

21. MINISTRY OF AGRO-INDUSTRY, FOOD SECURITY, BLUE ECONOMY AND FISHERIES

- 21.1 The activities of the Ministry of Agro-Industry, Food Security, Blue Economy and Fisheries are organised under two Divisions, namely: Agro-Industry and Food Security; and Blue Economy and Fisheries. Each Division is overseen by a Permanent Secretary while the whole Ministry is under the responsibility of a Senior Chief Executive.

AGRO INDUSTRY AND FOOD SECURITY DIVISION

- 21.2 The Agro-Industry and Food Security Division envisions to be a driver, catalyst and facilitator for operators in agriculture and agro business and spearhead the development of small and medium sized commercial and professional agro business sector. Its operations are carried out by several sub-divisions/units/departments.

AGRICULTURAL SERVICES

- 21.3 As one of the technical arms of the Ministry, the Agricultural Services comprises 12 Divisions and two Units. It is responsible to: protect the country's agricultural economy and natural resources from introduction, establishment and spread of exotic pests; be an effective analytical support service provider to the farming community and agricultural sector for a sustainable agricultural development, among others. A Director is responsible for the overall management and smooth running of the Agricultural Services. The latter is assisted by an array of officers at various levels including professionals, technical, support as well as employees of the Workmen's Group.
- 21.4 For this review, Union requested for the: restyling/upgrading of a few grades; filling of posts; review of qualifications requirement; increase in establishment size; grant of travelling and car benefits; and payment of certain allowances. After examining the overall structure, we consider same fit-for-purpose.
- 21.5 During consultations, Union apprised that some core technical positions have not been filled since long, owing to a considerable delay in reviewing schemes of service. According to them, this situation is hampering the smooth running of activities. Given that Government is laying much emphasis on the modernisation of the agro-industry, the Bureau considers that **Management should expedite matters in reviewing schemes of service where the need is felt, so as to enable filling of core grades.**

Laboratory Technologist Cadre

- 21.6 Staff side advocated for an upgrading and restyling of the grade of Laboratory Technologist to that of Scientific Officer, while Management on its side

requested for a merger of the grade of Laboratory Technologist and Senior Laboratory Technologist.

Animal Production Division

- 21.7 The Animal Production Division implements projects and policies for improving the sustainability and profitability of the livestock sector with the overall aim of securing the supply of food of animal origin. It is serviced by officers in professional, technical and support levels with a Principal Scientific Officer at the apex.
- 21.8 Union proposed for the restyling of the Scientific Officer Cadre to Scientific Officer (Livestock) Cadre and alignment of the proposed restyled Cadre to that of the Veterinary Officer.

Veterinary Services Division

- 21.9 The main services provided by the Veterinary Services Division include, among others, artificial insemination, pregnancy diagnosis, treatment of animal diseases and difficult calvings as well as laboratory diagnosis of diseases. The Division operates a number of sub-offices all around the island. An Assistant Director, Livestock and Veterinary heads the Division and is assisted by officers of the Veterinary Officer Cadre as well as other technical staff and employees in the Workmen's Group.
- 21.10 For this review, Union's proposals were focused on a major restructuring consisting of the veterinary services to operate as a separate entity, to be headed by a Chief Veterinary Officer; creation of a few levels; restyling existing grades, along with a change in the reporting line at the top. According to Union, these proposals are in accordance with the recommendations of the World Organisation on Animal Health and in line with relevant legislations. Given the magnitude of the proposed restructuring, we consider it more appropriate for Management to look into same in the first instance. We have, therefore, maintained the existing structure and provisions.
- 21.11 As regard a request from Management for the Livestock and Veterinary Services to be classified as "essential services", this does not fall to be considered by the Bureau and they were so informed.

Movement in Salary Scale for Veterinary Officers

- 21.12 Veterinary Officers are currently allowed to move incrementally in the Master Salary Scale up to salary point Rs 69800, subject to satisfying the performance criteria. We are reviewing same.

Recommendation 1

- 21.13 We recommend that Veterinary Officers should continue to be allowed to move incrementally in the Master Salary Scale up to salary point Rs 89250 on the same prevailing conditions, subject to satisfying the**

performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

Special Professional Retention Allowance

- 21.14 Provision had previously been made for the officers of the Veterinary Officer Cadre to benefit from the Special Professional Retention Allowance (SPRA) up to 31 December 2016. In continuation of this measure, the last PRB Report introduced a provision exempting officers who retire or leave the service before their compulsory retirement age from refunding the SPRA. **This provision remains in force, as reaffirmed by the recommendation set out in the Chapter on Observations and General Provisions of this Volume.**

Allowance to carry out Meat Inspections

- 21.15 Veterinary Officers are currently paid a daily commuted allowance of Rs 880 for carrying out meat inspections at the Mauritius Meat Authority at odd hours during weekdays and Saturdays. Since this arrangement is still in place, we are maintaining the allowance while reviewing its quantum.

Recommendation 2

- 21.16 **We recommend that Veterinary Officers who are required to carry out meat inspections at the Mauritius Meat Authority at odd hours during Weekdays and Saturdays should be paid a daily commuted allowance of Rs 970.**

On-Call and In-Attendance Allowances

- 21.17 At present, On-Call and In-Attendance Allowances are paid to Veterinary Officers for providing services to the breeding community and non-breeding community, namely at the Airport, beyond normal working hours to ensure a 24-hour service. Since this arrangement is still valid, we are maintaining payment of the allowances.
- 21.18 For this review, Management informed that the Veterinary Officers are also placed on an on-call roster programme to attend to cases related to the non-breeding community at the Seaport. In view thereof, request has been made for the payment of On-Call and In-Attendance Allowances to officers concerned. On the basis of the additional information obtained, we observed that the frequency of intervention at the Seaport is relatively much lower. In such circumstance, we consider that it would not be appropriate to accede to the request.
- 21.19 **However, Management may contemplate requiring one of the Veterinary Officers who are placed on-call to attend to cases of the breeding community at the Mauritius Meat Authority, to also cater for issues at the Seaport, given the low occurrence of cases thereat. In the event this course of action is adopted, the rates payable for attending duty at the Seaport should be as recommended at paragraph 21.21.**

Recommendation 3

- 21.20** We recommend that Veterinary Officers who are required to be on-call after normal working hours, for providing a 24-hour service to the breeding community and non-breeding community at the Airport, be paid the following allowances:

Period	On-Call Allowance (Rs)
Breeding Community	
Weekdays 1530 hours to 0900 hours the next day	490
Saturdays Noon to 1800 hours	230
1800 hours to 0900 hours the following day	380
Sundays and Public Holidays 0900 hours to 1700 hours	320
1700 hours to 0900 hours the following day	435
Non-Breeding Community at the Airport	
Weekdays 1600 hours to 0900 hours the next day	475
Saturdays 0900 hours to 0900 hours the next day	725
Sundays and Public Holidays 0900 hours to 0900 hours the next day	755

- 21.21** We additionally recommend that the Veterinary Officers be paid an In-Attendance Allowance of Rs 230 per hour, inclusive of travelling time for attending work while on-call for the breeding and non-breeding communities, subject to a maximum of:

Weekdays	Rs 1190
Saturdays	Rs 1430
Sundays and Public Holidays	Rs 1910

Agricultural Support Officer/Senior Agricultural Support Officer

- 21.22 Union proposed for a restructuring comprising the restyling and upgrading of the grade of Agricultural Support Officer/Senior Agricultural Support Officer; phasing out of the grade of Agricultural Superintendent; and incorporating the duties of latter grade to those of the proposed restyled grade. Other demands relate to the review of scheme of service; increase in establishment size; review/grant of allowances; and general Conditions of Service.

Movement in salary scale for Technical Assistants (Ex-SPI) (Personal)

- 21.23 Technical Assistants (Ex-SPI) (Personal) are allowed to move incrementally in the Master Salary Scale up to salary Rs 41250. We are maintaining the provision whilst revising the salary point.

Recommendation 4

- 21.24 **We recommend that Technical Assistants (Ex-SPI) (Personal) should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 53400 on the same prevailing conditions and subject to satisfying the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.**

Allowance for Accreditation and ISO Certification

- 21.25 Union proposed for two officers to be designated for work related to ISO Certification and Accreditation and for these officers to be selected from the technical pool instead of the Scientific Officer Cadre only. Since this issue mainly befalls Management, the views of the latter were sought. However, for dearth of information, we could not further examine the request. We are, therefore, maintaining the current provision whilst reviewing the quantum.

Recommendation 5

- 21.26 **We recommend that a designated officer of the Scientific Officer Cadre who performs duties related to ISO certification and accreditation on a rotational basis, should be paid a monthly allowance of Rs 3300.**

Redeployment of Staff**Recommendation 6**

- 21.27 **We recommend that in respect of Ex-TDA, Teafac and Tea Board employees who have been re-deployed in the Civil Service by virtue of a decision of Government, the aggregate number of years of service should be taken into consideration for implementing the recommendations made at paragraph 16.9.27 of Volume 1 of this Report irrespective of their grades and the duties they have been performing. This recommendation is not applicable to officers, if any, qualifying for additional increments by virtue of provisions made at paragraph 16.9.17 of Volume 1 of this Report.**

Agricultural Office Assistant (Personal)
formerly Office Assistant (Ex-Sampler) (Personal)

Agricultural Clerk (Personal)
formerly in GSC 9

- 21.28 In the context of this review exercise, requests were made by Unions, among others, to upgrade the qualifications requirement of the grades of Agricultural Office Assistant (Personal) *formerly Office Assistant (Ex-Sampler) (Personal)* and Agricultural Clerk (Personal) *formerly in GSC 9* together with a change in their appellations. After examination, the Bureau could not accede to the requests owing to technical constraints and associated implications.

Other Allowances

- 21.29 A monthly allowance is presently paid to officers in the grade of Agricultural Support Officer/Senior Agricultural Support Officer for carrying out specific duties and assuming higher responsibilities beyond their normal working hours or for working at outstations on a roster basis.
- 21.30 For this review, Union proposed for the allowance to be extended to a few officers. However, we did not retain the proposal based on additional information obtained. Hence, we are reiterating the existing provision whilst revising the quantum.

Recommendation 7

- 21.31 **We recommend that the quantum of the allowances payable to eligible officers should be revised as hereunder:**

(a)	Agricultural Support Officer/Senior Agricultural Support Officers residing on stations for shouldering higher responsibilities outside normal working hours	Rs 275 monthly
(b)	Agricultural Support Officer/Senior Agricultural Support Officers working on a roster basis at outstations	Rs 550 monthly

Agricultural Engineering Cadre

- 21.32 Owing to a lean structure, Management did not endorse the proposal submitted by the Union representing the Agricultural Engineering Cadre for the creation of a grade of Assistant Director (Engineering). **Nonetheless, the Bureau considers that the onus is on the Ministry to support the continued development of this Cadre. Accordingly, Management is advised to re-evaluate the need and feasibility of increasing the number of posts of the grade of Assistant Director, Agricultural Services, while ensuring an appropriate balance between Engineering and Scientific disciplines for the effective execution of duties.**

Trainees in Engineering/Agricultural Engineering

- 21.33 Graduates in Engineering or Agricultural Engineering are required, in accordance with prevailing legislation, to undergo a period of pre-registration practical training in order to be eligible for professional registration and practice. In this context, a monthly fee of Rs 26050 is currently payable to such trainees. The quantum of this fee is being revised.

Recommendation 8

- 21.34 We recommend that the monthly fee payable to graduates in Engineering or Agricultural Engineering who are required to undergo pre-registration practical training in accordance with legislation in force to qualify for professional registration, be revised to Rs 35840.
- 21.35 We further recommend that trainees in Engineering or Agricultural Engineering who use their personal vehicle for official travelling in the discharge of their duties should be refunded travelling expenses based on the distance travelled, at the rate of Rs 9.05 per km, or be refunded bus fares, whichever amount is higher.

Abolition of Grades

- 21.36 Management informed that certain grades are vacant and are no longer warranted. Consequently, they should be abolished and we are recommending accordingly.

Recommendation 9

- 21.37 We recommend that the grades of Livestock Officer and Agricultural Engineer (Ex-SPI) (Personal) be abolished.

FORESTRY SERVICES

- 21.38 The Forestry Services is committed to protect, conserve and promote the sustainable use and rehabilitation of forests, woodlands, range lands, river reserves and other green spaces. To that end, it is responsible for the enforcement of forest laws; restoration and maintenance of forest plantations; and conservation of biological diversity, among others.
- 21.39 The Conservator of Forests is at the apex of the Forestry Services. He is assisted in his functions by officers at professional and technical levels. Staff of the General Services grades and employees in the Workmen's Group provide support to the core team as well.
- 21.40 For this Report, Unions requested, among others, for an enhancement in their salaries and Conditions of Service, including review of allowances. However, for want of information, the latter proposal could not be examined further. Union also pointed out the inability to fill vacant posts as officers concerned do not yet possess the required number of years of experience. In that respect, they proposed for the scheme of service of certain core grades to be amended. **We consider that Management should carry out a proper succession planning exercise to ensure that such situation does not recur.**
- 21.41 Union and Management equally proposed for the qualifications requirement of the grade of Forest Conservation and Enforcement Officer to be upgraded to a Higher School Certificate.
- 21.42 As regards the structure, Management requested for the restyling of grades of the professional cadre and creation of a grade of Forest Extensionist. We noted that the nature and level of duties to be devolved on the proposed grade are similar to those befalling the Forest Conservation and Enforcement Officer. We, therefore, consider that it may be more appropriate to enlarge the duties of the grade of Forest Conservation and Enforcement Officer and increase its establishment size as well as for that of the Senior Forest Conservation and Enforcement Officer Cadre. We deem the present structure appropriate and are bringing no change thereto.

Movement in salary scale for Forest Conservation and Enforcement Officers and Senior Forest Conservation and Enforcement Officers

- 21.43 As per existing provisions, Forest Conservation and Enforcement Officers and Senior Forest Conservation and Enforcement Officers are allowed to move incrementally in the Master Salary Scale upon possession of a Diploma in Forestry and satisfying certain other conditions. We are maintaining this provision.

Recommendation 10

21.44 We recommend that officers in the grades of Forest Conservation and Enforcement Officer and Senior Forest Conservation and Enforcement Officer who:

- (i) were in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021, and possessed a Diploma in Forestry or an equivalent qualification, should be allowed to move incrementally in the Master Salary Scale up to the salary point Rs 47950 and Rs 51200 respectively, on a personal basis; and
- (ii) were in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021, and obtained the above-mentioned qualification after that date AND those who joined the grade as from the date of publication of the 2021 PRB Report, that is, 14 October 2021, and possess the additional qualification, 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 Chapter on Observations and General Provisions of this Volume.

Allowance for participating in Expeditions to Islets and on Mountain Tops

21.45 A daily All-Inclusive Allowance is currently paid to officers of the Forestry Services for participating in expeditions to islets and on mountain tops. We are revising the quantum of the allowance.

Recommendation 11

21.46 We recommend the payment of a daily All-Inclusive Allowance, in lieu of overtime, to officers of the Forestry Services for participating in expeditions to islets and on mountain tops, as hereunder:

Grade	Daily All-Inclusive Allowance (Including Meal Allowance) Amount (Rs)
Conservator of Forests	4025
Deputy Conservator of Forests	4025
Assistant Conservator of Forests/Senior Assistant Conservator of Forests	4025
Divisional Forest Officer	3385
Chief Forest Conservation and Enforcement Officer	2540
Principal Forest Conservation and Enforcement Officer	2195

Grade	Daily All-Inclusive Allowance (Including Meal Allowance) Amount (Rs)
Senior Forest Conservation and Enforcement Officer	1695
Forest Conservation and Enforcement Officer	1525
Head Survey Field Worker	1310
Survey Field Worker/Senior Survey Field Worker	1250
Senior Gardener/Nursery Attendant	1250
Gardener/Nursery Attendant	1185
Chemical Sprayer Operator <i>formerly Insecticide Sprayer Operator</i>	1185
Carpenter	1185
Mason	1185
Painter	1185
Welder	1185
Woodcutter	1185
Tradesman's Assistant	1020
General Worker	950

Walking Allowance

21.47 Officers in the Forest Conservation and Enforcement Officer Cadre are paid a monthly Walking Allowance of Rs 300 as they have to cover long distances by foot to reach certain sites which are not accessible by vehicles. We are revising the quantum.

Recommendation 12

21.48 We recommend that officers of the Forest Conservation and Enforcement Officer Cadre and Divisional Forest Officers be paid a monthly Walking Allowance of Rs 330.

Rent Allowance

21.49 We are maintaining the provision for the payment of a monthly Rent Allowance to officers of the Forestry Services who do not occupy Government quarters.

Recommendation 13

21.50 We recommend the continued payment of a monthly Rent Allowance to the following officers of the Forestry Services who do not occupy Government quarters:

Grade	Amount (Rs)
Forest Conservation and Enforcement Officer	680
Senior Forest Conservation and Enforcement Officer	730
Principal Forest Conservation and Enforcement Officer	940
Chief Forest Conservation and Enforcement Officer	1035
Divisional Forest Officer	1120

Bad Road Allowance

21.51 Presently, officers of the Forest Conservation and Enforcement Officer Cadre are paid a Bad Road Allowance of Rs 880 per month, for using their cars, in the performance of their duties, on rugged and uneven terrains. Following representations made with respect thereto, we are extending payment of the allowance to those officers who use their double cabin pickup vehicles on bad roads in the performance of their duties.

Recommendation 14

21.52 We recommend that officers of the Forest Conservation and Enforcement Officer Cadre should be paid a monthly Bad Road Allowance for using their vehicle regularly on bad roads as below:

- (i) Rs 970 for using their cars; and
- (ii) Rs 1375 for using their double cabin pickup vehicle (2x4 or 4x4).

NATIONAL PARKS AND CONSERVATION SERVICE

- 21.53 The National Parks and Conservation Service (NPCS) is responsible for the management of our native terrestrial biodiversity and its ecosystem. It ensures a sustainable management and restoration of native terrestrial Mauritian fauna and flora so as to retain its genetic diversity for the future generations through *in-situ* and *ex-situ* conservation strategies, ecosystem restoration, public awareness, promotion of ecotourism and implementation of international biodiversity agreements.
- 21.54 A Director is at the helm of the NPCS and is assisted by a Deputy Director along with a team of officers at both professional and technical level. Officers in the Park Ranger Cadre as well as Forest Conservation and Enforcement Officer Cadre equally give assistance whilst employees of the Workmen's Group provide support services.
- 21.55 In the context of this Report, Union and Management made a few similar proposals regarding structure namely creation of grades, restyling/merging of some positions and upgrading of a few levels. Additionally, Union requested for a few grades to be paid On-Call and In-Attendance Allowances. However, in the light of additional information obtained, we could not accede to same.

Incremental Movement for Technical Officer/Senior Technical Officers (Conservation)

- 21.56 Technical Officer/Senior Technical Officers (Conservation) are allowed to move incrementally in the Master Salary Scale on possessing a Degree in the relevant field and subject to satisfying a few conditions. We are reiterating same.

Recommendation 15

- 21.57 **We recommend that officers in the grade of Technical Officer/Senior Technical Officer (Conservation) who:**
- (i) were in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021, and possessed a Degree in either Agriculture or Biology or Zoology or Botany or Ecology or an equivalent qualification, should be allowed to move incrementally in the Master Salary Scale up to the salary point Rs 71700 on a personal basis; and**
 - (ii) were in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021, and obtained the above-mentioned qualification after that date AND those who joined the grade as from the date of publication of the 2021 PRB Report, that is, 14 October 2021, and possess the additional qualification, should be allowed to move incrementally in the Master Salary Scale by one increment;**

subject to satisfying the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

Bad Road Allowance – Park Ranger Cadre

21.58 A Bad Road Allowance of Rs 1250, monthly is presently paid to officers of the Park Ranger Cadre for using their 4x4 or 2x4 vehicles on rough, mountainous and steep terrains in the conduct of official duties. We are maintaining same while revising the quantum.

Recommendation 16

21.59 **We recommend that officers of the Park Ranger Cadre who regularly use their double cab pickups, namely 4x4 or 2x4 vehicles on rough, mountainous and steep terrains in the performance of their duties, should be paid a monthly Bad Road Allowance of Rs 1375.**

Allowance to NPCS Officers for Participating in Expeditions to Islets

21.60 Officers of the NPCS who participate in expeditions to islets are currently paid a daily All-Inclusive Allowance, inclusive of Meal Allowance, in lieu of overtime. We are recommending for its continued payment.

Recommendation 17

21.61 **We recommend that officers posted at the National Parks and Conservation Service, who participate in expeditions to islets, should continue to be paid a daily All-Inclusive Allowance, inclusive of Meal Allowance, in lieu of overtime, as per the table below:**

Grade	Daily All-Inclusive Allowance (including Meal Allowance) Amount (Rs)
Director, National Parks and Conservation Service	4025
Deputy Director, National Parks and Conservation Service	4025
Senior Scientific Officer (Conservation)	4025
Scientific Officer (Conservation)	3385
Technical Officer/Senior Technical Officer (Conservation)	2720
Senior Park Ranger	2540
Park Ranger	2195
Assistant Park Ranger	1695

Grade	Daily All-Inclusive Allowance (including Meal Allowance) Amount (Rs)
Senior Forest Conservation and Enforcement Officer	1695
Forest Conservation and Enforcement Officer	1525
Senior Gardener/Nursery Attendant	1250
Gardener/Nursery Attendant	1185
Chemical Sprayer Operator <i>formerly Insecticide Sprayer Operator</i>	1185
Mason	1185
Tradesman's Assistant	1020
General Worker	950

Allowance for participating in Overnight Surveys on Mountain Tops

21.62 An All-Inclusive Allowance is paid to officers of the NPCS for participating in overnight surveys on mountain tops. We are reiterating same.

Recommendation 18

21.63 We recommend that officers of the National Parks and Conservation Service who participate in overnight surveys on mountain tops, should be paid a daily All-Inclusive Allowance, inclusive of Meal Allowance, in lieu of overtime, as follows:

Grade	Daily All-Inclusive Allowance (including Meal Allowance) Amount (Rs)
Director, National Parks and Conservation Service	4025
Deputy Director, National Parks and Conservation Service	4025
Senior Scientific Officer (Conservation)	4025
Scientific Officer (Conservation)	3385
Technical Officer/Senior Technical Officer (Conservation)	2715

Grade	Daily All-Inclusive Allowance (including Meal Allowance) Amount (Rs)
Senior Park Ranger	2540
Park Ranger	2195
Assistant Park Ranger	1695
Field Supervisor	1250
Gardener/Nursery Attendant	1185
Tradesman's Assistant	1020
General Development Worker (Personal) formerly Warehouse Operative (Ex-Tobacco Board)	950
General Worker	950

Walking Allowance – Park Ranger Cadre

- 21.64 Officers of the Park Ranger Cadre are paid a monthly Walking Allowance of Rs 300 as they are called upon to walk relatively long distances to reach certain locations that are inaccessible by vehicles. This allowance is being maintained but at a revised rate.

Recommendation 19

- 21.65 **We recommend that Assistant Park Rangers, Park Rangers and Senior Park Rangers of the NPCS be paid a monthly Walking Allowance of Rs 330.**

Rent Allowance

- 21.66 As per existing provision, officers of the Park Ranger Cadre who do not occupy Government quarters are paid a monthly Rent Allowance. We are reiterating same.

Recommendation 20

- 21.67 **We recommend that officers of the Park Ranger Cadre who do not occupy Government quarters should be paid Rent Allowance as follows:**

Grade	Amount (Rs)
Assistant Park Ranger	730
Park Ranger	940
Senior Park Ranger	1035

Abolition of Grades

- 21.68 Management has informed that the grades of Agricultural Executive Assistant (Personal) *formerly in GSE 10*, Agricultural Executive Assistant (Personal) *formerly in GSE 5*, Agricultural Executive Assistant (Personal) *formerly in GSE 3*, Agricultural Executive Assistant (Personal) *formerly in GSE 2*, Agricultural Clerk (Personal) *formerly in GSC 10*, Agricultural Executive Assistant are vacant and no longer warranted. **We are, therefore, abolishing the grades.**

Ex-VALLÉE D'OSTERLOG ENDEMIC GARDEN FOUNDATION

- 21.69 Following the proclamation of the Vallée D'Osterlog Endemic Garden Foundation (Repeal) Act 2025, all activities of the garden have been transferred to the National Parks and Conservation Service (NPCS).
- 21.70 The NPCS is now responsible for the maintenance, development, conservation and management of the Garden. Management has submitted that the 31 employees of the Ex-VOEG Foundation have been transferred to the NPCS on the same terms and conditions as their previous employment and thus the grades should be listed as personal. Further, the employees of the Ex-VOEG Foundation are required to report to the Director, NPCS.
- 21.71 On the basis of the foregoing, we are providing for the revised salaries of the grades and reiterating the specific conditions of service which are still applicable to the employees of the Ex-VOEG Foundation.

Loan Facilities for the purchase of Autocycle/Motorcycle

- 21.72 At present, incumbents in the grades of Park Assistant (Roster) (Ex-VOEG Foundation) (Personal), Driver/Messenger (Roster) (Ex-VOEG Foundation) (Personal) and Surveillant (Ex-VOEG Foundation) (Personal) who have to travel long distances using their own vehicle to attend to duty at the Garden, are provided with loan facilities to purchase a motorcycle or an autocycle with engine capacity of up to 125 cc and are refunded appropriate mileage. This provision should continue to exist.

Recommendation 21

- 21.73 **We recommend that Park Assistants (Roster) (Personal) (Ex-VOEG Foundation), Driver/Messengers (Roster) (Ex-VOEG Foundation) (Personal) and Surveillants (Ex-VOEG Foundation) (Personal) should continue to be granted loan facilities for the purchase of a motorcycle or an autocycle with engine capacity of up to 300 cc at interest rate of 3% per annum, refundable in 84 monthly instalments and be refunded mileage as per provision made at paragraph 16.2.82 (No 6 and 7) of the 2021 PRB Report of Volume 1 of this Report.**

Walking Allowance

- 21.74 The employees of the Ex-VOEG Foundation who are not provided with any means of transport or have not benefitted from any loan facilities and duty exemption and have to cover a distance of more than six kilometres daily to and from their site of work are currently granted a Walking Allowance of Rs 630 per month. As these conditions still prevail, we are maintaining the allowance while revising the quantum thereof.

Recommendation 22

- 21.75** We recommend that employees of the Ex-VOEG Foundation, excluding those who are provided with any means of transport or granted loan facilities or duty exemption and have to cover a distance of at least six kilometres per day to and from their site of work should be paid a Walking Allowance of Rs 695 a month.

Driver/Messenger (Roster) (Ex-VOEG Foundation) (Personal)

- 21.76** In the last report, following proposal made by Management, the Bureau recommended that the use of quad bike be included in the scheme of service of the grade of Park Assistant (Roster) (Ex-VOEG Foundation) (Personal) and officers in the grade, in post as at eve of the publication of the 2021 PRB Report, that is, 13 October 2021, be granted one additional increment at salary point reached in the salary scale, subject to the top salary of the grade. In the context of this Review exercise, Management has informed that this recommendation could not be implemented and proposed to include the duty of driving quad bike in the scheme of service of the grade of Driver/Messenger (Ex-VOEG Foundation) (Personal). After analysing the request, the Bureau is making the following recommendation.

Recommendation 23

- 21.77** We recommend that Management should promptly amend the scheme of service of the grade of Driver/Messenger (Roster) (Ex-VOEG Foundation) (Personal) by enlarging its duties to include the use of quad bike.
- 21.78** We further recommend that the Driver/Messengers (Roster) (Ex-VOEG Foundation) (Personal) in post as at 31 December 2025, should be granted one additional increment at salary point reached in the salary scale, subject to the top salary, as from the date they effectively start performing the additional duties.

Bad Road Allowance

- 21.79** At present, employees in the grades of Park Assistant (Roster) (Ex-VOEG Foundation) (Personal), Driver/Messenger (Roster) (Ex-VOEG Foundation) (Personal) and Surveillant (Ex-VOEG Foundation) (Personal) are paid a monthly Bad Road Allowance of Rs 375 for using their motorcycle or Rs 250 for using their autocycle, on bad road for official travelling to and from their site of work. We are, in this report, maintaining the provision whilst revising the quantum of the allowance.

Recommendation 24

21.80 We recommend that officers in the grades of Park Assistant (Roster) (Ex-VOEG Foundation) (Personal), Driver/Messenger (Roster) (Ex-VOEG Foundation) (Personal) and Surveillant (Ex-VOEG Foundation) (Personal) should be paid a monthly Bad Road Allowance as follows:

- (i) Rs 415 for using their motorcycle; or
 - (ii) Rs 275 for using their autocycle,
- for official travelling to and from their site of work.

Allowance to Driver/Messenger (Roster) (Ex-VOEG Foundation) (Personal) and Driver/ Office Attendant (Ex-VOEG Foundation) (Personal)

21.81 In the 2021 Report, we introduced the payment of a monthly non-pensionable allowance of Rs 425 to employees in the grades of Driver/Messenger (Roster) (Ex-VOEG Foundation) (Personal) and Driver/Office Attendant (Ex-VOEG Foundation) (Personal) who transport visitors on a regular basis in vehicle of more than 5 tons for sightseeing at the viewpoint. Given the continued relevance of the current arrangement, we are revising the quantum of the allowance.

Recommendation 25

21.82 We recommend that the allowance payable to incumbents in the grades of Driver/Messenger (Roster) (Ex-VOEG Foundation) (Personal) and Driver/Office Attendant (Ex-VOEG Foundation) (Personal) who are required to drive, on a regular basis, vehicle of more than 5 tons for transportation of visitors for sightseeing be revised to Rs 470.

**MINISTRY OF AGRO-INDUSTRY, FOOD SECURITY,
BLUE ECONOMY AND FISHERIES
(AGRO-INDUSTRY DIVISION)**

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 122	Rs 206000 Senior Chief Executive
02 000 116	Rs 166000 Permanent Secretary

Salary Code	Salary Scale and Grade
02 084 100	Rs 66050 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 Chief Agricultural Policy and Programme Development Officer
02 075 094	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Senior Agricultural Policy and Programme Development Officer
02 060 090	Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Agricultural Policy and Programme Development Officer
01 075 094	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Senior Agricultural Analyst
08 055 078	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950 Higher Executive Officer (Ex – Tea Board) (Personal)
08 032 069	Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930 Clerk/Word Processing Operator (Ex – Tea Board) (Personal)
08 031 069	Rs 25445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930 Agricultural Clerk (Personal) <i>formerly in GSC 9</i>
08 027 065	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 42050 Clerk Assistant/Senior Clerk Assistant (Ex – Tobacco Board) (Personal)
24 027 060	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Driver (Ordinary vehicles up to 5 tons)

Salary Code	Salary Scale and Grade
	AGRICULTURAL SERVICES
19 000 112	Rs 150000 Director, Agricultural Services
19 104 107	Rs 118000 x 4000 - 130000 Deputy Director, Agricultural Services
19 093 104	Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Assistant Director, Agricultural Services Assistant Director, Livestock and Veterinary
19 082 100	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 Principal Veterinary Officer
19 082 098	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Principal Scientific Officer
19 076 096	Rs 53400 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750 Senior Veterinary Officer
19 075 094	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Senior Scientific Officer
19 071 092	Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 82250 Veterinary Officer
19 061 090	Rs 38215 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Scientific Officer

Salary Code	Salary Scale and Grade
19 061 094	Rs 38215 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Herbarium Officer (ex-SPI) (Personal)
19 079 096	Rs 57400 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750 Senior Agricultural Superintendent
19 073 090	Rs 50100 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Agricultural Superintendent Senior Laboratory Technologist (Personal)
19 067 085	Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Laboratory Technologist (Personal) Senior Laboratory Technologist Senior Technical Officer (Ex-Tobacco Board) (Personal)
19 049 081	Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600 Apicultural Officer Laboratory Technologist Technical Officer (Ex-Tea Board) (Personal)
26 082 100	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 Principal Agricultural Engineer
26 075 094	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Senior Agricultural Engineer
26 067 090	Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Agricultural Engineer

Salary Code	Salary Scale and Grade
26 062 081	Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600 Senior Technical Design Officer
26 043 075	Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 52300 Technical Design Officer
26 033 035	Rs 26045 x 300 - 26645 Trainee Technical Design Officer
19 049 085	Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400 QB 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Agricultural Support Officer/Senior Agricultural Support Officer
19 055 076	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400 Senior Technical Assistant (Ex-Control Board) (Personal)
19 034 071	Rs 26345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 47950 Animal Care Officer Technical Assistant (ex-SPI) (Personal) Technical Assistant (Ex-Tobacco Board) (Personal)
26 051 085	Rs 32190 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Transport Superintendent
08 031 069	Rs 25445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930 Agricultural Clerk (Personal) <i>formerly in GSC 9</i>
10 034 073	Rs 26345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 50100 Visual Artist (Graphics) (Personal)

Salary Code	Salary Scale and Grade
16 030 072	Rs 25145 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 40110 QB 41080 x 970 - 46900 x 1050 - 49000 Print Finishing/Book Binding Operator (Roster)
21 027 069	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930 Sales Officer/Senior Sales Officer, Agricultural Extension Shop
25 054 072	Rs 33600 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 Workshop Supervisor
25 046 069	Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930 Chief Blacksmith Chief Cabinet Maker Chief Carpenter Chief Mason Chief Motor Mechanic Chief Panel Beater Chief Welder Foreman
25 028 061	Rs 24545 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215 Automobile Electrician Blacksmith Cabinet Maker Carpenter Coach Painter Fitter General Assistant Mason Motor Mechanic Painter Panel Beater Plumber and Pipe Fitter Sailmaker Turner and Machinist Upholsterer Welder

Salary Code	Salary Scale and Grade
25 024 054	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Maintenance Handy Worker (Personal)
25 021 051	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190 Maintenance Handy Worker Tradesman's Assistant
24 045 070	Rs 29915 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 Senior Laboratory Auxiliary
24 042 067	Rs 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 43990 Head Survey Field Worker
24 041 065	Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 42050 Senior Field Supervisor
24 028 065	Rs 24545 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 42050 Laboratory Auxiliary Laboratory Auxiliary (Ex-SPI) (Personal)
24 035 064	Rs 26645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 41080 Agricultural Implement Operator Driver (Mechanical Unit)
24 035 063	Rs 26645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 40110 Driver (Heavy vehicles above 5 tons)
24 030 063	Rs 25145 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 40110 Driver (on shift)

Salary Code	Salary Scale and Grade
24 029 063	Rs 24845 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 40110 Forklift Driver
24 033 062	Rs 26045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 Senior Livestock Attendant
24 041 061	Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215 Head Gardener/Nursery Attendant
24 028 061	Rs 24545 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215 Incinerator Operator Vulcaniser
24 032 060	Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Field Supervisor
24 027 060	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Driver (Ordinary vehicles up to 5 tons) General Development Worker (Personal) <i>formerly Gangman (TDA) or Driver (TDA)</i>
24 024 060	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 General Development Worker (Personal) <i>formerly Telephone Operator (TDA)</i> <i>Telephone Operator (Tea Board)</i>
24 023 060	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Survey Field Worker/Senior Survey Field Worker Survey Field Worker/Senior Survey Field Worker (ex-SPI) (Personal)

Salary Code	Salary Scale and Grade
24 029 058	Rs 24845 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 General Development Worker (Personal) <i>formerly Leaf Weigher (TDA)</i>
24 027 056	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720 Plant and Equipment Operator Senior Gardener/Nursery Attendant
24 025 056	Rs 23645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720 Livestock Attendant (on roster)
24 025 055	Rs 23645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34160 Irrigation Operator (on roster)
24 024 054	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Chemical Sprayer Operator <i>formerly Insecticide Sprayer Operator</i> Factory Operative Assistant Gardener/Nursery Attendant General Development Worker (Personal) <i>formerly Office Attendant (TDA/TEAFAC)</i> <i>Office Attendant, Tea Board</i> General Worker/Gardener (Ex-SPI) (Personal) Hatchery Operator Office Attendant (Ex-SPI) (Personal) Office Attendant (Ex-Tea Board) (Personal) Operator Pumping Station Toolskeeper
24 023 053	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 General Development Worker (Personal) <i>formerly Watchman (TDA)</i> Surveillant Surveillant (Ex-SPI) (Personal)

Salary Code	Salary Scale and Grade
24 021 052	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615 Stores Attendant
24 001 050	Rs 17975 x 175 - 18500 x 200 - 18900 x 225 - 20925 x 250 - 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 General Development Worker <i>formerly Warehouse Worker (Ex-Tobacco Board) (Personal)</i>
24 020 049	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365 General Development Worker (Personal) <i>formerly Motor Mechanic, Boiler and Turbine Operator, Supervisor (TDA/Teafac)</i> General Development Worker <i>formerly Warehouse Operative (Ex-Tobacco Board) (Personal)</i> Lorry Attendant <i>formerly Lorry Loader</i> Sanitary Attendant
24 001 047	Rs 17975 x 175 - 18500 x 200 - 18900 x 225 - 20925 x 250 - 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30615 General Development Worker (Personal) <i>formerly Agricultural Development Assistant</i> General Worker
FORESTRY SERVICES	
19 000 109	Rs 138000 Conservator of Forests
19 087 101	Rs 71700 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 106250 Deputy Conservator of Forests
19 061 094	Rs 38215 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Assistant Conservator of Forests/Senior Assistant Conservator of Forests

Salary Code	Salary Scale and Grade
19 072 090	Rs 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Divisional Forest Officer
19 063 083	Rs 40110 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200 Chief Forest Conservation and Enforcement Officer
19 055 078	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 QB 55950 Principal Forest Conservation and Enforcement Officer
19 048 072	Rs 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 Senior Forest Conservation and Enforcement Officer
19 032 069	Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930 Forest Conservation and Enforcement Officer
26 043 075	Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 52300 Technical Design Officer
08 031 069	Rs 25445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930 Agricultural Clerk (Personal) <i>formerly in GSC 9</i>
25 046 069	Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930 Chief Mason
25 028 061	Rs 24545 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215 Carpenter Mason Motor Mechanic Painter

Salary Code	Salary Scale and Grade
25 021 051	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190 Tradesman's Assistant
24 042 067	Rs 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 43990 Head, Survey Field Worker
24 041 065	Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 42050 Senior Field Supervisor
24 035 064	Rs 26645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 41080 Driver (Mechanical Unit)
24 035 063	Rs 26645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 40110 Driver (Heavy vehicles above 5 tons)
24 041 061	Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215 Head Gardener/Nursery Attendant
24 032 060	Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Field Supervisor
24 027 060	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Driver (Ordinary vehicles up to 5 tons)
24 023 060	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Survey Field Worker/Senior Survey Field Worker Survey Field Worker/Senior Survey Field Worker (Ex-SPI) (Personal)

Salary Code	Salary Scale and Grade
24 027 056	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720 Senior Gardener/Nursery Attendant
24 024 054	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Chemical Sprayer Operator <i>formerly Insecticide Sprayer Operator</i> Gardener/Nursery Attendant Woodcutter
24 023 053	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 Surveillant Surveillant (Ex-SPI) (Personal)
24 020 049	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365 General Development Worker <i>formerly Warehouse Operative (Ex Tobacco Board) (Personal)</i> Lorry Attendant <i>formerly Lorry Loader</i> Sanitary Attendant
24 001 047	Rs 17975 x 175 - 18500 x 200 - 18900 x 225 - 20925 x 250 - 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30615 General Worker
NATIONAL PARKS AND CONSERVATION SERVICE	
19 104 107	Rs 118000 x 4000 - 130000 Director, National Parks and Conservation Service
19 082 098	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Deputy Director, National Parks and Conservation Service
19 075 094	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Senior Scientific Officer (Conservation)

Salary Code	Salary Scale and Grade
19 062 090	Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Scientific Officer (Conservation)
19 051 085	Rs 32190 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Technical Officer/Senior Technical Officer (Conservation)
19 063 082	Rs 40110 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 Senior Park Ranger
19 055 076	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400 Park Ranger
19 048 072	Rs 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 Assistant Park Ranger Senior Forest Conservation and Enforcement Officer
19 032 069	Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930 Forest Conservation and Enforcement Officer
08 031 069	Rs 25445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930 Agricultural Clerk (Personal) <i>formerly in GSC 9</i>
08 028 066	Rs 24545 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 43020 Ticket/Sales Officer
25 028 061	Rs 24545 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215 Carpenter Mason

Salary Code	Salary Scale and Grade
25 021 051	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190 Tradesman's Assistant
24 032 060	Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Field Supervisor
24 027 060	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Driver (Ordinary vehicles up to 5 tonnes)
24 027 056	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720 Senior Gardener/Nursery Attendant
24 025 056	Rs 23645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720 Livestock Attendant (on roster)
24 024 054	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Chemical Sprayer Operator <i>formerly Insecticide Sprayer Operator</i> Gardener/Nursery Attendant
24 021 052	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615 Stores Attendant
24 020 049	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365 General Development Worker <i>formerly Warehouse Operative (Ex Tobacco Board) (Personal)</i> Lorry Attendant <i>formerly Lorry Loader</i>
24 001 047	Rs 17975 x 175 - 18500 x 200 - 18900 x 225 - 20925 x 250 - 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30615 General Worker

Salary Code	Salary Scale and Grade
08 027 063	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 40110 Agricultural Office Assistant (Personal) <i>formerly Office Assistant (Ex-Sampler) (Personal)</i>
24 028 065	Rs 24545 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 42050 Laboratory Auxiliary (Personal)
24 035 064	Rs 26645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 41080 Driver (Mechanical Unit) (Personal)
Ex-VALLÉE D'OSTERLOG ENDEMIC GARDEN FOUNDATION	
19 064 094	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Technical Manager (Ex-VOEG Foundation) (Personal)
02 064 094	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Administrative Manager (Ex-VOEG Foundation) (Personal)
19 061 090	Rs 38215 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Scientific Officer (Ex-VOEG Foundation) (Personal)
10 060 090	Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Publications and Liaison Officer (Ex-VOEG Foundation) (Personal)
19 049 085	Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Technical Officer/Senior Technical Officer (Ex-VOEG Foundation) (Personal)

Salary Code	Salary Scale and Grade
08 055 078	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950 Human Resource Officer (Ex-VOEG Foundation) (Personal)
01 055 078	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950 Accounts Officer (Ex-Tobacco Board) (Personal) Accounts Officer (Ex-VOEG Foundation) (Personal)
21 043 072	Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 Assistant Procurement and Supply Officer (Ex-VOEG Foundation) (Personal)
19 035 072	Rs 26645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 Park Assistant (Roster) (Ex-VOEG Foundation) (Personal)
08 032 069	Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930 Clerk/Word Processing Operator (Ex-VOEG Foundation) (Personal)
24 028 061	Rs 24545 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215 Driver/Messenger (Roster) (Ex-VOEG Foundation) (Personal)
24 032 060	Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Field Supervisor (Ex-VOEG Foundation) (Personal)
24 027 060	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Driver/Office Attendant (Ex-VOEG Foundation) (Personal)
24 027 056	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720 Senior Gardener/Nursery Attendant (Ex-VOEG Foundation) (Personal)

Salary Code	Salary Scale and Grade
24 024 054	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Gardener/Nursery Attendant (Ex-VOEG Foundation) (Personal)
24 023 053	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 Surveillant (Ex-VOEG Foundation) (Personal)
24 004 051	Rs 18500 x 200 - 18900 x 225 - 20925 x 250 - 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190 General Worker/General Handy Worker (Roster) (Ex-VOEG Foundation) (Personal)
24 001 047	Rs 17975 x 175 - 18500 x 200 - 18900 x 225 - 20925 x 250 - 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30615 General Worker (Ex-VOEG Foundation) (Personal)

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