

34. MINISTRY OF LABOUR, HUMAN RESOURCE DEVELOPMENT AND TRAINING

- 34.1 The mission of the Ministry of Labour, Human Resource Development and Training is, *inter alia*, to promote decent work, support employers and employees in creating a safe, conflict-free and productive workplace and facilitate access to gainful employment. Its key functions are, among others, to: promote industrial peace and harmony and protect the fundamental rights and dignity of workers; enhance productivity and the general well-being of the workforce through improvement in the standards of safety and health and prevention of occupational diseases and injuries at the workplace; regulate the functioning of associations and trade unions and facilitate the employment of job seekers; and provide assistance and guidance with regard to employment prospects.
- 34.2 To achieve its mission, the Ministry formulates national labour policies and enforces, among others: the Employment Relations Act, the Occupational Safety and Health Act, the Workers' Rights Act, Additional Remuneration Act, Employees Superannuation Fund Act and the National Wage Consultative Council Act 2016 (subsequently amended in 2019). It also acts as the nodal agency for activities relating to the International Labour Organisation.
- 34.3 The Permanent Secretary, who is the Accounting and Responsible Officer of the Ministry, is supported in his mandate by officers of the Administrative Cadre, Heads of the Technical Units, officers in General Services grades and other supporting staff.
- 34.4 The activities of the Ministry are organised under five main divisions namely, the Labour and Industrial Relations Division; Occupational Safety and Health Division; Registry of Associations; the National Remuneration Board; and the Employment Service, each with responsibility for the provision of services in respect of a specific policy area. With the recent Government setup, the Mauritius Institute of Training and Development and the Human Resources Development Council which are parastatal bodies, now fall under the *aegis* of this Ministry.
- 34.5 For this review exercise, the representations made by both the staff side and Management have been studied and commented upon under their respective Division.

NATIONAL REMUNERATION BOARD

- 34.6 The National Remuneration Board (NRB) is responsible to make recommendations on the wages of workers on an occupational basis and for the review of the wages every five years in accordance with the Employment Relations (Amendment) Act 2019. These recommendations form the basis for Remuneration Order Regulations. At present, there are 30 different sectors which are governed by Remuneration Orders with an average of 300,000 workers.

- 34.7 A Chairperson is at the apex of the NRB who is responsible to make recommendations regarding minimum wages and conditions of employment in the private sector. He is assisted in his functions by a Vice-Chairperson and officers of the three-level Remuneration Analyst Cadre and other professionals in other fields.
- 34.8 In the context of the present review exercise, the Bureau has received no representation on behalf of the Remuneration Analyst Cadre, whilst the Chairperson of the NRB made several representations on an individual basis. These mainly consisted in: reviewing the schemes of service of the grades of Chairperson, National Remuneration Board and Vice-Chairperson, National Remuneration Board and Head Remuneration Analyst; upgrading the salary of the Chairperson; aligning the salary of the Vice-Chairperson, National Remuneration Board to that of other officers carrying out similar functions; and payment of a Judicial and Legal Allowance. Management on its side, made the same requests, save for the review of the scheme of service.
- 34.9 After careful examination of the various proposals, we are making the following observations: amendment of schemes of service is the prerogative of Management, after consultation with relevant stakeholders; and allocation of responsibilities to specific grades with respect to the administration and management of the National Remuneration Board, should be dealt with administratively. As regards the request for upgrading of salaries and payment of a Judicial and Legal Allowance, we found same to be devoid of merit.
- 34.10 In view of the above, we consider the present structure to be appropriate in enabling the Board to deliver on its mandate effectively.

LABOUR AND INDUSTRIAL RELATIONS DIVISION

- 34.11 The Labour and Industrial Relations Division is responsible for the formulation of labour legislations and caters mainly for an equitable and sound labour relations environment at workplace. It ensures compliance with labour legislation both in respect of Mauritians and migrant workers including the institution of civil or criminal proceedings, as deemed necessary, and the conduct of such proceedings in the Industrial Court, for or in the name of a worker. It also provides a conciliation service to promote the settlement of industrial disputes reported.
- 34.12 The services of the Division are provided through the following sections: the Inspection and Enforcement Section; Conciliation and Mediation Section; Research, Legislation and Labour Standards Section; Information, Education and Communication Section; Workfare Programme Unit; Reduction of Workforce Unit; and Special Migrant Workers Unit.
- 34.13 The Labour and Industrial Relations Division is headed by the Director, Labour and Industrial Relations, who is responsible for the overall administration and supervision of the Division and is assisted by officers in the Labour and Industrial Relations Officer Cadre and supported by General Services grades.

- 34.14 For this review exercise, the staff side made the following demands: upgrading of salary scale and qualifications requirement for the grade of Labour and Industrial Relations Officer; re-introduction of the sponsored course in Legal Studies; and compensation for performing strike ballot duties. On the other hand, Management submitted for an amendment in the mode of appointment of the grade of Labour and Industrial Relations Officer such that recruitment be made from both serving officers and outside candidates.
- 34.15 During consultations with the stakeholders, they were apprised of the Bureau's policy in respect of determination of salary and that any upgrading of qualifications should be justified by an evolution in the complexity of duties and responsibilities devolving upon the grade concerned. The Bureau has, nonetheless, examined the request and a perusal of the duly filled-in Job Description Questionnaires, indicated that the duties are more geared towards enforcement. Moreover, the scheme of service of the grade of Labour and Industrial Relations Officer already provides for both internal and external candidates.
- 34.16 The Bureau considers that the organisation structure for the Division is fit for purpose and is, therefore, bringing no change in this Report.

OCCUPATIONAL SAFETY AND HEALTH DIVISION

- 34.17 The Occupational Safety and Health (OSH) Division of the Ministry is the main body regulating occupational safety and health in the country. It enforces legislation pertaining to occupational safety and health hazards and ensures continual enhancement of safety and health standards at workplaces. Its main functions are, among others, to prepare legislations on safety and health; develop national occupational safety and health strategies in line with changes in work pattern and technology; carry out sensitisation campaign on occupational safety and health to minimise risks at workplaces; inspect and enforce duties at workplaces and examine the International Labour Organisation Conventions and SADC documents on occupational safety and health.
- 34.18 There are seven sections namely under the OSH Division, the Enforcement Section (North); Enforcement Section (South); Construction Section; Employees' Lodging Accommodation Section; Occupational Safety and Health Training and Information Centre; Accident and Prosecution Section and the Specialist Support Services (SSS) Unit.
- 34.19 The Director, Occupational Safety and Health is responsible for the overall administration of the Occupational Safety and Health Inspectorate and Specialist Support Services Unit. He is assisted by officers of the OSH Inspectorate Cadre and those of the Specialist Support Services (SSS) Unit.
- 34.20 The main representations from the Union for the OSH Cadre were, among others, the upgrading of the qualifications requirement of the grade of Occupational Safety and Health Officer/Senior Occupational Safety and Health Officer (OSHO/SOSHO) from Diploma to Degree and consequential amendments for other grades in the cadre in

light of amendments to be brought to the OSH Act ; creation of two additional distinct units namely the Registration Unit and Civil Service Unit; increase in the quantum of Telephone Allowance being paid to incumbents in the grade of Principal Occupational Safety and Health Officer; and the payment of On-Call Allowance, Telephone Allowance and Coat Allowance to officers posted in the Prosecution Unit of the Accident and Prosecution Section. The Union for the OSH Engineering Cadre posted at the Specialist Support Services Unit requested for a change in appellation of the grade of Occupational Safety and Health Engineer/Senior Occupational Safety and Health Engineer to Engineer/Senior Engineer in their respective fields. They also claimed that the Engineering Cadre of the Division has no contribution in the OSH Division and, therefore, requested that the employees be redeployed to other Ministries/Departments. Management's submissions pertained to the upgrading of qualifications requirement from Diploma to Degree at entry level for the OSH Cadre; the OSH Cadre and the Specialist Support Services to be two distinct cadres with their own structures, among others.

- 34.21 From the numerous requests spelt out, the staff side was apprised that several issues relate to inhouse administration and that general Conditions of Service would be looked into holistically by the Bureau. As regards upgrading of qualifications requirement of the grade of OSHO/SOSHO, parties were informed that the existing qualifications are in line with provisions of the OSH Act.
- 34.22 Both Unions and Management have impressed on the Bureau the need to segregate the OSH and the OSH Engineering functions so that each one has its own career path for greater efficiency and effectiveness. We have examined the proposals and consider that they are tenable subject to a re-organisation. This would entail amendment in existing schemes of service and redeployment of officers.
- 34.23 To optimise use of available resources, Management may consider the advisability of transferring professional grades under the realm of Engineering to other appropriate Ministries. **However, for career earning and as an inducement, the Head, Specialist Support Services on his transfer to another establishment should be granted one additional increment on conversion and should draw salary in the enhanced scale of Rs 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250.** Necessary amendments should, thereafter, be brought to relevant schemes of service of the OSH Cadre.

Specific Provision for Divisional Occupational Safety and Health Officer

Recommendation 1

- 34.24 **We recommend that officers in the grade of Divisional Occupational Safety and Health Officer possessing a Degree in Occupational Safety and Health or Civil or Mechanical or Electrical or Chemical Engineering 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.**

Special Professional and Retention Allowance

- 34.25 Provision was previously made for officers in the grade of Occupational Safety and Health Engineer/Senior Occupational Safety and Health Engineer to draw the Special Professional Retention Allowance (SPRA) up to 31 December 2016. One of the conditions attached thereto was that beneficiaries should refund same if they retire or leave the service before their retirement date on grounds of age. In this Report, provision is being made for officers retiring or leaving the service before their compulsory retirement age, to cease refunding the SPRA. **A recommendation has been made to that effect in the Introductory Chapter of this Volume, which is applicable in this case as well.**

REGISTRY OF ASSOCIATIONS

- 34.26 The Registry of Associations is responsible for the registration of associations, trade unions, and their respective rules to enable these organisations to have a legal status and to ensure that they operate within their respective legal framework.
- 34.27 As the head of the Division, the Registrar of Associations is responsible for its day-to-day management. He is assisted in his duties by the Deputy Registrar of Associations and technical staff of the Division.
- 34.28 In the context of this Report, the main requests of the Union pertained to, among others, the grade of Inspector of Associations to be filled from outside candidates and the provision of one year on-the-job training to be included thereto; posting of a Management Support Officer to assist the Inspector of Associations; change in the mode of appointment from selection to promotion for the grade of Senior Inspector of Associations; and other requests pertaining to different conditions of service.
- 34.29 During the meeting with Management, the Bureau was apprised of the turnover rate for the grade of Inspector of Associations and proposed that recruitment be carried out from outside candidates who possess the required qualification. Both Management and the staff side were apprised that some of their issues ought to be addressed administratively while those pertaining to condition of service would be looked into holistically by the Bureau.
- 34.30 We consider that the structure of the Division is adequate for the Ministry to deliver on its mandate. Therefore, we are bringing no structural changes. **We, however, recommend that Management should carry out the Human Resource Planning exercise as recommended in Chapter Recruitment, Promotion and Retention in Volume 1 of this Report.**

Inspector of Associations

- 34.31 Specific provision exists for officers in the grade of Inspector of Associations who have successfully completed all papers of Fundamentals (Skills) *formerly Part II of the ACCA Examination* or an equivalent qualification to proceed beyond the Qualification Bar (QB) inserted in the salary scale of the grade. **This arrangement is still valid and should continue.**

EMPLOYMENT DIVISION

- 34.32 The Ministry of Labour, Human Resource Development and Training enacted the National Employment Act in 2017 which provides for the setting up of a National Employment Department to replace the Employment Service to meet the new challenges of the labour market.
- 34.33 The main objectives of the Department are, among others, to: promote employment; facilitate the employment of job seekers and ensure that job seekers are able to find employment that meet their aspirations; provide assistance and guidance with regard to employment prospects, including future employment prospects; provide labour market information on the demand and supply of skills to local employees, job seekers and training institutions; and promote placement and training of job seekers through approved programmes.
- 34.34 Its functions are, *inter alia*, to: collect and analyse data on any employment related matter in order to address the needs of the labour market, including skills mismatch, underemployment, unemployment and future employment prospects, and to anticipate future needs and expectations of job seekers and employers; establish and implement programmes and projects relating to employment and training; organise job fairs and other events on training opportunities and employment prospects and provide vocational guidance and counselling.
- 34.35 With the replacement of the Employment Service by the National Employment Department (NED), a series of new grades were requested by Management which were graded by the Bureau, on an *ad hoc* basis, namely, Director, National Employment Department; Deputy Director, National Employment Department; Chief Employment Coordinator; Senior Employment Counselling Officer; and Employment Counselling Officer. The Director, National Employment Department is responsible for the day-to-day operations, overall management, supervision and coordination between the technical and professional services provided by the NED. He is assisted in his duties by a Deputy Director, National Employment Department and officers of the technical cadres.
- 34.36 For this review exercise, representations from the staff side included, among others, an upgrading of the qualifications requirement of the grade of Employment Officer; creation of additional posts; review of salary scales of various grades; grant of 70% duty exemption to incumbents in the grade of Employment Counselling Officer; to compensate the Senior Employment Counselling Officer for acting as Officer-in-Charge at regional offices and to allow them to benefit from mileage allowance when conducting inspections; and the payment of risk allowance.
- 34.37 On the other hand, Management requested for the creation of the grades of Senior Employment Counselling Officer; Chief Employment Coordinator; Deputy Director, National Employment Department; and Psychologist.

- 34.38 During consultative meetings, all stakeholders were apprised that the creation of additional posts rests upon Management and request for upgrading of qualifications requirement should be substantiated by a corresponding evolution in the complexity of tasks whereby new skills are required. As regards the grant of duty exemption facilities, they were apprised that same would be determined based on the findings of the Survey on Travelling and Car Benefits. On the other hand, parties were apprised that grades pertaining to the National Employment Department have already been created on an *ad hoc* basis and same has been reflected in the salary schedule.
- 34.39 Since the NED has recently been restructured following the enactment of the National Employment Act 2017, no major change is being envisaged to the organisation structure in this Report.

Qualification Bar

- 34.40 A Qualification Bar (QB) has been inserted in the respective salary scale of the grades of Deputy Director, National Employment Department, Chief Employment Coordinator, Senior Employment Counselling Officer and Employment Counselling Officer:
- (i) **officers in the grades of Deputy Director, National Employment Department and Chief Employment Coordinator who possess the Degree in Human Resource Management or Public Administration or Management or Counselling or Psychology or Economics or Statistics or Marketing should be allowed to proceed incrementally beyond the QB in the recommended salary scale of the grades; and**
 - (ii) **officers in the grades of Senior Employment Counselling Officer and Employment Counselling Officer who possess the Diploma in Human Resource Management or Public Administration or Management or Counselling or Psychology or Economics or Statistics or Marketing should be allowed to proceed incrementally beyond the QB in the recommended salary scale of the grades.**

Human Resource Analyst Cadre

- 34.41 The four-level structure of the Human Resource Analyst Cadre comprises the grades of Human Resource Analyst, Senior Human Resource Analyst, Principal Human Resource Analyst and Director, Human Resource Development. The Cadre previously formed part of the establishment of the Ministry of Education, Tertiary Education, Science and Technology. However, since 2020, it operates under the portfolio of the Ministry of Labour, Human Resource Development and Training. At present, the Cadre consists of only two officers in the grade of Human Resource Analyst, as vacancies in the three higher levels have not been filled since long.
- 34.42 The Unions' requests regarding the Human Resource Analyst Cadre comprised restyling of the grade of Principal Human Resource Analyst to Assistant Director, while reviewing its salary scale and the Ministry to fill the vacancies in the Human Resource Analyst Cadre.

- 34.43 With respect to the above representations made, we wish to highlight that the appellation of a grade should be in consonance with its duties and filling of vacancies rests upon Management.
- 34.44 During the consultative meeting, Management informed that the two Human Resource Analysts would be called upon to provide support to the National Employment Department once it is operational.
- 34.45 Whilst reassessing the grade of Human Resource Analyst, the Bureau noted that incumbents were performing higher duties which normally devolve upon the Training and Programme Coordinator. This element has been taken into consideration whilst arriving at the revised salary scale of the grade. We have also reviewed the job appellation to reflect the level of duties being performed by the Human Resource Analysts.

Recommendation 2

34.46 We recommend that:

- (i) **the grades of Human Resource Analyst and Senior Human Resource Analyst be merged and restyled Human Resource Analyst/Senior Human Resource Analyst;**
- (ii) **the duties of the merged grade of Human Resource Analyst/Senior Human Resource Analyst should comprise those of the former grades of Human Resource Analyst and Senior Human Resource Analyst; and**
- (iii) **the newly restyled grade of Human Resource Analyst/Senior Human Resource Analyst be made evanescent.**

CAREERS GUIDANCE SERVICE

- 34.47 The Career Guidance Service provides quality guidance and counselling to students and the public at large as well as career information.
- 34.48 The main requests from the staff side pertained to an upgrading in the salary scale as they claimed that they have been entrusted with duties of Psychologist since the grade is presently vacant; and the provision of additional staff.
- 34.49 Union members were apprised of the Bureau's policy for pay determination which is based a job evaluation exercise. They were, therefore, handed over Job Description Questionnaires to fill in and submit to the Bureau. The staff side were also informed that increasing establishment size rests upon Management.
- 34.50 Upon perusal of the Job Description Questionnaires of the officers, it was observed that the duties being performed by incumbents in the cadre are in line with their respective schemes of service. Therefore, the request could not be entertained.
- 34.51 We are bringing no change to the current structure of the Careers Guidance Service which is considered to be appropriate.

REDUNDANCY BOARD

- 34.52 The Redundancy Board set up under Section 73 of the Workers' Rights Act 2019, deals with all cases of reduction of workforce and closure of enterprises for economic, financial, structural, technological or any other similar reasons as provided for under Section 72 of the Act. Hence, any employer who intends to reduce his workforce or close down his enterprise has a duty to notify the Board accordingly.
- 34.53 In the discharge of its functions, the Board is responsible to: make orders in relation to the reduction of workforce or closing down of enterprise; make such orders for requiring the attendance of any person and the production of any document as it may determine; and take evidence on oath and for that purpose, administer oaths. As per the relevant provision of the Workers' Rights Act, the Board shall complete its proceedings within 30 days from the date of notification by the employer and such period may be extended by agreement of both parties.
- 34.54 The Board presently comprises a President and a Vice-President as well as independent members and representative of workers. As per the Workers' Rights Act 2019, the Secretary to Cabinet and Head of the Civil Service is empowered to designate public officers in the grades of Economist and Accountant to assist the Board for its operational requirements. At the technical level, the grades of Registrar, Redundancy Board and Deputy Registrar, Redundancy Board have been created to provide the necessary backup services.
- 34.55 In the context of this review exercise, the Bureau has not received any representation from the staff side and Management. We consider the present structure to be appropriate.

MINISTRY OF LABOUR, HUMAN RESOURCE DEVELOPMENT AND TRAINING

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 114	Rs 132000 Permanent Secretary
19 063 088	Rs 31525 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Psychologist

Salary Code	Salary Scale and Grade
08 060 081	<p>Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 50900</p> <p>Senior Transcriber <i>formerly Senior Shorthand Writer</i></p>
08 050 077	<p>Rs 23025 x 400 – 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 44800</p> <p>Transcriber <i>formerly Shorthand Writer</i></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>
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>
24 018 048	<p>Rs 13745 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225</p> <p>Handy Worker</p>
24 001 045	<p>Rs 10250 x 175 - 10775 x 200 - 11775 x 205 - 12595 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21150</p> <p>General Worker</p>
NATIONAL REMUNERATION BOARD	
02 000 110	<p>Rs 119500</p> <p>Chairperson, National Remuneration Board</p>
02 092 102	<p>Rs 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500</p> <p>Vice-Chairperson, National Remuneration Board</p>
02 082 098	<p>Rs 52550 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250</p> <p>Head Remuneration Analyst</p>

Salary Code	Salary Scale and Grade
02 073 092	Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Senior Remuneration Analyst
02 058 088	Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Remuneration Analyst
LABOUR AND INDUSTRIAL RELATIONS	
18 098 101	Rs 82250 x 3000 - 88250 x 3125 - 91375 Director, Labour and Industrial Relations
18 080 097	Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 80100 Deputy Director, Labour and Industrial Relations
18 077 094	Rs 44800 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 73800 Assistant Director, Labour and Industrial Relations
18 070 087	Rs 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 61000 Principal Labour and Industrial Relations Officer
18 060 083	Rs 29050 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 Senior Labour and Industrial Relations Officer
18 039 077	Rs 19225 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 - 40300 QB 41250 x 950 - 42200 x 1300 - 44800 Labour and Industrial Relations Officer

Salary Code	Salary Scale and Grade
OCCUPATIONAL SAFETY AND HEALTH	
18 098 101	Rs 82250 x 3000 - 88250 x 3125 - 91375 Director, Occupational Safety and Health
18 082 098	Rs 52550 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 Deputy Director, Occupational Safety and Health
18 080 096	Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 77950 Chief Occupational Safety and Health Officer
18 070 088	Rs 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 59300 QB 61000 x 1700 - 62700 Divisional Occupational Safety and Health Officer
18 060 085	Rs 29050 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 QB 55900 x 1700 - 57600 Principal Occupational Safety and Health Officer
18 047 081	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 - 49250 x 1650 - 50900 Occupational Safety and Health Officer/Senior Occupational Safety and Health Officer
26 080 096	Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 77950 Head, Specialist Support Services
26 065 092	Rs 33175 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Occupational Safety and Health Engineer/Senior Occupational Safety and Health Engineer

Salary Code	Salary Scale and Grade
REGISTRY OF ASSOCIATIONS	
18 098 101	Rs 82250 x 3000 - 88250 x 3125 - 91375 Registrar of Associations
18 077 094	Rs 44800 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 73800 Deputy Registrar of Associations
18 066 087	Rs 34000 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 61000 Principal Inspector of Associations
18 055 080	Rs 25525 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 Senior Inspector of Associations
18 039 077	Rs 19225 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 - 40300 QB 41250 x 950 - 42200 x 1300 - 44800 Inspector of Associations
EMPLOYMENT DIVISION	
18 098 101	Rs 82250 x 3000 - 88250 x 3125 - 91375 Director, Employment Service Director, National Employment Department
18 073 092	Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 66200 QB 68000 x 1800 - 69800 Deputy Director, National Employment Department
02 063 092	Rs 31525 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Training Programme Coordinator

Salary Code	Salary Scale and Grade
18 072 090	Rs 39350 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 66200 Deputy Director, Employment Service
18 066 087	Rs 34000 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 QB 55900 x 1700 - 61000 Chief Employment Coordinator
18 062 083	Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 Chief Employment Officer
18 055 080	Rs 25525 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 QB 47675 x 1575 - 49250 Senior Employment Counselling Officer
18 047 078	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 Senior Employment Officer
18 039 077	Rs 19225 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 - 38400 QB 39350 x 950 - 42200 x 1300 - 44800 Employment Counselling Officer
18 033 071	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 - 38400 Employment Officer (Personal to officers in post as at 31.12.20)
24 025 058	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 Driver
24 019 050	Rs 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23025 Stores Attendant

Salary Code	Salary Scale and Grade
24 001 045	Rs 10250 x 175 - 10775 x 200 - 11775 x 205 - 12595 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21150 General Worker
HUMAN RESOURCE DEVELOPMENT	
02 100 103	Rs 88250 x 3125 - 97625 Director, Human Resource Development
02 080 096	Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 77950 Principal Human Resource Analyst
02 058 092	Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Human Resource Analyst /Senior Human Resource Analyst (Personal) <i>formerly Human Resource Analyst</i> <i>Senior Human Resource Analyst</i>
24 025 058	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 Driver
CAREERS GUIDANCE SERVICE	
18 080 096	Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 77950 Principal Careers Counsellor
18 073 092	Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Senior Careers Counsellor
18 059 088	Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Careers Counsellor

Salary Code	Salary Scale and Grade
12 053 081	<p style="text-align: center;">REDUNDANCY BOARD</p> <p>Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 50900</p> <p>Registrar, Redundancy Board</p>
12 038 077	<p>Rs 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 – 44800</p> <p>Deputy Registrar, Redundancy Board</p>

