amended to reflect the evolution in the jobs. We are making appropriate recommendation in that direction.

Recommendation 3

- 33.22 We recommend that the schemes of service of the grades of Programme Manager, CIB and Lead Programme Manager, CIB be amended to include the duties of IT Security project management, project governance, project**

management methodologies and project evaluation. These elements have been taken into consideration in arriving at the recommended salary of the grades.

Spearheading E-Government Initiatives

33.23 With a view to identifying ways and means to computerise work processes and accelerate the progression for implementation of IT projects, we made provision in our previous Report, for Programme Managers, CIB and Lead Programme Managers, CIB to be posted to Ministries/Departments. As per this arrangement, the CIB Officers should operate for most of their time on the site/s where they are posted, until successful completion and implementation of the projects.

33.24 While the staff side has made proposal for the present provision to be waived, Management, on its part, has requested that it be maintained. After having carefully examined the request of both sides, we consider that the present arrangement should be maintained for the proper implementation of e-Government projects and systems in the Civil Service. The Bureau also has to underscore that the issue of shortage of staff, which was extensively discussed in our previous Reports, was raised with Management in the course of this exercise and the latter has apprised that this matter would be addressed shortly. We are, therefore, reiterating our previous recommendations for the posting of CIB officers to Ministries/Departments and the increase in their establishment size.

Recommendation 4

33.25 We recommend that Management should:

- (i) consider the advisability of reviewing the mode of operation at the Central Informatics Bureau, so that Programme Managers, CIB and Lead Programme Managers, CIB are posted to Ministries/Departments. The role of the CIB Officers would consist in identifying ways and means to computerise work processes with the collaboration of senior officers of the Ministry/Department. Once a computerisation project has been identified, the CIB Officer would be responsible to lead the project in collaboration with support staff from the Central Information Systems Division (CISD); and**
- (ii) consider increasing the establishment size of the grades of Programme Manager, CIB, and Lead Programme Manager, CIB.**

CENTRAL INFORMATION SYSTEMS DIVISION

33.26 Known as the Data Processing Division (DPD) at its inception in 1971, the Central Information Systems Division (CISD) is responsible for providing ICT support services to Ministries/Departments and is mainly concerned with the operational aspects of ICT Projects.

33.27 Its main services include, amongst others; maintenance of Government payroll system; development and maintenance of Government websites; administration of the Government Email Services (GES); application development and implementation;

database, system and network administration; application software maintenance; commissioning of computer equipment; first-level technical support on PC hardware and software; and provision of central backup service for data in Ministries and Departments.

- 33.28 The Department is headed by the Director, CISD and he is assisted in his duties by a Deputy Director, CISD and Technical Managers. The department is also staffed by officers in the Systems Analyst Cadre as well as officers in the grades of Operations Manager, Assistant Operations Manager and Computer Support Officer/Senior Computer Support Officer (Roster), amongst others.
- 33.29 In the context of this review exercise, while the Unions made demands for new grades of ICT Manager and Principal IT Officer, Management submitted proposals for the creation of the grades of Head, ICT, Software Engineer and Network/Systems Engineer. The creation of all these levels could not be considered for lack of functional justifications and the parties were provided with the necessary explanations related thereto during the meetings.
- 33.30 The proposal to merge the grades of Systems Analyst and Senior Systems Analyst could also not be retained in view of the supervisory function presently being carried out by the higher level. A request was equally received for the grade of Systems Analyst to be opened to Assistant Systems Analyst/Senior Assistant Systems Analysts holding a degree but not in IT related fields. The parties concerned were lengthily explained as to why the request would not be technically in order. Further, we could not agree for the restyling of the grade of Computer Support Officer/Senior Computer Support Officer into that of IT Officer/Senior IT Officer in view of technical implications. The parties concerned had been so informed and had been advised to submit alternative job titles to the Bureau for examination which we did not receive.
- 33.31 We consider the present structure at the CISD to be adequate to enable the division to operate effectively.

Posting of Officers

- 33.32 Representations were received from various Ministries/Departments for the creation of IT grades on their establishment. This issue is discussed at paragraphs 33.7 to 33.9 and appropriate recommendation is made at paragraph 33.10. The Bureau also has to highlight that pursuant to a request for the creation of several IT grades at the Registrar General's Department on the ground that the IT System put in place over there is a highly complex one and needs to be properly managed, we conducted a site visit as reported at paragraphs 23.5.11 to 23.5.14 of this Report. During that visit, we interviewed the Acting Registrar-General, other officers at managerial level, as well as staff members (end users). We learnt that the posting of officers of the CISD who are presently managing the system, is done on a rotational basis. The latter are subject to transfer and when this occurs too frequently, it impacts on the proper monitoring of the IT system. Further, it invariably takes the ones replacing the outgoing officers quite some times before they are able to properly grasp the complex system. Their attention was also drawn to the fact that, unlike the present set up, with departmental grades,

there would be no replacement when the incumbents would be on leave or when the posts are vacant.

- 33.33 On the strength of our observation, we consider that instead of the creation of specific IT grades at the Registrar General's Department, the posting of CISD officers for a reasonable length of time coupled with a proper handing over between the outgoing IT officers and the incoming ones at the time of transfer would greatly improve the existing situation over there. We are, hence, making appropriate recommendations in that direction and are also catering for other Ministries/Departments which may be encountering similar problems as the Registrar General's Department.

Recommendation 5

- 33.34 We recommend that the CISD should ensure that the posting of officers to Ministries/Departments, which have complex IT systems, is of a reasonable duration and that adequate time is granted for handing over between the outgoing IT officers and the incoming ones at the time of transfer.**

Head, ICT

- 33.35 Normally, the responsibility for providing project management services to Ministries/Departments rests upon Programme Managers, CIB. However, in view of shortage of officers in this grade, provision was made in our previous Report, for officers of the CISD not below the grade of Systems Analyst to be designated as "Head, ICT" and posted to Ministries/Departments where no Programme Manager is posted. We also recommended that the "Head, ICT" should be paid a monthly allowance equivalent to the difference between the substantive salary of the officer and the initial salary of the grade of Programme Manager, CIB or three increments worth at the incremental point reached in the substantive post (to be read from the Master Salary Scale) whichever is higher, provided the total emoluments of the officer is not less than the initial salary and not more than the maximum salary of the grade of Programme Manager, CIB.
- 33.36 We have been apprised by the MITCI that the present mode of compensation is not workable as it may give rise to a situation where junior officers would draw a higher quantum of allowance than their senior ones. The MITCI has, consequently, requested that the present provisions be waived and the level of Head, ICT be created on a permanent basis. During consultations, we provided Management with the necessary explanations as to why the creation of the grade on a permanent basis could not be acceded to. Nevertheless, taking into account the qualms expressed by Management, we are reviewing the mode of compensation to ensure that there is no occurrence of supersession in the pay package.

Recommendation 6

- 33.37 We recommend that:**

- (i) **an officer of the CISD not below the grade of Systems Analyst be designated as "Head, ICT" and posted in a Ministry/Department/Organisation, where no Programme Manager, CIB is posted;**

- (ii) the "Head ICT" would be called upon to perform duties of his/her substantive post as well as assist in leading and coordinating ICT projects; participate in the elaboration of the organisation's e-business plan and its subsequent implementation; liaise with stakeholders for an effective implementation of the projects; chair committees/meetings related to the setting up and implementation of the projects; arrange for the training of staff in using the new system and work out the training programmes/updates; submit a report to Management at regular intervals on the status of ICT usage and feedback on the new system put in place; and ensure that the Ministry/Department/Organisation has a website of its own and regularly update same; and
- (iii) the "Head, ICT" should be paid a monthly allowance equivalent to two increments at the salary point reached in their respective salary scale.

Allowance to Officers posted in Specialised Units

33.38 In our last Report, we introduced an allowance to those officers of the Analyst Cadre, who in view of their specific knowledge and skills, are posted to specialised units of the CISD to perform specialised tasks. As this arrangement would continue to be in force, we are maintaining the present provision.

Recommendation 7

33.39 We recommend that officers of the Systems Analyst Cadre who are posted in specialised units at the CISD to perform specialised tasks, should be paid a monthly *ad hoc* allowance equivalent to one increment at the salary point reached in their respective salary scale.

Assistant Systems Analyst/Senior Assistant Systems Analyst

33.40 As per existing provision, Assistant Systems Analyst/Senior Assistant Systems Analysts possessing a Degree in Computer Science or equivalent qualification are allowed to move incrementally in the Master Salary Scale, subject to certain conditions. This provision is being revisited. Specific provision is also being made for the grade of Systems Analyst.

Recommendation 8

33.41 We recommend that officers in the grade of Assistant Systems Analyst/Senior Assistant Systems Analyst possessing a Degree in Computer Science or an equivalent qualification and who:

- (i) were in post as at the eve of the publication of the 2021 Report should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 61000 on a personal basis; and
- (ii) join the grade as from the date of the publication of the 2021 Report, should be allowed to move incrementally in the Master Salary Scale by one increment,

provided that they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.

Specific Provision for Systems Analyst

Recommendation 9

33.42 We recommend that officers in the grade of Systems Analyst possessing a Degree in Computer Science or Computer Engineering or Information Systems or Information Technology or Software Engineering or a Degree the major part of which should be Computer Science or Computer Engineering or Information Systems or Information Technology or Software Engineering or an equivalent qualification should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 64400 provided they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.

Data Entry Officer (Personal)

33.43 Incumbents in the grade of Data Entry Officer (Personal) are allowed to move incrementally in the salary scale of the grade of Senior Data Entry Operator as a means to compensate them for lack of promotion prospects. This provision should continue to exist.

Recommendation 10

33.44 We recommend that officers in the grade of Data Entry Officer (Personal) should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 36550 on the same conditions prevailing previously, provided that they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.

DATA PROTECTION OFFICE

33.45 The Data Protection Office (DPO) has the statutory duty to safeguard the privacy rights of individuals. It came into operational in February 2009 when the Data Protection Act (DPA) 2004 came into effect. With the replacement of this Act by the new DPA 2017 which is aligned with international standards, considerable changes were brought to the role and functions of the DPO.

33.46 As a regulator with enforcement powers, the DPO is required, among others, to ensure compliance with the DPA and any regulations under it; issue or approve such codes of practice or guidelines for the purpose of the DPA; exercise control on all data processing operations and verify whether the processing of data is done in accordance with the Act; promote self-regulation among controllers and processors; investigate any complaint or information which give rise to a suspicion that an office may have been, is being or is about to be, committed under the DPA and take such measures as may be necessary to bring the provision of the DPA to the knowledge of the general public.

33.47 The Data Protection Commissioner is at the head of the DPO and is assisted in her duties by officers of the Data Protection Officer Cadre as well as other supporting staffs.

33.48 In the context of this review, demands were made by the staff side for the merged level of Data Protection Officer/Senior Data Protection to be split into two. The reasons as to why the Bureau could not accede to this request was explained in details to the parties concerned during the consultative meeting. We equally could not retain the proposal for the creation of the grades of IT Manager and Information Processing Officer given that the CISD, which operates within the same Ministry, already caters for the implementation and smooth running of the computerised system and its officers are posted to all Ministries/Departments. With regards to Management's proposal for a level of Deputy Data Protection Commissioner to be provided to assist the Data Protection Commissioner, we consider that the grade may be created on an *ad hoc* basis, the moreso, we have been apprised that approval has already been obtained for same by the MPSAIR.

33.49 In our last Report, we had reinforced the structure of the DPO through the creation of the grades of Principal Data Protection Officer, Assistant Data Protection Officer and Legal Executive. After examination, we consider the existing organisation set up to be appropriate.

Specific Conditions of Service

Health Surveillance

33.50 In our last Report, we made provision for employees in the IT grades of the MITCI and its Divisions, to undergo regular health check ups as they are required to work extensively on a computer monitor which may have a health hazard. This provision should continue to prevail.

Recommendation 11

33.51 We recommend that the MITCI should continue to make necessary arrangements with Health Authorities, for its employees in IT grades to undergo a medical surveillance, including regular health check ups, free of charge.

MINISTRY OF INFORMATION TECHNOLOGY, COMMUNICATION AND INNOVATION

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 114	Rs 132000 Permanent Secretary
04 000 112	Rs 125750 Chief Technical Officer, ICT

Salary Code	Salary Scale and Grade
02 000 110	Rs 119500 Data Protection Commissioner
04 091 102	Rs 68000 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500 Head, IT Security Unit
04 077 100	Rs 44800 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 Programme Manager, ITSU (Personal to officers in post as at 31.12.15)
04 077 098	Rs 44800 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 Programme Manager, ITSU
12 058 088	Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Legal Executive
04 073 096	Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 77950 Principal Data Protection Officer
04 061 092	Rs 29875 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Data Protection Officer/Senior Data Protection Officer
04 047 079	Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675 Assistant Data Protection Officer
22 039 064	Rs 19225 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 32350 Senior Receptionist/Telephone Operator
22 024 061	Rs 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 29875 Receptionist/Telephone Operator

Salary Code	Salary Scale and Grade
24 025 058	<p>Rs 15485 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400</p> <p>Driver</p>
24 019 050	<p>Rs 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23025</p> <p>Stores Attendant</p>
CENTRAL INFORMATICS BUREAU	
04 000 110	<p>Rs 119500</p> <p>Director, CIB</p>
04 102 105	<p>Rs 94500 x 3125 - 103875</p> <p>Deputy Director, CIB</p>
04 091 102	<p>Rs 68000 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500</p> <p>Lead Programme Manager, CIB</p>
04 077 100	<p>Rs 44800 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250</p> <p>Programme Manager, CIB (Personal to officers in post as at 31.12.15)</p>
04 077 098	<p>Rs 44800 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250</p> <p>Programme Manager, CIB</p>
24 025 058	<p>Rs 15485 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400</p> <p>Driver</p>
CENTRAL INFORMATION SYSTEMS DIVISION	
04 000 108	<p>Rs 113250</p> <p>Director, CISD</p>

Salary Code	Salary Scale and Grade
04 091 102	Rs 68000 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500 Deputy Director, CISD
04 080 100	Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 Technical Manager
04 073 092	Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Senior Systems Analyst
04 059 088	Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Systems Analyst
04 050 085	Rs 23025 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 57600 Assistant Systems Analyst/Senior Assistant Systems Analyst
04 070 085	Rs 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 57600 Operations Manager
04 063 082	Rs 31525 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 52550 Assistant Operations Manager
04 058 080	Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 Computer Operations Controller (Roster)
04 058 077	Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 44800 Data Entry Controller

Salary Code	Salary Scale and Grade
04 033 076	<p>Rs 17565 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500</p> <p>Computer Support Officer/Senior Computer Support Officer (Roster)</p>
04 047 074	<p>Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 41250</p> <p>Data Entry Supervisor</p>
04 041 069	<p>Rs 19850 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 36550</p> <p>Senior Data Entry Officer</p>
04 033 068	<p>Rs 17565 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650</p> <p>Technical Assistant (Ex-SMEDA) (Personal)</p>
04 030 067	<p>Rs 16785 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34825</p> <p>Data Entry Officer (Personal)</p>
24 025 058	<p>Rs 15485 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400</p> <p>Driver</p>

