

32. MINISTRY OF NATIONAL INFRASTRUCTURE AND COMMUNITY DEVELOPMENT

- 32.1 Key functions of the Ministry of National Infrastructure and Community Development are to ensure that all Government buildings are constructed in an eco-friendly manner and maintained with best practices; ensure that all Government vehicles are properly maintained and the fleet is economically and sustainably managed; provide a modern, safe and efficient road network system for mobility of people and goods; and provide the appropriate framework for the construction industry so that it conforms to international standards and practices.
- 32.2 The Ministry has two main divisions, namely the National Infrastructure Division and the Community Development Division (National Development Unit).

NATIONAL INFRASTRUCTURE DIVISION

- 32.3 The role of the National Infrastructure Division (NID) are, among others, to provide professional services to Ministries/Departments in the design, execution, monitoring and supervision of Government infrastructural projects in compliance with established rules and regulations; maintain Government buildings and assets; advise Ministries/Departments in the procurement, maintenance, repairs and disposal of vehicles, plants and mechanical equipment; and ensure that repairs and maintenance are done in a cost-effective manner. It also advises and monitors the renting of office space by Ministries/Departments.
- 32.4 Core activities of the National Infrastructure Division are organised under the Technical Section in different sub-sections, namely the Architecture, Civil Engineering, Mechanical Engineering and Quantity Surveying Sections. At the apex of each of these sections is a Director who is assisted by a team of officers from the professional and technical cadres.
- 32.5 Submissions have been received from Unions and Management in respect of all the cadres. For requests pertaining to salary upgrading, the Bureau carried out a scrutiny of the job description questionnaires, re-examining certain issues before arriving at the recommended salaries. Concerning the Special Professional Retention Allowance (SPRA) and Travelling and Car Benefits, they were apprised that surveys have been carried out and the findings would be useful to formulate new policy and recommendations thereto related. For the Technical Section, Management provided its views on the requests from Unions rather than submitting fresh proposals. Moreover, requests that required further study by the Bureau have been explained in the subsequent paragraphs.
- 32.6 In addition, upon request, site visits were conducted at the Architect and Drawing Sections. The findings thereof have been taken into account while examining representations made.

- 32.7 In respect of the proposal to change the mode of appointment for the grade of Deputy Director from promotion to selection from among officers in the next lower grade, the Bureau informed that the matter may best be dealt with by the Ministry in view of the procedures involving all stakeholders. Concerning the request for the creation of the grade of Chief Technical Officer, the Bureau found no technical justification and, therefore, could not accede to same.
- 32.8 The Bureau considers that the present structure of the NID is appropriate for effective service delivery and hence, it is being maintained.

Professional Cadres

- 32.9 A set of common requests in respect of all engineers was submitted by the Federation, which were discussed lengthily during the meetings. For requests that provision be made to allow engineers to undertake private work and for a full insurance cover be provided for engineers, they were apprised that these issues may be dealt with at Management's end. As regards requests for Extra Duty/Special Duty Allowance, members were referred to existing provisions in the Report.
- 32.10 Engineer/Senior Engineers also requested for an appropriate allowance with a view to attract and retain them. The survey carried out by the Bureau revealed that there is only a recruitment problem for the grades of Geologist and Geotechnical Specialist at the Ministry. To address this problem, the Ministry is already applying one of the employment practices as laid down in this Report, that is, employment on contract.
- 32.11 Specific requests made by Union for the Architect Cadre related to increase in the number of posts for the grades of Deputy Director (Architecture) and Lead Architect; and the grade of Principal Architect be made evanescent. They were informed thereon that this issue was to be dealt with at Management level. While for the grade of Principal Architect, Union was apprised that same would be gradually absorbed in the grade of Lead Architect. For other proposals regarding allowances in view of library, ICT equipment, communication and so on, they were informed that such requests were administrative issues not falling within the ambit of the Bureau while request relating to an increase in travelling allowance would be based on general policy applicable in the public sector.
- 32.12 For the Quantity Surveying Cadre, representations were made for an increase in the ceiling in respect of the Continuous Professional Development and the qualifying period for full pension to be reviewed to 33 $\frac{1}{3}$ years of service. Members were informed that these issues concern other grades as well and would, therefore, be looked at in a general manner and not specifically. In relation to their demand for SPRA, they were informed that statistics have shown that Quantity Surveying was no longer a scarcity area.
- 32.13 The Union also emphasised that there exists a big gap between the initial salaries of the grades of Architect/Senior Architect, Engineer/Senior Engineer (Civil), Mechanical Engineer/Senior Mechanical Engineer and Quantity Surveyor/Senior Quantity Surveyor and those of the Registered Professionals of the Medical Group. They

consequently suggested that this gap be bridged. Having examined this case from different perspectives, the Bureau has subsequently recommended for appropriate salary scales for these grades.

Incremental Movement

Recommendation 1

- 32.14 We recommend that only those officers in the grades of Engineer/Senior Engineer (Civil), Mechanical Engineer/Senior Mechanical Engineer, Quantity Surveyor/Senior Quantity Surveyor and Architect/Senior Architect who were in post as at 31 December 2012 should be allowed to proceed incrementally by one additional increment over and above the special provision set out at paragraph 9.41 of Volume 1 of this Report, on the same terms and conditions.**
- 32.15 We also recommend that only those officers in the grades of Lead Engineer *formerly Chief Engineer*, Lead Mechanical Engineer *formerly Chief Mechanical Engineer*, Lead Quantity Surveyor *formerly Chief Quantity Surveyor* and Lead Architect *formerly Chief Architect*, Deputy Director (Civil Engineering), Deputy Director (Mechanical Engineering), Deputy Director (Quantity Surveying) and Deputy Director (Architecture) in post as at 31 December 2012 should be allowed to move incrementally by two increments over and above the provision set out at paragraph 9.41 of this Report, on the same terms and conditions.**
- 32.16 The recommendations set out at the foregoing two paragraphs should equally apply to the corresponding grades in the fields of Engineering/ Architecture/ Quantity Surveying in the Public Sector.**

On-Call Allowance to officers posted in the Geotechnical Unit

- 32.17 Presently, officers in the grades of Engineer/Senior Engineer (Civil) and Technical Officer posted in the Geotechnical Unit are required to be 'on-call' for timely and prompt intervention whenever required. These officers are paid 'On-Call' and 'In-Attendance' Allowances. Since payment of these allowances are still justified, the respective quantum is being reviewed.

Recommendation 2

32.18 We recommend that the 'On-Call' and 'In-Attendance' Allowances payable to officers in the grades of Engineer/Senior Engineer (Civil) and Technical Officer posted in the Geotechnical Unit should be as hereunder:

Grade	Period	'On-Call' Allowance (Rs)	'In-Attendance' Allowance for attending duty while 'On-Call' (Rs/hour)
Engineer/Senior Engineer (Civil)	Weekdays 1600 hours to 0845 hours the following day	515	265
	Saturdays, Sundays and Public Holidays 0845 hours to 0845 hours the following day	740	
Technical Officer	Weekdays 1600 hours to 0845 hours the following day	345	165
	Saturdays, Sundays and Public Holidays 0845 hours to 0845 hours the following day	500	

32.19 We further recommend that whenever the officers are on-call for less than the hours prescribed in a given period, the On-Call Allowance should be pro-rated.

Special Professional Retention Allowance

32.20 Provision was previously made for officers of the Engineering, Architecture and Quantity Surveying Cadres 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.**

Trainees in Engineering and Architecture

32.21 For graduates in Civil Engineering, Mechanical Engineering and Architecture to be registered in accordance with legislation in force to be able to practice, they are required to undergo pre-registration practical training. To this effect, they are paid a monthly fee of Rs 23975. We are revising the quantum.

Recommendation 3

32.22 We recommend that the fee payable to graduates in Civil Engineering, Mechanical Engineering and Architecture, who are required to undergo pre-registration practical training in order to be registered in accordance with legislation in force to be able to practice, be revised to Rs 25525 monthly.

32.23 We also recommend that Trainees in Civil Engineering, Mechanical Engineering and Architecture who use their car for official travelling in the discharge of their duties should be refunded travelling expenses based on the distance travelled at the rate of Rs 6.60 per km or should be refunded bus fares, whichever is higher.

Survey Fees for the Mechanical Engineering Cadre

32.24 Presently, a survey fee of Rs 815 per examination is being paid to officers of the Mechanical Engineering Cadre to carry out duties pertaining to examination of vehicles, purchased duty free by public officers and taxi owners, involved in accidents and declared total loss by the insurance companies; and examination and advice on the adapted and modified cars for handicapped persons so as to enable them to purchase duty free vehicles. Same is being revised as hereunder.

Recommendation 4

32.25 We recommend that the survey fee payable to the officers of the Mechanical Engineering Cadre be revised to Rs 855 per examination.

Examination Fees for the Mechanical Engineering Cadre

32.26 Officers of the Mechanical Engineering Cadre are paid examination fees of Rs 815 for carrying out examination of vehicles for their road worthiness, outside normal working hours upon the request of the National Land Transport Authority, Ministries, among others. We are reviewing the quantum.

Recommendation 5

32.27 We recommend that the fee payable to the officers of the Mechanical Engineering Cadre for examination of vehicles carried out outside normal working hours be revised to Rs 855 per examination.

Duty Allowance

32.28 Officers of the Technical and Mechanical Officer Cadre as well as officers of the Mechanical Engineering Cadre are presently paid a Duty Allowance of Rs 1000 monthly. The quantum is being revised.

Recommendation 6

32.29 We recommend that officers of the Technical and Mechanical Officer Cadre and Mechanical Engineering Cadre who are required to examine Government vehicles involved in accidents after normal working hours should be paid a Duty Allowance of Rs 1050 monthly.

Technical Design Officer Cadre

- 32.30 One of the main representations made by Unions for the Technical Design Officer Cadre was the creation of the grade of Deputy Chief Technical Design Officer. To this effect, a site visit was carried out at the Drawing Office of the Ministry to examine the work processes. The Bureau did carry out certain observations and took note of several important aspects highlighted by the incumbents particularly regarding use of specialised softwares. Our attention was also drawn to the effect that very often, officers of the professional cadres deal directly with Technical Design Officers rather than through the hierarchy.
- 32.31 On this basis, the Bureau considers that creating another level will not only entail multilayering of the work processes but will also lead to delay in file processing. **Therefore, as technology is perpetually updating, there is need for mounting of specific training courses for the Trainee Technical Design Officers and Technical Design Officers to keep abreast of latest technologies in their field. The Ministry should also ensure that it has adequate manpower to cope with the volume of work.**
- 32.32 The Union equally requested that the salary scale of TDOs of this Ministry should be different from that of TDOs of other Ministries. The job description questionnaires were re-assessed and taking into consideration the level of responsibilities and duties devolved upon incumbents in the TDO Cadres in each Ministry, the salary is considered appropriate.

Technician (Quantity Surveying)

- 32.33 Proposal was made by Management for the Technician (Quantity Surveying) Cadre to be made evanescent as it is no longer adding value to the delivery of services. The justifications put forward are that the inputs in the Quantity Surveying Section are mostly required by Quantity Surveyors. We are, therefore, making appropriate provision to that effect.

Recommendation 7

- 32.34 We recommend that the grade of Technician (Quantity Surveying) be abolished.**

Inspectorate Cadre

- 32.35 Representations in respect of this cadre included request for change in the mode of appointment to the grade of Superintendent of Works from selection to promotion. In view of the processes involved, Union was advised to take up the matter with their Management. Request was also made for several allowances such as Uniform Allowance for which they were advised to refer same to the respective committees at the level of MPSAIR.

Special Events

- 32.36 Provision has been made in the last Report to compensate officers of the Inspectorate Cadre, who regularly work beyond normal working hours for special events or festivals celebrated at national level such as Independence Day and Mahashivratri. These officers do not qualify for the payment of overtime as the total number of hours put in is less than 40 hours weekly and they perform less than five excess hours weekly. The Bureau considers that this provision is still valid and we are maintaining same.

Recommendation 8

- 32.37 We recommend that officers of the Inspectorate Cadre, who are called upon to put in beyond 33¾ hours and less than 40 hours weekly, should be compensated at the normal hourly rate provided that the officers put in a minimum of five hours in excess of 33¾ hours weekly.**

Materials Testing Laboratory

- 32.38 The Materials Testing Laboratory performs various types of tests on materials used for building and road constructions. Materials tested include, among others, soil, aggregate, bitumen, asphaltic concrete, cement, concrete and steel bars. The results obtained are then used by the Civil Engineering Section of the Ministry in the performance of the functions devolving upon them.
- 32.39 The Principal Materials Testing Officer, who is responsible to the Director (Civil Engineering) for the effective and efficient running of the Materials Testing Laboratory, is assisted by officers in the grades of Senior Materials Testing Officer and Materials Testing Officer.
- 32.40 For this Report, union members were informed of issues that need to be dealt with administratively at the level of the Ministry. As regards the creation of a level above the Principal Materials Testing Officer, on the basis of the span of activities of the Laboratory, we consider that there is no functional need for same. A case was also made for the merging of the grades of Senior Materials Testing Officer and Materials Testing Officer. However, for technical reasons, the request could not be acceded to. We, therefore, consider the present structure to be appropriate.

Movement for Materials Testing Officer

- 32.41 As per existing provision, the Materials Testing Officers are allowed to proceed incrementally up to salary point Rs 46900 in the Master Salary Scale, subject to certain conditions. This provision is being revisited.

Recommendation 9

- 32.42 We recommend that officers in the grade of Materials Testing Officer 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 52550 on a personal basis, on the same conditions prevailing previously, provided that they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.**

Plan Printing Operator

32.43 Presently, provision is made for incumbents in the grade of Plan Printing Operator (PPO) who possess a Certificate in Autocad in addition to the prescribed qualification of the grade, to proceed beyond the top salary of their grade by one increment provided they satisfy the set criteria. This provision was introduced as an inducement for PPOs to upgrade their qualification to better equip them to cope with technical issues. We are, in this Report, reviewing this provision.

Recommendation 10

32.44 We recommend that Plan Printing Operators should, on obtention of a Certificate in Autocad or a relevant equivalent qualification, be granted one additional increment subject to the top salary recommended for the grade.

Health Surveillance

32.45 The Bureau recommended in the last Report that necessary arrangements be made for Plan Printing Operators to benefit from medical/health check up free of charge. These officers are constantly exposed to substances emanating from the printing machines which are hazardous to health. The recommendation for Health Surveillance to these incumbents is being upheld.

Recommendation 11

32.46 We recommend that Management should continue to arrange with the Health Authorities to enable Plan Printing Operators to undergo regular medical/health check up free of charge.

NATIONAL INFRASTRUCTURE DIVISION

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 114	Rs 132000 Permanent Secretary
16 028 070	Rs 16265 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 QB 30700 x 825 - 35650 x 900 - 37450 Print Finishing/Book Binding Operator (Roster) <i>formerly Machine Minder/Senior Machine Minder (Bindery) (Roster)</i>

Salary Code	Salary Scale and Grade
25 033 068	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 Technical Assistant (Ex-SMEDA) (Personal)
24 030 063	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 - 31525 Leading Hand/Senior Leading Hand
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
24 021 051	Rs 14475 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 Surveillant <i>formerly Security Guard</i>
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
24 018 048	Rs 13745 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 Handy Worker
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
CIVIL ENGINEERING SECTION	
26 000 107	Rs 110125 Director (Civil Engineering)
26 091 102	Rs 68000 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500 Deputy Director (Civil Engineering)

Salary Code	Salary Scale and Grade
26 080 098	Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 Geotechnical Specialist Lead Engineer
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 Engineer/Senior Engineer (Civil)
26 063 088	Rs 31525 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Geologist
MECHANICAL ENGINEERING SECTION	
26 000 107	Rs 110125 Director (Mechanical Engineering)
26 091 102	Rs 68000 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500 Deputy Director (Mechanical Engineering)
26 080 098	Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 Lead Mechanical Engineer
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 Mechanical Engineer/Senior Mechanical Engineer
26 065 083	Rs 33175 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 Senior Technical and Mechanical Officer
26 047 079	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 Technical and Mechanical Officer

Salary Code	Salary Scale and Grade
22 029 066	Rs 16525 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 - 34000 Automobile Electronics Technician
26 071 088	Rs 38400 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Principal Technical Officer (Civil Engineering) Principal Technical and Mechanical Officer
26 065 083	Rs 33175 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 Senior Technical Officer (Civil Engineering)
26 047 079	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 Technical Officer
QUANTITY SURVEYING SECTION	
26 000 107	Rs 110125 Director (Quantity Surveying)
26 091 102	Rs 68000 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500 Deputy Director (Quantity Surveying)
26 080 098	Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 Lead Quantity Surveyor
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 Quantity Surveyor/Senior Quantity Surveyor
26 059 088	Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Assistant Quantity Surveyor

Salary Code	Salary Scale and Grade
26 071 088	Rs 38400 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Chief Technician (Quantity Surveying)
26 065 083	Rs 33175 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 Principal Technician (Quantity Surveying)
26 060 079	Rs 29050 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675 Senior Technician (Quantity Surveying)
26 077 090	Rs 44800 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 66200 Head, Works Cadre
26 071 088	Rs 38400 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Superintendent of Works
26 065 083	Rs 33175 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 Chief Inspector of Works
26 060 079	Rs 29050 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675 Senior Inspector of Works
26 051 074	Rs 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 41250 Inspector of Works
26 032 069	Rs 17305 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 - 36550 Assistant Inspector of Works

Salary Code	Salary Scale and Grade
19 071 088	Rs 38400 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Principal Materials Testing Officer
19 065 083	Rs 33175 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 Senior Materials Testing Officer
19 047 079	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 Materials Testing Officer
25 052 070	Rs 23950 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 Workshop Supervisor
16 026 065	Rs 15745 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 - 33175 Plan Printing Operator
25 044 067	Rs 20825 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34825 Chief Automobile Electrician Chief Blacksmith Chief Cabinet Maker Chief Carpenter Chief Coach Painter Chief Fitter Chief Locksmith Chief Mason Chief Motor/Diesel Mechanic Chief Painter Chief Panel Beater Chief Plumber and Pipe Fitter Chief Turner and Machinist Chief Welder Foreman

Salary Code	Salary Scale and Grade
25 028 061	<p>Rs 16265 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</p> <p>Multi-Skilled Tradesman (Building Construction) Multi-Skilled Tradesman (Automotive Electricity and Electronics)</p>
25 026 059	<p>Rs 15745 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 - 28225</p> <p>Automobile Electrician Blacksmith Cabinet Maker Carpenter Carpenter (Works) Coach Painter Diesel Test Bench Operator Fitter Locksmith Mason Mason (Works) Mechanic (Works) Motor Mechanic Motor/Diesel Mechanic Painter Panel Beater Panel Beater (Works) Plumber and Pipe Fitter Turner and Machinist Welder Welder (Works) Wood Machinist</p>
25 019 049	<p>Rs 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 22625</p> <p>Tradesman's Assistant</p>
24 043 068	<p>Rs 20500 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650</p> <p>Senior Laboratory Auxiliary</p>
24 026 063	<p>Rs 15745 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 - 31525</p> <p>Laboratory Auxiliary</p>

Salary Code	Salary Scale and Grade
24 033 062	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 - 30700 Driver (Mechanical Unit)
24 033 061	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 - 29875 Driver (Heavy Vehicles above 5 tons)
24 026 059	Rs 15745 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 - 28225 Vulcaniser
24 025 054	Rs 15485 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 25000 Plant and Equipment Operator Toolskeeper (Plaine Lauzun – Workshop)
24 021 051	Rs 14475 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 Surveillant (Works) <i>formerly Security Guard (Works)</i>
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 (Works)
ARCHITECT SECTION	
26 000 107	Rs 110125 Director (Architecture)
26 091 102	Rs 68000 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500 Deputy Director (Architecture)
26 080 098	Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 Lead Architect

Salary Code	Salary Scale and Grade
26 073 093	<p>Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 71800</p> <p>Principal Architect (Personal to officers in post as at 31.12.15)</p>
26 065 092	<p>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</p> <p>Architect/Senior Architect</p>
26 059 088	<p>Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700</p> <p>Landscape Architect</p>
26 071 090	<p>Rs 38400 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 66200</p> <p>Chief Technical Design Officer</p>
26 065 084	<p>Rs 33175 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 55900</p> <p>Principal Technical Design Officer</p>
26 060 079	<p>Rs 29050 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675</p> <p>Senior Technical Design Officer</p>
26 047 079	<p>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</p> <p>Technical Officer</p>
26 041 073	<p>Rs 19850 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 40300</p> <p>Technical Design Officer</p>
26 031 033	<p>Rs 17045 x 260 - 17565</p> <p>Trainee Technical Design Officer</p>



ENERGY SERVICES DIVISION

- 32.47 The Energy Services Division (ESD) is responsible, *inter alia*, to: provide high quality services in the electrical engineering field to Ministries and Departments; cater for the operation, maintenance and supervision of high voltage systems within government premises; conduct energy audits and implement remedial measures to reduce energy usage; draw up technical specifications for Ministries and Departments in respect of electrical plant and machinery; and provide technical assistance to official functions and events such as international and national events and conferences.
- 32.48 The Director, ESD is at the apex of the Division. He is supported in his functions by a Deputy Director, ESD and officers of the Electrical Engineer, Technician and Inspector Cadres, as well as employees of the Tradesman and General Services grades.
- 32.49 In the context of this review exercise, the Unions made several representations for the Electrical Engineer Cadre, which consisted, among others to: reorganise the existing structure at the ESD by splitting the activities of the Division into two distinct parts, namely (i) Planning; and (ii) Maintenance and Operation, each headed by a Deputy Director and to reinforce manpower; provide an upgrading of their salaries as well as enhanced conditions of service; and set up an on-call and in-attendance system for Electrical Engineers in line with what obtains at the Forensic Science Laboratory.
- 32.50 Representations made by the Union on behalf of officers in the Engineering Cadre in all fields, including electrical, have been reported earlier in this Chapter. With regard to the ESD Inspectors and Technicians, their representations were, *inter alia*, geared towards: abolition of the position of Trainee Technician; and payment of an In-Attendance Allowance, on the ground that they have to attend work after office hours.
- 32.51 Management, in turn, mainly proposed for a review of the mode of appointment of the grade of Director, ESD with a view to enabling the Division to be headed by a high calibre professional, possessing sharp technical, administrative as well as project management skills and the abolition of the position of Trainee Inspector.
- 32.52 Proposals made by the Unions and Management for the Tradesman Cadre have been reported and addressed under the Chapter "Workmen's Group – Tradesman Cadre."
- 32.53 After duly examining all the proposals made, the Bureau is making the following observations: most of the representations made by the Unions, including a few from Management, relate to implementation, which should be dealt with administratively; the Bureau has made general recommendations on conditions of service; and no allowance is paid for work carried out during normal working hours in respect of fast track projects or capital projects. However, overtime is paid for work performed outside normal working hours as per our general recommendations; it would be more appropriate for Management to amend the mode of appointment of the grade of Director, ESD after consulting relevant stakeholders; and it is up to Management to put in place a system of on-call and in-attendance in respect of officers, should the need arise.

32.54 It is noteworthy that the Bureau did not receive additional information requested from parties concerned. We consider the structure of the Engineering and Technician Cadres as appropriate and, therefore, are not bringing any change thereto. However, we are reviewing that of the Inspector Cadre by abolishing the position of Trainee Inspector, ESD.

Inspector Cadre

32.55 At present, the grade of Inspector ESD is filled by appointment of Trainee Inspectors. In the context of this review exercise, Management informed that the duties devolving upon the Technician Cadre are similar to those of the Inspector Cadre, so that it would be more appropriate that the trainee position be abolished and the duties devolving on the Inspector Cadre be taken over by the officers of the Technician Cadre, against an increase in the establishment size of the latter.

32.56 Since the proposal of Management is in line with the Bureau's policy for flatter structures, we are agreeable to same as it would enhance efficiency and effectiveness at the ESD. We are, therefore, making recommendations in that direction, whilst maintaining the promotion prospects of the officers of the Inspector Cadre.

Recommendation 12

32.57 We recommend that the:

- (i) position of Trainee Inspector, ESD be abolished;**
- (ii) grade of Inspector, ESD be made evanescent and abolished upon vacancy; and**
- (iii) Inspector Cadre be gradually phased out.**

32.58 We further recommend that the duties devolving upon the Inspector Cadre be equally incorporated in those of the grades of the Technician Cadre and the latter's establishment size be increased prior to the complete phasing out of the Inspector Cadre.

Human Resource Planning Exercise

32.59 In the last Report, we recommended that Management should carry out a Human Resource Planning (HRP) exercise with a view to determining the right establishment size at all levels within the ESD. The Bureau has been apprised that same was not conducted. We further noted that no response was received on the survey carried out by the Bureau on the recommendations of the 2016 PRB Report/Addendum Report which have not been implemented. We opine that the HRP exercise would enable Management to take cognizance of any problem of manpower arising at the Division and would contribute in enhancing organisational effectiveness. In this context, we are reiterating the recommendation.

Recommendation 13

32.60 We again recommend that Management of the Energy Services Division should carry out a Human Resource Planning exercise as per recommendation made in the Chapter Recruitment, Promotion and Retention of Volume 1 of this Report with a view to determining the right establishment size at all levels at the Division.

Incremental Movement**Recommendation 14**

32.61 We recommend that officers in the grades of Lead Electrical Engineer *formerly Chief Engineer* and Deputy Director, Energy Services Division in post as at 31 December 2012 should be allowed to move incrementally by two increments over and above the provision set out at paragraph 9.41 of this Report, on the same terms and conditions.

Special Professional Retention Allowance

32.62 Provision was previously made for officers of the Electrical Engineering Cadre 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 the 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.**

Survey Fees to Engineers and Officers of the Inspector and Technician Cadres

32.63 At present, Engineers and officers of the Inspector and Technician Cadres of the Energy Services Division who are called upon to carry out survey of site of fire/electrocution are paid a survey fee of Rs 800 and Rs 525 per survey respectively. We have been apprised that in the event the same task is carried out after normal working hours, the officers are not being paid any compensation. It is to be pointed out that our recommendation has not excluded the payment of survey fees for same.

Recommendation 15

32.64 We recommend that the survey fees payable to the Engineers and officers of the Inspector and Technician Cadres of the Energy Services Division who are required to carry out a survey on site of fire/electrocution be revised to Rs 840 and Rs 550 per survey respectively.

Training Schemes for Graduates in Engineering

32.65 Graduates in Engineering need to acquire two years' experience for registration purposes as per the requirement of the Council of Registered Professional Engineers. At present, graduates under the training scheme are paid a monthly allowance of Rs 23975. We are revising the quantum of the allowance.

Recommendation 16

32.66 We recommend that the monthly allowance payable to graduates in Engineering under the training scheme be revised to Rs 25525.

Travelling Allowance to Graduates in Engineering

32.67 Graduates in Engineering under the training scheme are refunded mileage for official travelling at the rate of Rs 6.50 per km in the event they use their cars in the performance of their duties, whilst those who perform official travelling by bus are refunded bus fares *in toto*. We are revising the rate at which mileage is being refunded.

Recommendation 17

32.68 We recommend that Graduates in Engineering under the training scheme who use their car for official travelling in the discharge of their duties should be refunded travelling expenses based on the distance travelled at the rate of Rs 6.60 per km or should be refunded bus fares, whichever is higher.

Risk Allowance

32.69 Provision exists for the payment of a Risk Allowance equivalent to one and a half increments at the initial salary of respective salary scale to officers of the Energy Services Division who effectively work on high tension voltage (22000 volt).

32.70 During consultations, Unions have informed that the above provision has not been implemented by Management. Further to a query from the Bureau, the latter informed that the non-implementation of this recommendation was due to difficulties encountered by the ESD to identify the officers eligible for the Risk Allowance, the moreso, the officers need to pass a competency test prior to working on high tension voltage. We have been apprised that as at date, no arrangement has been made to carry out the competency test and presently, the employees are working on high tension voltage under the supervision of contractors or employees of the Central Electricity Board. In this context, the Ministry is advised to make necessary arrangements for officers concerned of the Energy Services Division to take part in the relevant competency test with a view to enabling them to work on high tension voltage.

32.71 In view of the above, we are retaining the recommendation made in 2016 PRB Report.

Recommendation 18

32.72 We recommend that officers of the Energy Services Division who effectively work on high tension voltage (22000 volt) be paid a monthly Risk Allowance equivalent to one and a half increments at the initial point of their respective salary scale.

ENERGY SERVICES DIVISION

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	ENERGY SERVICES DIVISION
22 000 107	Rs 110125 Director, Energy Services Division
22 091 102	Rs 68000 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500 Deputy Director, Energy Services Division
22 080 098	Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 Lead Electrical Engineer
22 065 092	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 Electrical Engineer/Senior Electrical Engineer
22 056 059	Rs 26050 x 675 - 27400 x 825 - 28225 Trainee Engineer (Electrical)
22 067 083	Rs 34825 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 Chief Technician
22 062 079	Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675 Principal Technician
22 050 076	Rs 23025 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500 Senior Technician

Salary Code	Salary Scale and Grade
22 035 069	<p>Rs 18100 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 - 36550</p> <p>Technician</p>
22 027 029	<p>Rs 16005 x 260 - 16525</p> <p>Trainee Technician</p>
22 067 083	<p>Rs 34825 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200</p> <p>Chief Inspector</p>
22 062 079	<p>Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675</p> <p>Principal Inspector</p>
22 050 076	<p>Rs 23025 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500</p> <p>Senior Inspector</p>
22 035 069	<p>Rs 18100 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 - 36550</p> <p>Inspector (Personal)</p>
08 035 066	<p>Rs 18100 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34000</p> <p>Time Keeper</p>
25 047 070	<p>Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450</p> <p>Chief Electrician (Shift) (New Grade) Chief Plant Mechanic (Shift) (New Grade)</p>

Salary Code	Salary Scale and Grade
25 044 067	<p>Rs 20825 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34825</p> <p>Chief Electrician Chief Plant Mechanic</p>
25 029 062	<p>Rs 16525 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 - 30700</p> <p>Electrician (Shift) (New Grade) Plant Mechanic (Shift) (New Grade)</p>
25 026 059	<p>Rs 15745 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 - 28225</p> <p>Electrician Plant Mechanic</p>
25 019 049	<p>Rs 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 22625</p> <p>Tradesman's Assistant</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>
24 018 048	<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>

