

23. MINISTRY OF HEALTH AND WELLNESS

- 23.1 As the prime institution responsible for the health sector, the Ministry of Health and Wellness (MOHW) ensures that quality and equitable health services are accessible to the entire population at all time. It also carries out measures aimed at promoting a healthy lifestyle and is entrusted with other key functions such as sustaining the right health infrastructure and regulating the medical sector. In addition, it conducts bio-medical health studies of diseases of major importance in the country.
- 23.2 Its core services are dispensed by the health workforce which is composed of medical doctors, nurses, midwives, dentists, pharmacists and other paramedical professionals. Moreover, the non-medical staff from the different cadres namely Administrative, Analyst, Health Promotion and Research, Statistical, Health Records, Human Resources Management, Financial Operations, Procurement and Supply and other technical cadres as well as officers in the General Services grades and employees of the Workmen's Group provide support in the day-to-day running of the health services. The responsibility for the overall management of the MOHW rests upon the Senior Chief Executive.
- 23.3 The numerous proposals from the Unions representing the different grades/cadres mentioned above as well as Management's submissions are discussed under the respective groups, units or departments. To properly assess some issues, additional information was sought from the parties concerned. However, in several cases, the information requested was either not submitted or was incomplete, thereby preventing an in-depth study and formulation of appropriate recommendations.
- 23.4 We are hereunder making certain general provisions for issues which cut across.

Human Resource Planning

- 23.5 The staff side have once again raised concerns regarding the non-filling of various posts at the MOHW. It has also been reported that this situation is negatively impacting service delivery across various sectors such as Medical Group, dental services, community health rehabilitation, pharmacy services, Nursing Group, Medical Technician, Technologist and Paramedical Group, among others. Our attention has also been drawn to the fact that for several grades/cadres, a proper shift system could not be implemented, due to acute shortage of staff and delays in recruitment. In this respect, the Bureau is reiterating the provision for the MOHW to undertake a proper Human Resource Planning exercise to ensure that it has the required number of staff to effectively deliver its services.

Recommendation 1

- 23.6** We recommend that the MOHW should conduct a Human Resource Planning exercise as recommended in the Chapter Recruitment, Promotion and Retention of Volume 1 of this Report with a view to determining the right number of people required in each grade for it to deliver effectively on its mandate.

Schemes of Service

- 23.7** To render the structure of certain cadres at the MOHW more effective, a few grades have been created and others merged. As a result, consequential amendments need to be brought to the schemes of service of related grades within these cadres.
- 23.8** Moreover, during the course of this exercise, we have been apprised by the staff side that the schemes of service of many grades at the MOHW do not reflect the duties being performed as they have not been updated at regular intervals for instance those of the Health Surveillance Officer Cadre date as far back as 1976. As a scheme of service cannot remain static and needs to reflect the evolution in the jobs, we are making appropriate recommendation in that direction.

Recommendation 2

- 23.9** We recommend that:
- (i) where grades have been created or merged, Management should bring consequential amendments to the schemes of service of the relevant grades to reflect the required profiles, roles and duties/responsibilities devolving upon the incumbents; and
 - (ii) Management should, at regular intervals, update the schemes of service of the grades on its establishment to ensure that they reflect the actual duties being performed.

Conducive Working Environment

- 23.10** A conducive working environment, is essential as it directly impacts on the employees' wellbeing, productivity and quality of services provided. The Bureau has during the present review exercise, received several representations from the healthcare personnel requesting for the provision of a more favourable working environment. We are, therefore, maintaining the provision for the MOHW to make necessary arrangements related thereto.

Recommendation 3

- 23.11** We recommend that the MOHW should make necessary arrangements to provide, to the extent possible, a conducive working environment to officers belonging to the health sector.

Provision of Training Facilities

- 23.12 The Bureau has, in each of its Report, underscored the importance of providing appropriate training to employees in order to enhance their skills and knowledge and ensure that they are well equipped to handle new challenges and adapt to changes. Given the particular needs of the health sector and the numerous requests for both formal training and refresher courses from the staff side, we consider that it is imperative that the MOHW gives due attention to the training requirements of its employees and takes appropriate action for implementation of the recommendations made in the Chapter Training and Development in Volume 1 of this Report.

Recommendation 4

- 23.13 We recommend that the MOHW should, on an on-going basis, accord priority to the training of health sector employees and implement the recommendations made in the Chapter Training and Development of Volume 1 of this Report.**

Digital Library

- 23.14 Recommendation for the setting up of a Digital Library was first made in the 2016 Report to enable health sector employees to have access to relevant information and databases and keep abreast of latest developments in their respective field.
- 23.15 For this review, representations have anew been received from employees of the health sector for the payment of a Book Allowance to enable them to purchase books. The Bureau, however, considers that with the global trend for digitalisation, a Digital Library would be a more effective mechanism in facilitating the acquisition of knowledge relevant to their professional fields. In this respect, the provision for the setting up of a Digital Library is being maintained.

Recommendation 5

- 23.16 We recommend that the MOHW, in collaboration with the Ministry of Information Technology, Communication and Innovation, should make necessary arrangements for:**
- (i) the setting up of a Digital Library to enable health sector employees to have access to relevant information and databases; and**
 - (ii) officers to have access to both local and international E-libraries as per the strategic requirements of the Ministry.**

MEDICAL GROUP

- 23.17 The Medical Group, a vital component of our healthcare system, comprises doctors at various levels. These professionals contribute significantly to clinical and public healthcare delivery, primarily through: consultations;

diagnosis of diseases; treatment of patients; and surgeries. The group is headed by the Director-General, Health Services, who is responsible for the smooth running of the work of all professional and technical staff and for coordination and implementation of health policies and programmes.

- 23.18 While a few proposals from this group concern organisation structure including creation and restyling of grades, most of the submissions relate to administrative issues, improvement in Conditions of Service and salary upgrading/adjustments. For proposals which could not be retained, the parties concerned were provided with the relevant explanations related thereto. Some proposals, including those concerning organisation structure, could not be properly assessed due to non-submission of information sought from the relevant parties.
- 23.19 As regards the proposals for the payment for an allowance for Medical Reports; and provision of Life Insurance and Travel Insurance to concerned officers, we consider that the Unions should take up the matter with Management for appropriate action. Concerning the representation made by the Community Physicians that their request for casual leave is often not approved, the Bureau considers that Management should, to the extent possible, ensure that these officers are allowed to take their leave.
- 23.20 Save for the issue of shortage of staff, we consider the existing structure and arrangements for the different cadres of the Medical Group to be adequate for an efficient delivery of service. The recommended salary for the Medical Group has been determined taking into consideration the total remuneration package of the doctors, external relativities, findings of the survey on Recruitment and Retention Problems in the Public Sector and the job evaluation exercise.
- 23.21 Following examination of all the proposals, we are restyling the grade of MHO/SMHO to a more appropriate appellation; extending certain benefits which are presently applicable to the members of the Medical Profession to those of the Dental Profession; and enhancing certain specific Conditions of Service.

General Practitioner

formerly Medical and Health Officer/Senior Medical and Health Officer

- 23.22 A proposal has been made for the grade of MHO/SMHO to be restyled General Practitioner/Senior General Practitioner on the ground that incumbents in the grade are registered as General Practitioner with the Medical Council of Mauritius. Taking into consideration prevailing international practice, we are making appropriate recommendation related thereto.

Recommendation 6

- 23.23** We recommend that the grade of MHO/SMHO be restyled General Practitioner.

Shift System for General Practitioners *formerly MHO/SMHOs*

- 23.24 Strong representations have been made by various Unions regarding the present shift system as well as the recommendation of the 2021 PRB Report for the introduction of a three-tier shift system for the General Practitioners *formerly MHO/SMHOs*. According to Unions, the present system is not efficient and has many shortcomings compared to the previous work pattern. In addition, Unions have highlighted the acute shortage of staff in the grade. Appropriate provisions are being made to address these issues.

Recommendation 7

- 23.25** We recommend that Management:

- (a) in consultation with Unions/Federations, should re-examine the current work pattern of the General Practitioners *formerly MHO/SMHOs* for the benefit of the service; and
- (b) should undertake a proper Human Resource Planning exercise as recommended at paragraph 23.6 to determine the number of additional staff needed to properly deliver its services in addition to ensuring a timely recruitment of personnel.

Specialist (Ayurvedic Services)

- 23.26 In our last Report, we recommended that the MOHW considers the advisability of creating a grade of Specialist (Ayurvedic Services) given the evolution within the sector. We are reiterating this provision.

Recommendation 8

- 23.27** We recommend that the MOHW considers the advisability of creating a grade of Specialist (Ayurvedic Services) which should be filled by selection from among candidates who are fully registered as Ayurvedic Practitioners and as Specialist with the Traditional Medicine Board of Mauritius in accordance with legislation in force in the country.

Allowance for working beyond normal working hours

- 23.28 Under existing provisions, General Practitioners *formerly MHO/SMHOs* who are required to work extra hours beyond 40 hours and draw salary up to Rs 62700 are eligible for the payment of overtime. Those drawing Rs 64400 and above are remunerated at the normal hourly rate based on the salary point reached in their salary scale. These provisions also apply to other officers of the group who are required to work beyond their normal working hours. Taking into account the nature of duties performed by the officers, we are maintaining the present arrangements.

Recommendation 9

23.29 We recommend that officers of the Medical Group who are drawing salary:

- (i) up to Rs 77750 and are required to put in extra hours in excess of 40 hours should be paid overtime as provided at paragraphs 16.5.62 and 16.5.63 of the Chapter Working Week, Flexitime, Workers on Shift/Roster/Staggered Hours and Overtime in Volume 1 of this Report; and
- (ii) Rs 80000 and above should be compensated at the normal hourly rate based on the salary point reached in their respective salary scale, for every additional hour put in.

23.30 We also recommend that:

- (i) when a Medical Officer moves from one worksite to another after normal working hours, he should be compensated by the payment of overtime or the normal hourly rate at the salary point reached in the respective salary scale, whichever is applicable, for every additional hour put in, inclusive of travelling time;
- (ii) Consultants-in-Charge, Specialist/Senior Specialists known as Consultants and Specialist/Senior Specialists in the fields of Obstetrics and Gynaecology and Paediatrics who are required to perform night duty should be compensated at the normal hourly rate based on salary point reached in their respective salary scale for every additional hour worked. The provision for working on night shift is optional for Consultants-in-Charge, Specialist/Senior Specialists known as Consultants and Specialist/Senior Specialists who were already in service as at 30.06.08 either in a substantive capacity or have been in an acting capacity for at least a year and is mandatory for new entrants to the grade of Specialist/Senior Specialist as from 01.01.13; and
- (iii) should the need arise, the recommendation at sub paragraph (ii) may be extended to other fields.

Rotation of General Practitioners *formerly MHO/SMHOs*

23.31 In line with existing provisions, General Practitioners *formerly MHO/SMHOs* should be made to rotate across various units/departments to get them acquainted with the different aspects of the job, enrich their experience and enable them to acquire new skills. As this provision is still relevant, it should continue to prevail.

Recommendation 10

23.32 We recommend that General Practitioners *formerly MHO/SMHOs* be rotated across various units and departments to enable them acquire relevant skills and enrich their experience.

Allowance to acting Specialist/Senior Specialist

- 23.33 General Practitioners *formerly* MHO/SMHOs who are assigned the duties of Specialist/Senior Specialist and are later appointed to the grade in a substantive capacity are hypothetically granted one increment for each completed year of actingship subject to the top salary of the grade. These increments are used to determine their starting salary in the new grade. This provision is being extended to Dental Surgeon/Senior Dental Surgeons.

Recommendation 11

- 23.34 We recommend that General Practitioners *formerly* MHO/SMHOs and Dental Surgeon/Senior Dental Surgeons who are assigned the duties of Specialist/Senior Specialist and Specialist (Dental Services) should hypothetically be granted one increment for each completed year of actingship subject to the top salary of the grade, upon their substantive appointment as Specialist/Senior Specialist and Specialist (Dental Services) respectively. These increments should be used to determine their salary point in their new salary scales.

Lying-in period

- 23.35 Due to emergency or urgency, General Practitioners *formerly* MHO/SMHOs are at times unable to benefit from their lying-in period as they are called upon to look after urgent cases. To this effect, one-hour lying-in period foregone by the doctors is accounted for when computing their actual hours of work. As the situation of emergency/urgency would continue to occur in the future, the present arrangement of compensation for the lying-in time foregone should continue to be applicable.

Recommendation 12

- 23.36 We recommend that, exceptionally, in the event of emergency or urgency and subject to the approval of the Duty Manager, one hour of the lying-in period foregone by General Practitioners *formerly* MHO/SMHOs should be taken into account while computing their actual hours of work.

Night Duty Allowance

- 23.37 Presently, General Practitioners *formerly* MHO/SMHOs who effectively work on night shift are, exceptionally, paid a Night Duty Allowance equivalent to 25% of the normal rate per hour including up to a maximum of two hours lying-in-period on the basis of eight hours in respect of the present night shift of 16 hours. This provision remains valid.

Recommendation 13

- 23.38 We recommend that General Practitioners *formerly* MHO/SMHOs who effectively work on night shift should be, exceptionally, paid a Night Duty Allowance equivalent to 25% of the normal rate including up to a

maximum of two hours lying-in-period and on the basis of eight hours in respect of the present night shift of 16 hours.

Refund of Unutilised Casual Leaves

23.39 Given the specific nature of their duties, General Practitioners *formerly MHO/SMHOs* are refunded their untaken casual leaves at the rate of 1/66 of their last monthly salary per day in the corresponding year. We consider this provision to be appropriate and are maintaining same until the next Report.

Recommendation 14

23.40 We recommend that, until the publication of the next Report:

- (i) General Practitioners *formerly MHO/SMHOs* should be refunded their untaken casual leave annually at the rate of 1/66 of their last monthly salary per day in the corresponding year; and**
- (ii) the unutilised casual leave should be refunded on a *pro rata* basis for the year in which the officers proceed on retirement or pass away while in service.**

Incremental Credits for Specialist Qualifications

23.41 The grant of Incremental Credits to General Practitioners *formerly MHO/SMHOs* for specialist qualifications was reinstated in our previous Report, but was restricted to specialist qualifications in scarce fields. We have received proposals to extend this benefit to members of the Dental Profession and consider the grant of the incremental credit for all postgraduate qualifications. A request was also made to waive the scarcity criteria as these areas are dynamic and subject to change over time, which may create challenges in implementing the recommendation.

23.42 While we are extending the provision to Dental Surgeon/Senior Dental Surgeons, we consider it appropriate to restrict the grant of incremental credits to scarcity areas. Nevertheless, to facilitate the implementation process in response to the concerns raised, we are providing necessary clarifications. Moreover, Management may consider circulating the list of scarcity areas to the doctors so that they are aware of the fields considered as scarce before embarking on a particular course.

Recommendation 15

23.43 We recommend that:

- (i) on obtention of a specialist qualification in a field listed as scarce by the MOHW, General Practitioners *formerly MHO/SMHOs* and Dental Surgeon/Senior Dental Surgeons who are appointed in a substantive capacity, should be granted up to two incremental credits as follows:**

- (a) up to two years' study full-time or - One increment equivalent part-time
 - (b) above two years' study full-time or - Two increments equivalent part-time
- (ii) General Practitioners *formerly MHO/SMHOs* and Dental Surgeon/Senior Dental Surgeons who had already embarked on a course previously listed as scarce but which is subsequently removed from the list, should be entitled to the grant of the incremental credits recommended above; and
- (iii) the incremental credits should be payable either as from the date of appointment in the grade or as from the date of confirmation or as from the date the additional qualification has been awarded, whichever is the latest.

Allowance to officers entrusted with the responsibility of Duty Manager in hospitals after normal working hours

- 23.44 Medical Superintendents, Senior Emergency Physicians, Emergency Physicians and the seniormost General Practitioners *formerly MHO/SMHOs* are required to act as Duty Manager after normal working hours to ensure proper coordination of all managerial and clinical activities in the hospitals.
- 23.45 We have received representations for the services of the Duty Manager to be extended for day duty and the responsibility to be allocated to Medical Superintendents and the seniormost General Practitioners *formerly MHO/SMHOs* only. To enable a proper examination of these proposals, additional information was sought from the relevant parties but was not obtained. In the absence thereof, the current arrangements should, therefore, continue to prevail.

Recommendation 16

- 23.46 We recommend that the Medical Superintendents, Senior Emergency Physicians, Emergency Physicians and seniormost General Practitioners *formerly MHO/SMHOs*, who provide coverage after normal working hours and assume the function of Duty Manager should be compensated at the normal hourly rate based on salary point reached in their respective salary scale, for every additional hour put in.

On-call and In-attendance Allowances

- 23.47 As per existing arrangements, Specialist/Senior Specialists, Specialists (Dental Services), Specialist/Senior Specialists known as Consultants; Consultants-in-Charge and the Director, Emergency Services are paid an On-call Allowance whenever they are required to be on-call and an In-attendance Allowance for attending hospitals while on-call. We are revising the quantum thereof.

Recommendation 17

- 23.48** We recommend that the On-call Allowance payable to Specialist/Senior Specialists, Specialists (Dental Services), Specialist/Senior Specialists known as Consultants, Consultants-in-Charge and Director, Emergency Services should be revised as hereunder:

On-call	Specialist/ Senior Specialist and Specialist (Dental Services) (Rs)	Specialist/ Senior Specialist known as Consultant (Rs)	Consultant-in- Charge and Director, Emergency Services (Rs)
Weekday 1600 hours to 0900 hours the following day	1135	1195	1260
Saturday 1200 hours to Sunday 0900 hours Sunday/Public Holiday 0900 hours to 0900 hours the following day	1680	1800	1885

- 23.49** We also recommend that when attending hospitals while 'on-call', the rate of the In-attendance Allowance, inclusive of travelling time, payable to the above officers, should be as follows:

(i) Specialist/Senior Specialist and Specialist (Dental Services)	Rs 915 per hour
(ii) Specialist/Senior Specialists known as Consultant	Rs 970 per hour
(iii) Consultant-in-Charge and Director, Emergency Services	Rs 1080 per hour

Allowance at the Hyperbaric Medicine Unit

- 23.50** A monthly *ad hoc* allowance is paid to the Consultants-in-Charge and Specialist/Senior Specialists posted to the Hyperbaric Medicine Unit for accompanying patients inside the decompression chambers given the risk involved, for instance ears and eyes trauma, fire, explosion and other illness due to working in such an environment. This provision should continue to be applicable.

Recommendation 18

- 23.51** We recommend that the monthly *ad hoc* allowance paid to the Consultants-in-Charge and the Specialist/Senior Specialists posted to the Hyperbaric Medicine Unit for accompanying patients inside the decompression chamber should be revised to Rs 2890.

Allowance to Regional Public Health Superintendents

- 23.52 Regional Public Health Superintendents provide coverage at port and airport to ensure that ships and aircrafts entering the port and the airport comply with Regulations in force. They are also required to attend to any public health problems, including treatment of malaria cases and visit patients in private hospitals and/or at their place of residence after normal working hours. The quantum of the allowance payable to them is being revised.

Recommendation 19

- 23.53 We recommend that the Regional Public Health Superintendents who are required to provide coverage at port and airport in connection with the arrival of ships and planes and attend to public health problems, including treatment of malaria cases after normal working hours, should be paid a monthly allowance of Rs 3300.**

On-call and In-attendance Allowances to Regional Public Health Superintendents

- 23.54 In view of the growing movement of passengers at the port and airport which increases the risk of communicable diseases, arrangements exist for the Regional Public Health Superintendents to be on-call, for which they are paid an On-call Allowance. They are also paid an In-attendance Allowance whenever their physical presence is required for the management of patients. As these arrangements would continue to exist, we are revising the quantum.

Recommendation 20

- 23.55 We recommend that the Regional Public Health Superintendents should be paid an On-call Allowance as follows:**

Period	On-call Allowance (Rs)
Weekdays: 1600 hours to 0900 hours the following day	1260
Saturdays: 1200 hours to Sunday 0900 hours Sundays and Public Holidays: 0900 hours to 0900 hours the following day	1885

- 23.56 We also recommend that the Regional Public Health Superintendents should be paid an In-attendance Allowance of Rs 1080 per hour only in situations warranting their physical presence for the management of patients.**

Allowance to Consultants-in-Charge responsible for the Specialised Hospitals

- 23.57 Consultants-in-Charge who are responsible for specialised hospitals such as the Subramanian Bharati Eye Hospital and the Ear, Nose and Throat (ENT)

Hospital are required to perform certain administrative duties in addition to their clinical work. The present arrangement is being maintained and the quantum of the allowance revised.

Recommendation 21

23.58 We recommend that Consultants-in-Charge who are responsible for specialised hospitals should be paid a monthly allowance of Rs 3300.

On-call/In-attendance Allowances to Doctors posted to Agalega Island

23.59 Doctors posted on a tour of service to Agalega are required to be on-call throughout the month and they are presently being paid a monthly On-call Allowance of Rs 23000. Further, an In-attendance Allowance of Rs 460 per hour is paid to them whenever they attend duty while on-call. We are revising the quantum of these allowances.

Recommendation 22

23.60 We recommend that:

- (i) the monthly On-call Allowance payable to the doctors who are posted on a tour of service to Agalega and are on-call during the whole month should be revised to Rs 25300; and**
- (ii) the In-attendance Allowance payable to them, whenever they have to attend duty while on-call should be revised to Rs 505 per hour.**

Allowance for performing aeromedical retrieval of patients

23.61 Senior Emergency Physicians, Emergency Physicians as well as General Practitioners *formerly MHO/SMHOs* who are required to perform aeromedical retrieval of patients are entitled to an allowance of Rs 1600 per visit from Rodrigues and Rs 2415 per visit from Agalega. The quantum of these allowances are being revised.

Recommendation 23

23.62 We recommend that officers of the Emergency Physician Cadre as well as General Practitioners *formerly MHO/SMHOs* who are required to perform aeromedical retrieval of patients should be paid an allowance as follows:

- (i) Rs 1760 per visit for retrieval from Rodrigues; and**
- (ii) Rs 2655 per visit for retrieval from Agalega.**

Insurance Cover

23.63 We have, in our previous Reports, made provision for the MOHW to consider the advisability of providing insurance coverage to Emergency Physicians, Senior Emergency Physicians and General Practitioners *formerly*

MHO/SMHOs going to Agalega and Rodrigues islands to perform aeromedical retrieval of patients. We are reiterating the provision.

Recommendation 24

- 23.64** We recommend that the MOHW considers the advisability of providing insurance coverage to officers of the Emergency Physicians Cadre as well as General Practitioners *formerly MHO/SMHOs* who are called upon to perform aeromedical transfers from Rodrigues and Agalega.

Bank Scheme – Doctors

- 23.65** The Bank Scheme for doctors includes Medical Officers and Specialists from the private sector as well as retired Medical Officers and Specialists below the age of 70. These doctors are enlisted on a sessional basis as and when their services are required. Given that there is still shortage of doctors, the current arrangements should prevail.

Recommendation 25

- 23.66** We recommend that:

- (a) Doctors operating at the level of General Practitioners *formerly MHO/SMHOs* should be paid:
 - (i) an All-inclusive Allowance (excluding travelling) of Rs 2215 per session of three hours during Weekdays and Rs 2670 per session of three hours on Sundays and Public Holidays; and
 - (ii) the above allowance on a *pro rata* basis whenever they are required to work for more than or less than the specified number of hours.
- (b) Doctors operating at the level of Specialist/Senior Specialist should be paid:
 - (i) an All-inclusive Allowance (excluding travelling) of Rs 2670 per session of three hours during Weekends and Rs 3335 per session of three hours on Sundays and Public Holidays; and
 - (ii) On-call and In-attendance Allowances at the same rate as recommended at paragraphs 23.48 and 23.49 for the grade of Specialist/Senior Specialist.

- 23.67** Presently, doctors employed under the Bank Scheme are refunded mileage for the distance from residence to place of posting at approved rates. In addition, those who are officially required to attend Courts from their place of posting are paid Mileage Allowance at approved rate. These arrangements are being maintained.

Recommendation 26

23.68 We recommend that doctors working under the Bank Scheme:

- (i) who are officially required to attend Courts from their place of posting should be paid Mileage Allowance at approved rates; and**
- (ii) should be refunded mileage for the distance from residence to place of posting at approved rates.**

Pre-Registration Training Scheme for Doctors

23.69 Newly qualified doctors must undergo pre-registration and practical training in hospitals to obtain the right to practice. Those who undergo such training in public hospitals are paid a monthly allowance of Rs 27400 and are reimbursed for travel expenses by bus. The quantum of the allowance is being revised.

Recommendation 27

23.70 We recommend that newly qualified doctors undergoing their pre-registration and practical training in public hospitals should be paid a monthly allowance of Rs 37290 and should be refunded travelling by bus.

Book Allowance/Smart phones for members of the Medical and Dental Professions

23.71 As per prevailing provisions, members of the Medical and Dental Professions are eligible for an annual allowance of Rs 13500 for expenses incurred for the purchase of medical books, e-materials, journals and other publications. This allowance is, however, meant to lapse upon the grant of smart phones. We have taken note that the MOHW has, up to now, not provided the officers with smartphones and the latter are still benefitting from the Book Allowance. On the other hand, the Unions have made demands for the provision of Book Allowance and grant of smartphone to be kept separate. A few Unions have also requested for the Book Allowance to be combined with the annual CPD Allowance.

23.72 In view of technical reasons, the proposal to combine the Book Allowance with CPD Allowance could not be retained. Moreover, taking into account the shift towards digital resources and the various advantages offered by smartphones such as instant access to real time information and communication with other doctors, we consider the existing arrangement for the smartphone to replace the traditional Book Allowance to be a more appropriate arrangement.

Recommendation 28

23.73 We recommend that:

- (i) the MOHW should make necessary arrangements for the provision of a smartphone of equivalent value to the allowance payable for the purchase of books and other items to every member of the**

Medical and Dental Professions who are appointed in a substantive capacity; and

- (ii) the concerned officers should be paid an annual allowance of Rs 14500 for the purchase of medical books, e-materials, journals and other publications until such time that they are provided with the smart phone.**

Continuing Professional Development

23.74 For members of the Medical Profession, Continuing Professional Development (CPD) is vital to stay up-to-date with latest medical advancements and maintain their competence, among others. Currently, as an assistance to meeting the CPD requirement, doctors are provided with an annual CPD Allowance, cumulative over three years, along with special leave to attend CPD programmes. We reviewed the provisions governing the allowance in the last Report and we are, in this review, based on the demand of the staff side, bringing further improvements with regard to the cumulative period. We are also reflecting the decision of the HPC for this allowance to be extended to the Dental Profession.

Recommendation 29

23.75 We recommend that members of the Medical and Dental Professions on the permanent and pensionable establishment of the MOHW should be:

- (i) paid an allowance of Rs 13345 annually, cumulative over a period of four years, to meet the expenses towards their professional development on presentation of documentary evidence. The CPD accumulated for the first year would, however, be forfeited on the fifth year if not benefited from; and**
- (ii) granted special leave of a maximum of 10 days annually, subject to the exigencies of service, to enable them to take advantage of CPD Programmes either locally or abroad. However, such special leave may be combined with other types of leave whenever the number of days' leave required for the programmes exceeds 10 days.**

Special Medical Service Allowance

23.76 Members of the Medical and Dental Professions who are not allowed the privilege of private practice are eligible for a Special Medical Service Allowance. Proposals have been made for this provision to be optional for the officers. Moreover, it has been represented that this allowance is no longer being paid to a few categories of officers and they are presently allowed to undertake private practice. The authority to allow private practice or not does not fall under the purview of the Bureau. We are, however, bringing improvement to the eligibility criteria in respect of certain category of officers.

Recommendation 30

- 23.77** We recommend that, until the next Report, members of the Medical and Dental Professions who are not allowed the privilege of private practice should be eligible for the payment of a monthly Special Medical Service Allowance as shown in table, hereunder:

Category	Special Medical Service Allowance % of monthly salary
Officers drawing salary in a scale the maximum of which is Rs 97000 and Rs 102500 and: (i) reckoning at least eight years' service as at 01 January 2026; and (ii) reckoning at least seven years' service as at 01 January 2027.	7
Officers drawing salary in a scale the maximum of which is Rs 114000.	7
Officers drawing salary in a scale the maximum of which is between Rs 122000 and Rs 130000.	12
Officers drawing salary more than Rs 130000.	15

Allowance for Officers of the Medical and Dental Professions in post as at 30 June 2008

Recommendation 31

- 23.78** We recommend that members of the Medical and Dental Professions in post as at 30 June 2008, should on retirement, be granted a one-off payment equivalent to 2% of their annual pensionable emoluments for each completed year of pensionable service beyond 30 years of pensionable service as from 01 January 2013, provided that such officers:

- (a) have attained the optional retirement age (that is 60 years);
- (b) reckon at least 30 years of pensionable service; and
- (c) have opted for the Pension Reforms on 01 July 2008 and contributed effectively to the Pension Scheme.

All-inclusive Allowance In lieu of Meal

- 23.79** Due to unavailability of catering services at the Dr. Yves Cantin Community Hospital, doctors who work for 31 hours continuously, from 0900 hours to 1600 hours the following day at the hospital are paid an All-inclusive

Allowance of Rs 450 in lieu of meal. But, for services provided on the specified day and time below, the All-inclusive Allowance in lieu of meal is Rs 300:

- (a) from Friday 0900 hours to noon on Saturday;
- (b) from Saturday 0900 hours to 0900 hours on Sunday; and
- (c) from 0900 hours to 0900 hours the following day, when it happens to be a Public Holiday.

The quantum of these allowances are being revised.

Recommendation 32

23.80 We recommend that doctors who are required to provide their services from 0900 hours to 1600 hours the following day in health institutions where they are not provided with meals and/or where such facilities are not available, should be paid an allowance of Rs 525 for that specified number of hours.

23.81 In respect of their services provided on the specified day and time below, the All-inclusive Allowance in lieu of meal is revised to Rs 350:

- (a) from Friday 0900 hours to noon on Saturday;**
- (b) from Saturday 0900 hours to 0900 hours on Sunday; and**
- (c) from 0900 hours to 0900 hours the following day, when it happens to be a Public Holiday.**

Rent Free Telephone and Free Calls

23.82 Officers of the Medical and Dental Professions are provided with rent free telephone and free calls in view of the specific nature of duties performed. This provision is being maintained.

Recommendation 33

23.83 We recommend that rent free telephone and free calls or equivalent for mobile phones should continue to be provided to officers of the Medical and Dental Professions.

Special Provisions for officers of the Medical and Dental Professions

23.84 Members of the Medical and Dental professions drawing salary in scales the maximum of which is not less than Rs 77750 and not more than Rs 97675 having reached their top salary are allowed to move incrementally up to a maximum of two increments in the Master Salary Scale subject to meeting certain conditions. Provisions for enhanced car benefits also exist for those reckoning 14 years' service. Both arrangements should continue to be applicable.

Recommendation 34

23.85 We recommend that members of the Medical and Dental Professions:

- (i) drawing salary in scales the maximum of which are not less than Rs 97000 and not more than Rs 122000, should be allowed to move incrementally up to a maximum of two increments in the Master Salary Scale provided that they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume; and
- (ii) reckoning 14 years' service in their respective grade should be entitled to car benefits as per provision at paragraph 16.2.17 (No. 2) of the Chapter on Travelling and Car Benefits in Volume 1 of this Report though drawing a monthly salary in a scale the maximum of which is less than Rs 118000.

23.86 We also recommend that the above provisions should equally apply to members of the Medical and Dental Professions on the establishment of other Ministries/Departments.

Allowance to Specialist/Senior Specialists in fields requiring subspecialisation

23.87 Presently, Specialist/Senior Specialists, Specialists known as Consultant and Consultants-in-Charge who possess subspecialist qualifications are paid a monthly allowance of Rs 5670 subject to satisfying certain conditions. This allowance is also payable to Specialist/Senior Specialists in scarce fields. As an incentive to encourage the doctors to obtain further specialisation as well as specialist qualifications in scarce fields, we are maintaining the existing provisions and revising the quantum thereof.

Recommendation 35

23.88 We recommend that:

- (i) a monthly allowance of Rs 6235 should be paid to Specialist/Senior Specialists, Specialist/Senior Specialists known as Consultant and Consultants-in-Charge possessing subspecialist qualifications which are directly relevant for the performance of their duties and where incumbents do participate in the medical activities relating to their speciality;
- (ii) the subspecialty qualification should have been obtained after having followed a full-time course in the relevant subspeciality;
- (iii) the allowance would be paid on a case-to-case basis subject to the approval of the MOHW; and
- (iv) the allowance should also be paid to Specialist/Senior Specialists in fields listed as scarce by the MOHW.

Medical and Dental Specialists

- 23.89 Specialist/Senior Specialists and Specialist (Dental Services) are known as Consultant on reaching salary point of Rs 94500. We have, in the course of this exercise, been requested to review this provision so that Specialists/Senior Specialists are known as Consultant based on number of years of service in the grade instead of salary point reached. However, for technical reasons we could not retain this proposal. We are, therefore, maintaining the existing provisions and reviewing the salary point.

Recommendation 36

- 23.90 We recommend that Specialist/Senior Specialists and Specialists (Dental Services) should be known as Consultant on reaching salary point Rs 118000.**

Support Staff

- 23.91 Provision exists for the MOHW to make necessary arrangements for officers of the Medical Group to be provided with support services by officers of General Services grades. However, due to lack of staff, the Ministry has, up to now, not been able to implement this recommendation. We are, maintaining this provision and urge Management to ensure that the officers of the Medical Group are provided with the necessary assistance for an efficient delivery of services.

Recommendation 37

- 23.92 We recommend that the MOHW should make necessary arrangements for officers of the Medical Group to be provided support services by officers of the General Services grades.**

Leave Without Pay to General Practitioners *formerly MHO/SMHOs*

- 23.93 General Practitioners *formerly MHO/SMHOs* who serve as Médecins Sans Frontières (MSF) are presently granted leave without pay for a minimum period of six months up to a maximum of 12 months over a period of 10 years. This provision remains valid.

Recommendation 38

- 23.94 We recommend that General Practitioners *formerly MHO/SMHOs* of the MOHW should exceptionally be granted leave without pay to service the organisation Médecin Sans Frontières, for a minimum period of six months up to a maximum of 12 months over a period of 10 years, subject to the exigencies of the service and approval of the MPSAR.**

MINISTRY OF HEALTH AND WELLNESS

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 122	Rs 206000 Senior Chief Executive
09 000 120	Rs 190000 Director-General, Health Services
02 000 116	Rs 166000 Permanent Secretary
09 000 113	Rs 154000 Director, Health Services
09 000 112	Rs 150000 Director, Dental Services Director, Diabetes and Vascular Services Director, Laboratory Services Regional Health Director
09 000 109	Rs 138000 Consultant-in-Charge Deputy Director, Laboratory Services Deputy Director, Health Services Director, Emergency Services Head, AIDS Unit Head, Ayurvedic Unit Head, Occupational Health Unit Regional Public Health Superintendent
09 000 108	Rs 134000 National HIV/AIDS Coordinator
09 104 107	Rs 118000 x 4000 - 130000 Lead Diabetologist

Salary Code	Salary Scale and Grade
09 093 107	Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 130000 Medical Superintendent
09 091 107	Rs 80000 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 130000 Regional Dental Superintendent Specialist/Senior Specialist Specialist (Dental Services)
09 093 105	Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 122000 NCD Coordinator Officer-in-Charge, Harm Reduction Section Senior AIDS Physician Senior Community Physician Senior Emergency Physician Senior Occupational Health Physician
09 093 104	Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Diabetes Public Health Coordinator
09 081 103	Rs 60600 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 114000 AIDS Physician Community Physician Emergency Physician Occupational Health Physician Registrar
09 076 100	Rs 53400 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 General Practitioner <i>formerly Medical and Health Officer/Senior Medical and Health Officer</i>
09 075 098	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Ayurvedic Medical Officer/Senior Ayurvedic Medical Officer Dental Surgeon/Senior Dental Surgeon

PHARMACY DIVISION

- 23.95 The Pharmacy Division is responsible for overseeing pharmacy services in both the public and the private sector. It ensures that the population at large has access to drugs which are of required quality, safety and efficacy and that the practice of Pharmacy is in line with relevant legislations. The division is headed by the Director, Pharmaceutical Services who is supported by professional and technical staff from the Pharmacist and Pharmacy Technician Cadres. Representations received from officers of these two Cadres are elaborated below.

Pharmacist Cadre

- 23.96 The Pharmacist Cadre comprises the grades of Pharmacist/Senior Pharmacist, Principal Pharmacist, Deputy Director, Pharmaceutical Services and Director, Pharmaceutical Services. The main proposals received from the staff side for this Cadre relate to, among others, creation of grades including specialised ones; upgrading of salaries; review of schemes of service; and enhanced Conditions of Service. A request was also made to abolish the grade of Pharmacist/Senior Pharmacist (Roster - Day and Night), which was created in the last Report.
- 23.97 Overall, the existing structure is considered to be adequate to enable the Cadre to effectively deliver on its mandate. Regarding the grant of certain allowances such as Continuing Professional Development, the stakeholders were referred to existing provisions.

Pharmacist/Senior Pharmacist (Roster – Day and Night)

- 23.98 In the course of this exercise, we have been apprised that none of the Pharmacist/Senior Pharmacists in post has opted to join the grade of Pharmacist/Senior Pharmacist (Roster - Day and Night). Moreover, Management has already reported vacancies for the latter grade to the Public Service Commission and recruitment thereto would soon be made. In this respect, we are giving another opportunity to the Pharmacist/Senior Pharmacists (Personal) in post to join the grade of Pharmacist/Senior Pharmacist (Roster - Day and Night).

Recommendation 39

- 23.99 We recommend that officers in the grade of Pharmacist/Senior Pharmacist (Personal) should anew be given the option to join the grade of Pharmacist/Senior Pharmacist (Roster – Day and Night) and be granted two increments upon implementation of the roster system.
- 23.100 We also recommend that pending the filling of the grade of Pharmacist/Senior Pharmacist (Roster – Day and Night):
- (i) the Pharmacist/Senior Pharmacists (Personal) who are required to work beyond their normal working hours up to 2200 hours on

Weekdays and Saturdays should continue to be compensated at the normal hourly rate based on the salary point reached, for the additional hours put in;

- (ii) an On-call Allowance of Rs 455 should continue to be paid, in each hospital, to one Pharmacist/Senior Pharmacist (Personal) who is required to be on-call on Weekdays and Saturdays from 2200 hours to 0900 hours the following day and Rs 995 for being on-call on Sundays and Public Holidays from 0900 hours to 0900 hours the following day; and**
- (iii) an In-attendance Allowance of Rs 335 per hour, inclusive of travelling time, should be paid to the Pharmacist/Senior Pharmacist (Personal) when attending duty while on-call.**

Scheme of Service – Deputy Director, Pharmaceutical Services

- 23.101 A request has been made by the staff side for the length of experience required for the Pharmacist/Senior Pharmacists to qualify for the post of Deputy Director, Pharmaceutical Services to be raised from seven to 15 years. While we hold that the length of experience proposed is excessive, we do concur that incumbents need to acquire a certain length of experience to be able to shoulder the responsibilities of the higher position and Management is also of the same view. We are making appropriate recommendation to that effect.

Recommendation 40

- 23.102 **We recommend that, henceforth, appointment to the grade of Deputy Director, Pharmaceutical Services should be made by selection from among officers in the grades of:**
- (i) Principal Pharmacist; and**
 - (ii) Pharmacist/Senior Pharmacist (Personal) and Pharmacist/Senior Pharmacist (Roster – Day and Night) who reckon at least 10 years' service in a substantive capacity in the grade or an aggregate of 10 years' service in the former grades of Pharmacist, Senior Pharmacist and Pharmacist/Senior Pharmacist (Personal).**

Inspection of Private Pharmacies and Clearance of Parcels

- 23.103 In accordance with existing provisions, an allowance of Rs 525 is paid to officers of the Pharmacist Cadre for each inspection carried out in private pharmacies outside office hours whereby they have to examine documents and verify if entries of purchase and sales are correctly recorded. The same quantum is payable for each inspection and clearance of parcels at the parcel post office, airport and seaport. We are extending the payment of the allowance to officers in the grade of Radiopharmacist in addition to reviewing the quantum thereof.

Recommendation 41

- 23.104** We recommend that officers of the Pharmacist Cadre as well as Radiopharmacists should be paid an allowance of Rs 600 for each inspection carried out in private pharmacies outside office hours which may involve submission of a report and/or legal proceeding and for each visit effected at the parcel post office, airport and seaport.

Special Allowance for Radiopharmacists

- 23.105** A request has been made for Radiopharmacists in the Nuclear Medicine Unit to be granted an allowance similar to what obtains for officers of the Nuclear Medicine Technologist Cadre as they are also required to handle unsealed radioactive sources and are exposed to radioactivity. We are recommending accordingly.

Recommendation 42

- 23.106** We recommend that Radiopharmacists who are constantly exposed to radioactivity and are required to handle unsealed radioactive sources should be paid a monthly allowance equivalent to one and a half increments at the initial point of the salary scale.

Pre-Registration Allowance

- 23.107** As per legislation in force, graduates in pharmacy are required to undergo a one-year pre-registration training course in either a hospital or retail pharmacy to be registered as Pharmacist and have the right to practice. Those undergoing such training in the Public Hospital Pharmacies are currently paid a monthly allowance of Rs 26050. We are maintaining this provision and revising the quantum thereof.

Recommendation 43

- 23.108** We recommend that:
- (i) graduates in Pharmacy undergoing pre-registration training in Public Hospital Pharmacies should be paid a monthly allowance of Rs 35840; and
 - (ii) these graduates should be refunded travelling by bus.

Movement beyond top salary

- 23.109** In accordance with recommendations in Volume 1 of this Report, officers of the Pharmacist Cadre, are allowed to move incrementally in the Master Salary Scale up to a certain salary point after having reached the top of their respective salary scale. **This provision is still valid.**

Pharmacy Technician Cadre

- 23.110** The main responsibility of the Pharmacy Technician Cadre, which consists of a six-level structure, is to ensure dispensing activities at Hospital Pharmacies,

Area Health Centres, Community Health Centres and Medi-Clinics. For this review, the officers have, among others, submitted proposals for creation of additional levels; review of salary; provision of training; and introduction of allowances in addition to reviewing the mode of remuneration of existing ones. Representations were also made regarding the shortage of staff in the Cadre.

- 23.111 Proposal for the creation of the additional levels have not been acceded to as we consider the present set-up to be appropriate. Likewise, the request for the grant of an On-call Allowance to the Pharmacy Stores Managers could not be retained, given that the services of the officers outside normal working hours for the provision of a specific item is seldom required. In so far as the representation regarding Trainee Pharmacy Technicians who have been drawing the salary of Trainee for several years due to the courses not being run on time, Management is advised to ensure the timely mounting of these courses in the future so that officers are not penalised.
- 23.112 We are, in this Report, making provision for a Human Resource Planning exercise to be carried out to cater for the shortage of staff. As regards the payment of Night Duty Allowance to officers who are not required to work on shift but are effectively doing night duty, appropriate recommendation thereto has been made under the Chapter Working Week, Flexitime, Workers on Shift/Roster/Staggered Hours and Overtime in Volume 1 of this Report.

National Pharmacy Technician Diploma

- 23.113 The salary scales of the grades of Pharmacy Technician and Senior Pharmacy Technician provide for a Qualification Bar (QB) and movement beyond that QB is contingent on incumbents possessing the National Pharmacy Technician Diploma. This provision is being maintained.

Recommendation 44

23.114 We recommend that:

- (i) **progression beyond the QB in the salary scales of Pharmacy Technician and Senior Pharmacy Technician should be subject to obtention of the National Pharmacy Technician Diploma or equivalent;**
- (ii) **officers in post as at 01.01.16 in the grade of Senior Pharmacy Technician who have already crossed the QB in their salary scale, though not possessing the Diploma, should be allowed to continue to move incrementally in their respective salary scale on a personal basis; and**
- (iii) **the MOHW should continue to make provision for the enlistment of Trainee Pharmacy Technicians and for other officers of the Pharmacy Technician Cadre of the Ministry and the Rodrigues Regional Assembly to follow top-up training programmes leading to the National Pharmacy Technician Diploma.**

Human Resource Planning

- 23.115 Strong representations have been made regarding the acute shortage of staff in the Cadre and non-implementation of the shift system for Pharmacy Technicians and Senior Pharmacy Technicians due to which the officers are required to work more than 300 days in a year without off days. To this effect, we sought the views of Management on the implementation of the shift system and were informed that same could not be put in place because of the shortage of staff. As working for long hours is extremely exhaustive and has an incidence on work life balance, we are making provision for Management to conduct a proper Human Resource Planning exercise to address the issue.

Recommendation 45

- 23.116 We recommend that Management should carry out a proper Human Resource Planning exercise as recommended at paragraph 23.6 to determine the right number of people required for implementation of a proper shift system for the concerned officers.**

Allowance to Pharmacy Technicians and Senior Pharmacy Technicians

- 23.117 Pending the implementation of the proper shift system, Pharmacy Technicians and Senior Pharmacy Technicians are called upon to put in additional hours of work for the provision of 24-hour coverage, for which they are currently being compensated at the normal hourly rate. Since the present arrangement would continue until such time that the Ministry has adequate staff to implement the shift system, we are reiterating the existing provision.

Recommendation 46

- 23.118 We recommend that:**
- (i) pending the implementation of a proper shift system, Pharmacy Technicians and Senior Pharmacy Technicians who are required to work beyond their normal working hours in order to provide 24-hour coverage at nights, on Weekends and Public Holidays should be compensated at the normal hourly rate based on the salary point reached in their respective salary scale; and**
 - (ii) Pharmacy Technicians and Senior Pharmacy Technicians who are required to work after normal working hours at the Area Health Centres, Community Health Centres and Medi-Clinics should also be compensated at the normal hourly rate based on the salary point reached in their respective salary scale.**

Bank Scheme - Pharmacy Technician

- 23.119 The Bank Scheme is meant to palliate the acute shortage of staff at the level of Pharmacy Technician. Presently, retired officers of the Pharmacy Technician Cadre as well as serving officers of the Cadre are allowed to work under the Bank Scheme and are being remunerated accordingly.

- 23.120 Proposals have been made for the serving officers to be paid based on the level they occupy instead of the bank rate. Since the Bank Scheme is meant for operating at the level of Pharmacy Technician, we could not accede to the request. We are, nevertheless, revising the quantum paid to the officers for providing their services under this scheme.

Recommendation 47

23.121 We recommend:

- (i) the payment of an allowance of Rs 845 per day session of four hours and Rs 970 per night session of four hours to retired officers as well as officers of the Pharmacy Technician Cadre who are allowed to work under the Bank Scheme - Pharmacy Technician; and
- (ii) that the payment of the allowance under the Bank Scheme - Pharmacy Technician should be on a *pro rata* basis whenever the officers are required to work for more than or less than the specified number of hours.

Allowance to Senior Pharmacy Technicians

- 23.122 The seniormost Senior Pharmacy Technician, who is called upon to take charge of the pharmacy and assume higher responsibilities after normal working hours in the absence of higher levels, is entitled to a monthly allowance equivalent to one increment at the salary point reached. This provision should continue to apply.

Recommendation 48

- 23.123 We recommend that the seniormost Senior Pharmacy Technician, who is required to take charge of the pharmacy and shoulder higher responsibilities after normal working hours in the absence of a Principal Pharmacy Technician and Pharmacist/Senior Pharmacist, should be paid a monthly allowance equivalent to one increment at the salary point reached in the salary scale.

Allowance in lieu of meal at Dr. Yves Cantin Community Hospital

- 23.124 A Meal Allowance of Rs 300 is presently being paid to officers of the Pharmacy Technician Cadre, who after a night duty, are required to attend duty at Dr Yves Cantin Community Hospital the next day where catering facilities are unavailable. The quantum of this allowance is being revised.

Recommendation 49

- 23.125 We recommend that officers of the Pharmacy Technician Cadre, who after a night service, are required to attend Dr. Yves Cantin Community Hospital the following day where they are not provided with meals and/or where such facilities are not available should be paid an allowance of Rs 350 in lieu of meal.

Night Duty Allowance

- 23.126 Pharmacy Technicians and Senior Pharmacy Technicians are required to work in a pattern of shift to provide a 24-hour service in the public pharmacies although no proper shift system has so far been implemented. In accordance with existing provisions, those who effectively work on night shift are, exceptionally, paid the Night Duty Allowance. This provision is being maintained in view of its continued relevance.

Recommendation 50

- 23.127 We recommend that Pharmacy Technicians and Senior Pharmacy Technicians who effectively work on night shift should, exceptionally, be paid a Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours including up to a maximum of two hours' lying-in period.

Shift Work

- 23.128 Pharmacist/Senior Pharmacists (Roster - Day and Night) are required to work on roster whereas Pharmacy Technicians and Senior Pharmacy Technicians are required to work on shift. These elements have been taken into account in arriving at the recommended salaries of the respective grade.

PHARMACY DIVISION

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
09 000 109	Rs 138000 Director, Pharmaceutical Services
09 087 104	Rs 71700 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Deputy Director, Pharmaceutical Services
09 082 098	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Principal Pharmacist Radiopharmacist

Salary Code	Salary Scale and Grade
09 067 096	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 - 86750 x 2500 - 91750 Pharmacist/Senior Pharmacist (Roster Day and Night)
09 065 094	Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Pharmacist/Senior Pharmacist (Personal)
09 075 094	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Quality Control Pharmacist/Chemist
09 077 094	Rs 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Chief Pharmacy Technician
09 073 090	Rs 50100 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Regional Pharmacy Technician
09 071 087	Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 71700 Principal Pharmacy Technician
09 066 084	Rs 43020 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050 Pharmacy Stores Manager
09 057 082	Rs 35280 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 QB 60600 x 1750 - 62350 Senior Pharmacy Technician
09 042 079	Rs 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 - 53400 QB 54500 x 1450 - 57400 Pharmacy Technician

Salary Code	Salary Scale and Grade
09 031 033	Rs 25445 x 300 - 26045 Trainee Pharmacy Technician

NURSING GROUP

- 23.129 The Nursing Group, one of the major pillars of the healthcare workforce of the country, comprises officers in the Nursing Officer, Midwife, Public Health Nursing Officer, Permanencier, Nurse Educator and Midwife Educator Cadres. The main responsibilities of these officers, *inter alia*, include provision of direct patient care; implementation of community health programmes; promotion of health education among the public; and collaboration with other healthcare professionals. In addition to the core ones, there are a few other supporting grades within the Group that provide essential ancillary services.
- 23.130 Numerous proposals were received from the grades/cadres of this Group and these can be summarised into creation of grades; uplifting of salary; upgrading of qualifications requirement and courses followed; restyling and merging of grades; amendment to schemes of service; filling of posts; enhancement of Conditions of Service; reintroduction of Retention Allowance; and refund of expenses incurred in connection with Continuing Professional Development (CPD). Representations were also received regarding the non-implementation of certain recommendations contained in the 2021 PRB Report.
- 23.131 For those proposals which were essentially administrative issues not falling under the purview of the Bureau, the parties were so informed and were advised on the appropriate course of action. They were also referred to existing provisions with regard to certain of their proposals. To the extent possible, appropriate explanations were also provided for those proposals which could not be retained. The creation of stand-alone specialised grades such as Community Psychiatric Nurse, Living Organ Coordinator, Organ Donation Coordinator and SAMU Nurse could not be acceded to due to lack of functional need.
- 23.132 As far as the request for the creation of specialised grades to be filled from Health Care Assistant/Senior Health Care Assistants (HCA/SHCAs) (General) posted in certain units is concerned, the Bureau considers that Management should, first of all, identify the specialised fields where these services are required and, thereafter, consider the filling of the post of Specialised Health Care Assistant. For refund of expenses incurred in connection with CPD, we have taken note that CPD courses are regularly provided to officers of the Nursing Group by the CPD committee set up at hospital level. As to the persistent shortage of staff evoked by the Unions, we have been apprised that

the Ministry would be recruiting 1000 nurses over the next three years in line with provision made in the Budget 2025/2026.

- 23.133 After examining all the requests, we are restyling the grade of Blood Bank Assistant/Senior Blood Bank Assistant to a proper job appellation; reviewing upwards the number of days that Trainee Nurses are refunded travelling; and maintaining the existing mode of appointment to the grade of Nursing Supervisor until 01 January 2028. As regards the payment of the Night Duty Allowance to those who are not on a shift pattern but are required to perform night duty, appropriate recommendation related thereto has been made under the Chapter Working Week, Flexitime, Workers on Shift/Roster/Staggered hours and Overtime in Volume 1 of this Report.

Nurse/Patient Ratio and HCA/SHCA/Patient Ratio

- 23.134 In our previous Report, we urged Management to consider the request of the Unions for the establishment of an appropriate Nurse/Patient ratio and HCA/SHCA (General)/Patient ratio. The same representations have been made in the context of this review. In this regard, **we reiterate that Management should give due consideration to these requests with a view to further enhancing service delivery in the hospitals and their annexed institutions.**

Schemes of Service - Nursing Supervisor (Male)

- Nursing Supervisor (Female)

- 23.135 As per provision made in our last Report, as from 01 January 2026, appointment to the grades of Nursing Supervisor (Male) and Nursing Supervisor (Female) should be made by selection from among officers in the grades of Ward Manager (Male) and Ward Manager (Female) respectively who possess a Degree in Nursing. We have been apprised that the Degree course has not yet been mounted by the Ministry. In a bid not to hamper the smooth service delivery and enable prompt filling of the vacant posts, we are deferring the requirement for a Degree to a later date.

Recommendation 51

- 23.136 **We recommend that the requirement for a Degree in Nursing for appointment to the grades of Nursing Supervisor (Male) and Nursing Supervisor (Female) should take effect as from 01 January 2028.**

Diploma in General Nursing

- 23.137 Movement beyond the Qualification Bar (QB) inserted in the salary scales of specific grades within the Nursing Group is contingent upon the incumbents holding the National Diploma Level 6 in Nursing. Moreover, provision exists for Management to continue making arrangements for officers of the Nursing Officer and Public Health Nursing Officer Cadres to follow the top up training

programme leading to the National Diploma Level 6 in Nursing. These provisions are still valid.

Recommendation 52

23.138 We recommend that:

- (i) progression beyond the QB in the respective salary scale of the grades of Nursing Officer, Charge Nurse (Male), Charge Nurse (Female), Nursing Officer (Psychiatric), Charge Nurse (Psychiatric) (Male), Charge Nurse (Psychiatric) (Female), Specialised Nurse, Blood Bank Officer and Public Health Nursing Officer should be subject to obtention of the National Diploma Level 6 in Nursing;
- (ii) officers in post as at 01.01.16 in the grades of Nursing Officer, Charge Nurse (Male), Charge Nurse (Female), Nursing Officer (Psychiatric), Charge Nurse (Psychiatric) (Male), Charge Nurse (Psychiatric) (Female), Specialised Nurse and Blood Bank Officer who have already crossed the QB though not possessing the Diploma should be allowed to continue to move incrementally in their respective salary scale, on a personal basis; and
- (iii) the MOHW should continue to make provision for officers of the Nursing Officer and Public Health Nursing Officer Cadres of the Ministry as well as that of the Rodrigues Regional Assembly to follow the top up training programmes leading to the National Diploma Level 6 in Nursing.

Incremental credit for the Nursing Officer (Psychiatric) Cadre

- 23.139 With a view to encourage officers to join the Psychiatric field, officers in the grades of Nursing Officer (Psychiatric), Charge Nurse (Psychiatric) (Male), Charge Nurse (Psychiatric) (Female), Ward Manager (Psychiatric) (Male) and Ward Manager (Psychiatric) (Female) possessing the Diploma in Mental Health Nursing are granted one increment at the point reached in their salary. However, this provision should lapse upon the filling of the grade of Trainee Nurse (Psychiatric). We are while maintaining the existing arrangements, making a provision for Nursing Officers posted at the Brown Sequard Hospital and possessing the required qualifications.

Recommendation 53

23.140 We recommend that:

- (i) Nursing Officers (Psychiatric), Charge Nurses (Psychiatric) (Male), Charge Nurses (Psychiatric) (Female), Ward Managers (Psychiatric) (Male), and Ward Managers (Psychiatric) (Female) possessing the Diploma in Mental Health Nursing should be granted one increment at the point reached in their salary scale subject to the top salary of their respective grade;

- (ii) **Nursing Officers posted to the Brown Sequard Hospital and possessing the Diploma in Mental Health should be paid an allowance equivalent to one increment at the point reached in the salary scale; and**
- (iii) **the above provisions should lapse upon enlistment of Trainee Nurses (Psychiatric).**

Top Up Course – HCA/SHCAs (General)

23.141 HCA/SHCAs (General) are required to complete a one-year in-service training course before being appointed in a substantive capacity. To this effect, provision exists for Management to consider the advisability of mounting an appropriate top up programme for all those who have previously followed only the six-month course. We are reiterating this provision.

Recommendation 54

23.142 **We recommend that the MOHW considers the advisability of mounting an appropriate top up course for those HCA/SHCAs (General) who have followed only the six-month in-service course with a view to ensuring that they are kept abreast of latest developments in the field.**

Posting of Principal Midwives

23.143 Taking into consideration the provision in the scheme of service of the grade of Principal Midwife and the level of responsibilities assigned to the grade, provision was made in the last Report for incumbents to be posted not only in Area Health Centres but also in hospitals. We have taken note that Management has not been able to implement this provision due to lack of staff. In the circumstance, we are reiterating the recommendation for the posting of Principal Midwives in hospitals and urge Management to implement same as soon as it has the required number of officers in post.

Recommendation 55

23.144 **We recommend that Management should make necessary arrangements for Principal Midwives to be posted to hospitals as well as other health institutions as provided in the scheme of service of the grade.**

Diploma in Midwifery and Obstetrical Nursing

23.145 Presently, provisions exist for incumbents in the grades of Midwife and Senior Midwife (Shift) to move beyond the QB inserted in their respective salary scale upon obtention of the Diploma in Midwifery and Obstetrical Nursing and a Top Up Training Programme leading to the Diploma to be mounted by the MOHW for serving officers of the Cadre. These are being maintained.

Recommendation 56

23.146 We recommend that:

- (i) progression beyond the QB inserted in the salary scales of the grades of Midwife and Senior Midwife (Shift) would be subject to obtention of the Diploma in Midwifery and Obstetrical Nursing; and**
- (ii) the MOHW should continue to make arrangements for serving officers of the Midwifery Cadre to follow a top up training programme leading to the Diploma in Midwifery and Obstetrical Nursing.**

Permanencier/Senior Permanencier

23.147 In view of shortage of staff in the grade of Permanencier/Senior Permanencier, the officers in post are regularly called upon to put in extra hours, for which they are compensated at the normal hourly rate. We are maintaining the existing provision.

Recommendation 57

23.148 We recommend that Permanencier/Senior Permanenciers who are required to work beyond their normal working hours on Weekdays, Weekends and Public Holidays should be compensated at the normal hourly rate at the salary point reached in their salary scale, for every additional hour put in.

Phlebotomist***formerly Blood Bank Assistant/Senior Blood Bank Assistant***

23.149 A request has been made by the staff side for the grade of Blood Bank Assistant/Senior Blood Bank Assistant to be restyled Phlebotomist/Senior Phlebotomist taking into account the international usage of the appellation; the requirement for the officers to undergo a training programme leading to a Certificate in Phlebotomy; and the need to better reflect the nature of duties performed. We are making appropriate recommendation to that effect.

Recommendation 58

23.150 We recommend that the grade of Blood Bank Assistant/Senior Blood Bank Assistant be restyled Phlebotomist.

Occupational Therapy Assistant**Physiotherapy Assistant**

23.151 Officers in the grades of Physiotherapy Assistant and Occupational Therapy Assistant in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021 are allowed on a personal basis, to move incrementally up to salary point Rs 38400 subject to satisfying certain conditions. This provision is still valid.

Recommendation 59

- 23.152** We recommend that Occupational Therapy Assistants and Physiotherapy Assistants in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021 should be allowed to proceed incrementally in the Master Salary Scale up to salary point of Rs 50100 on a personal basis on the same conditions prevailing previously provided that they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

Specific Conditions of Service**Notional Time**

- 23.153** Given that notional time is considered as effective working hour, we are maintaining the provision related thereto.

Recommendation 60

- 23.154** We recommend that Charge Nurses or any other officer posted in wards who are involved in handing over when effective working hours and notional time exceeds 40 hours weekly or a multiple of 40 hours, where the shift covers a cycle should be compensated for handing over time up to a maximum of 30 minutes through time-off.

Night Duty Allowance

- 23.155** A Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours to 0500 hours including up to a maximum of two hours' lying-in period is paid to officers of the Nursing Group who effectively work on night shift. As regards the Nursing Officer and Midwifery Cadres as well as HCA/SHCAs (General), the Night Duty Allowance is exceptionally computed at the rate of 25% on the basis of eight hours in respect of the present night shift of 13½ hours. The present arrangement should prevail.

Recommendation 61

- 23.156** We recommend that:
- (i)** officers of the Nursing Group who effectively work on night shift should continue to be paid a Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours to 0500 hours including up to a maximum of two hours' lying-in period; and
 - (ii)** the Night Duty Allowance should be exceptionally computed at the rate of 25% and on the basis of eight hours in respect of the present night shift of 13½ hours for officers in the Nursing Officer Cadre, HCA/SHCAs (General), Senior Midwives, Midwives and Trainee Midwives.

Night Attendance Bonus

- 23.157 Certain officers of the Nursing Officer and Midwifery Cadres as well as HCA/SHCAs (General) who attend duty on all scheduled nights during a given month are eligible for the payment of a monthly Night Attendance Bonus. This provision remains valid until the next review exercise.

Recommendation 62

- 23.158 We recommend that officers in the undermentioned grades should be paid a monthly Night Attendance Bonus, until the next review exercise, provided they attend duty on all scheduled night shifts during the month.

Grades	Night Attendance Bonus (Rs)
Trainee Nurse	335
Trainee Midwife	335
Nursing Officer: Up to 10 years' service Over 10 years' service	675 840
Charge Nurse: Up to 5 years' service Over 5 years' service	840 1010
Nursing Supervisor	1270
Midwife: Up to 10 years' service Over 10 years' service	475 675
Senior Midwife: Up to 10 years' service Over 10 years' service	675 840
Health Care Assistant/Senior Health Care Assistant (General) Up to 10 years' service Over 10 years' service	380 550

Lying-in time

- 23.159 As per existing provision, officers of the Nursing Group who are unable to benefit from their lying-in time as they are called upon to attend to urgent/emergency cases are compensated for one-hour lying-in time foregone, subject to the approval of the Duty Manager. We are maintaining the existing arrangements.

Recommendation 63

- 23.160** We recommend that, exceptionally, in the event of any emergency or urgency and subject to the approval of the Duty Manager, one hour lying-in time foregone by officers of the Nursing Group should be taken into account while computing their actual hours of work.

Bank Scheme – Nurse

- 23.161** The Bank Scheme – Nurse comprises two categories of officers: one for serving officers and another one for those not in the Government Service. The scheme, which is meant to alleviate the acute shortage of nursing staff and ensure effective service delivery, has been operational for over two decades. Officers employed under this scheme are required to perform duties at the level of Nursing Officer. In the circumstance, the request of the staff side for different mode of remuneration based on the grade of the officer, could not be retained.
- 23.162** In view of the continued shortage of nursing staff and given that the Bank Scheme remains essential, the Bureau is maintaining the scheme and reviewing the quantum of the All-inclusive Allowance.

Recommendation 64

- 23.163** We recommend the payment of an All-inclusive Allowance (excluding travelling) of Rs 845 per day session of four hours and Rs 970 per night session of four hours to serving Nursing Officers, Charge Nurses, Ward Managers, Nursing Supervisors, Nursing Administrators, Principal Midwives, Senior Midwives and Midwives employed on a sessional basis under the Bank Scheme (in service) and to Registered Nurses and qualified Midwives not in Government service.
- 23.164** We also recommend that the allowances paid under the Bank Scheme should be on a *pro rata* basis whenever the officers are required to work for more than or less than the specified number of hours.

Allowances to Nursing Officers posted to the Emergency Medical Services Units (SAMU)

- 23.165** Presently, Nursing Officers posted to the Emergency Medical Services Units (SAMU) are eligible for an allowance for being called upon to perform extra duties. Moreover, the seniormost Nursing Officer who has to perform extra duties such as organising work, preparing a roster plan, taking charge of and controlling drugs, dressings, instruments and equipment, among others, is paid an additional allowance. Since the existing arrangements are bound to continue, we are, while maintaining the payment of the allowance, revising the quantum.

Recommendation 65

23.166 We recommend that:

- (a) a monthly allowance of Rs 895 be paid to the Nursing Officers posted to the SAMU for performing extra duties; and**
- (b) an additional allowance of Rs 1110 be paid to the seniormost Nursing Officer for organising the work and preparing roster, taking charge and controlling drugs, dressings, instruments and equipment as well as ensuring its maintenance.**

Allowances for performing duties of ECG Technician

23.167 As per arrangements in place, an allowance is paid to the Nursing Officers and Charge Nurses posted to the Emergency Department, ICU, Cardiac Wards and SAMU Units for performing the duties of ECG Technician at night, on Saturdays, Sundays and Public Holidays. This allowance is also payable to Charge Nurses, Nursing Officers and HCA/SHCAs (General) posted to Area Health Centres and Community Health Centres. The current arrangements should continue.

Recommendation 66

23.168 We recommend the payment of an allowance of Rs 160 per night/Sunday/Public Holiday and Rs 85 for Saturday from 1200 hours to 1800 hours to Charge Nurses and Nursing Officers who are posted to the Accident and Emergency Department, ICU, Cardiac Wards and SAMU and are required to perform the duties of ECG Technician at night, on Saturdays, Sundays and Public Holidays.

23.169 We also recommend the payment of an allowance of Rs 160 per day/Sunday/Public Holiday and Rs 55 per night to Charge Nurses, Nursing Officers and officers in the grade of HCA/SHCA (General) who are posted to the Area Health Centres/Community Health Centres/Medical clinics and are required to perform the duties of ECG Technician during the day, at night, on Sundays and Public Holidays.

Allowance to Nursing Officers posted to the Hyperbaric Medicine Unit

23.170 A monthly allowance of Rs 2520 is paid to Nursing Officers posted to the Hyperbaric Medicine Unit on account of the specific nature of their duties which involves attending to cases of diving accident patients and other emergency cases such as near hanging, sudden deafness and carbon monoxide poisoning, both during and beyond normal working hours. The quantum of this allowance is being revised.

Recommendation 67

23.171 We recommend that Nursing Officers posted to the Hyperbaric Medicine Unit for the treatment of diving accident patients and other relevant

emergencies both during and beyond normal working hours, should be paid a monthly allowance of Rs 2770.

Allowance for Answering Calls on the Hotline at the AIDS Unit

23.172 Officers posted to the Aids Unit are required to answer calls and provide service information on the hotline outside their normal working hours for which they are paid an *ad hoc* allowance of Rs 650 for 53 hours. The allowance is paid on a *pro rata* basis whenever they are required to work for more or less than the specified number of hours. Since this arrangement would continue to prevail, we are maintaining the existing provision while revising the quantum.

Recommendation 68

23.173 **We recommend that:**

- (i) **officers posted to the AIDS Unit who are required to answer calls and provide service information on the hotline should be paid an *ad hoc* allowance of Rs 715 for 53 hours; and**
- (ii) **the allowance should be paid on a *pro rata* basis whenever the officers are required to work for more or less than the specified number of hours.**

Allowance to Nursing Officers posted to Dr Yves Cantin Community Hospital

23.174 Due to lack of catering facilities at the Dr Yves Cantin Community Hospital, an All-inclusive Allowance of Rs 300 in lieu of meal is paid to Nursing Officers posted thereat and to those posted to the neighbouring Community Health Centres who, after a normal day shift, are required to do night duty at the said hospital which is followed by a day shift. This arrangement should continue to be effective.

Recommendation 69

23.175 **We recommend that Nursing Officers posted to the Dr Yves Cantin Community Hospital as well as the neighbouring Community Health Centres who, after a normal day shift, are required to do night duty at the Dr Yves Cantin Community Hospital which is followed by a day shift should be paid an allowance of Rs 350, provided that they work for three shifts continuously, that is, a day shift, a night shift and a day shift.**

Allowance to Trainee Nurses and Trainee Midwives working on shift

23.176 In addition to the Night Duty Allowance, Trainee Nurses and Trainee Midwives who effectively work on shift, that is, at night, on Saturday afternoons, Sundays and Public Holidays are paid a monthly allowance of Rs 820. We are reviewing the quantum of this allowance.

Recommendation 70

- 23.177** We recommend that Trainee Nurses and Trainee Midwives who effectively work on shift, that is at night, on Saturday afternoons, Sundays and Public Holidays should be paid a monthly allowance of Rs 900 in addition to the Night Duty Allowance recommended at paragraph 23.156 (ii).

Travelling Allowance for Trainee Nurse

- 23.178 Trainee Nurses are eligible for a monthly Travelling Allowance computed on a 15 working days' basis. A request has been made for the allowance to be based on 20 days given that during their posting in hospitals, Trainee Nurses are called to work 15 days a month but when they attend the school of Nursing or are posted in Specialised Units, they are in attendance five days a week. We are recommending accordingly.

Recommendation 71

- 23.179** We recommend that the Travelling Allowance payable to eligible Trainee Nurses should be computed on a 20 working days' basis, monthly.

Allowance for performing administrative duties in respect of dead body received/delivered at the Mortuary

- 23.180 In the absence of Hospital Administrative Assistants and Executive Officers (Health Services), nursing staff are called upon to carry out administrative duties pertaining to dead bodies received/delivered before 0900 hours and after 1600 hours at the Mortuary, for which they are paid an allowance. This arrangement shall remain effective pending any administrative arrangement by the Ministry.

Recommendation 72

- 23.181** We recommend that, pending any administrative arrangement, members of the nursing staff performing administrative duties in respect of each dead body received/delivered before 0900 hours and after 1600 hours at the Mortuary in the absence of the Hospital Administrative Assistant and the Executive Officer (Health Services) should be paid an allowance of Rs 115.

Allowance to Nursing/Midwife Staff posted to Agalega Islands

- 23.182 A monthly allowance of Rs 5515 is presently paid to Male Nursing Officers, Female Nursing Officers qualified in Midwifery, Charge Nurses (Female), Senior Midwives as well as officers of the Nursing Group who are qualified in Midwifery and who are required to provide round the clock coverage and work beyond their normal working hours on a regular basis when posted to Agalega. The quantum of this allowance is being revised.

Recommendation 73

- 23.183** We recommend that Male Nursing Officers, Female Nursing Officers possessing Midwifery Certificates, Charge Nurses (Female), Senior Midwives and officers of the Nursing Group who are qualified in Midwifery and are posted to Agalega should be paid a monthly allowance of Rs 6065 for providing a 24-hour coverage and effectively working over and above their normal working hours.

Allowance to Nursing Officers and Charge Nurses posted to the Renal Dialysis Unit

- 23.184** Nursing staff posted to the Renal Dialysis Unit are required to put in additional hours against compensation to cope with the increasing number of patients in need of dialysis treatment. Further, a Nursing Officer or Charge Nurse is also required to be on-call for which the latter is compensated by an On-call Allowance for being on-call and an In-attendance Allowance whenever he/she attends duty while on-call. We are maintaining these provisions.

Recommendation 74

- 23.185** We recommend that Charge Nurses, Nursing Officers and HCA/SHCAs (General) who are posted to the Renal Dialysis Unit should be remunerated for the extra hours performed as follows:

Extra hours of work	Charge Nurses and Nursing Officers (Rs)	Health Care Assistant/ Senior Health Care Assistant (General) (Rs)
1700 hours to 1800 hours	215	150
1800 hours to 2100 hours	725	500

- 23.186** We additionally recommend that the above allowance should be paid on a *pro rata* basis whenever the officer is required to work more or less than the specified number of hours.

- 23.187** We further recommend:

- (i) the payment of an On-call Allowance of Rs 275 to one Nursing Officer or one Charge Nurse posted to the Renal Dialysis Unit of each regional hospital who is required to be on-call on Weekdays and Saturdays from 2100 hours to 0900 hours the following day and Rs 790 for being on-call on Sundays or Public Holidays from 0700 hours to 0700 hours the following day; and
- (ii) that when attending duty while being on-call, the Nursing Officer or Charge Nurse should be paid an In-attendance Allowance of Rs 320 per hour, inclusive of travelling time.

Risk Allowance

23.188 By virtue of existing provisions, officers in certain grades of the Nursing Group working in constant and close contact with mental patients, T.B. patients and drug addicts are entitled to a Risk Allowance. We have, for this review received several requests to extend this provision to other officers of the Nursing Group. The mechanism in place for the payment of Risk Allowance is provided in the Chapter Risk, Insurance and Compensation in Volume 1 of this Report. We are, hereunder, replicating the recommendation for the allowance to those officers who are already in receipt of same.

Recommendation 75

23.189 We recommend that the undermentioned officers, who are required to work in close and constant contact with mental patients, TB patients and drug addicts, should continue to be paid a Risk Allowance equivalent to one and a half increments at the initial of their respective salary scale:

- (i) Trainee Nurses, Nursing Officers, Nursing Officers (Psychiatric), Charge Nurses (Male), Charge Nurses (Female), Charge Nurses (Psychiatric)(Male), Charge Nurses (Psychiatric)(Female), Ward Managers (Male), Ward Managers (Female);**
- (ii) Nursing Supervisors, Nursing Administrators and HCA/SHCAs (General) posted to the Poudre d'Or Hospital and the Brown Sequard Mental Health Care Centre;**
- (iii) Occupational Therapy Assistants and Senior Occupational Therapy Assistants posted to the Brown Sequard Mental Health Care Centre;**
- (iv) HCA/SHCAs (General) posted to the AIDS Unit, pre-natal and post-natal wards;**
- (v) Nursing staff including Trainee Nurses working at the detainees ward at J. Nehru Hospital, Harm Reduction Unit, SAMU, Psychiatric wards at Regional Hospitals;**
- (vi) Nursing staff carrying out the Needle Exchange Programme, Methadone Treatment and Outreach activities at the AIDS Unit; and**
- (vii) Officers of the Nursing Officer and Midwifery Cadres, including Trainee Nurses and Trainee Midwives, posted to the pre-natal, labour and post-natal wards.**

Bank Scheme – Health Care Assistant/Senior Health Care Assistant (General)

23.190 HCA/SHCAs (General) employed under the Bank Scheme are paid an All-inclusive Allowance of Rs 530 per day session of four hours and Rs 610 per night session of four hours. We are revising the quantum of this allowance.

Recommendation 76**23.191 We recommend:**

- (i) the payment of an All-inclusive Allowance (excluding travelling) of Rs 585 per day session of four hours and Rs 670 per night session of four hours to HCA/SHCAs (General) who work on sessions in Government Health Institutions; and
- (ii) the above allowance should be paid on a *pro rata* basis whenever the officers are required to work for more or less than the specified number of hours.

Special Duty Allowance to HCA/SHCAs (General) posted to the AIDS Unit

23.192 HCA/SHCAs (General) who carry out Needle Exchange Programme at the AIDS Unit are entitled to a monthly Special Duty Allowance. Pending the filling of the post of Specialised Health Care Assistant, we are maintaining this allowance and revising the quantum thereof.

Recommendation 77**23.193 We recommend that:**

- (i) a monthly Special Duty Allowance equivalent to one increment at the initial of the salary scale should be paid to the HCA/SHCAs (General) posted to the AIDS Unit for carrying out Needle Exchange Programme; and
- (ii) the payment of above allowance should lapse with the filling of the post of Specialised Health Care Assistant.

Allowance to HCA/SHCAs (General) posted to Ayurvedic Clinics

23.194 HCA/SHCAs (General) posted to Ayurvedic Clinics are required to perform Panchkarma therapies consisting of snehan, swedan, basti, shiro, netra-basti, nasya, among others, which requires extra effort. They are currently in receipt of a monthly allowance of Rs 520 for performing these duties. We are revising the quantum of the allowance.

Recommendation 78

23.195 We recommend that the HCA/SHCAs (General) who are required to perform Panchkarma Therapies at the Ayurvedic Clinics should be paid a monthly allowance of Rs 600 for performing the duties mentioned above.

Refund of Vacation Leave and Casual Leave

23.196 Officers of the Nursing Officer Cadre are allowed to accumulate their vacation leave over and above the authorised ceiling. Such leave can either be taken as leave prior to retirement or is refunded if the officers opt to work during the excess accumulated period. They are also refunded their unutilised casual

leave. The existing provisions are being maintained until the next review exercise.

Recommendation 79

23.197 We recommend that until the publication of the next Report:

- (i) officers of the Nursing Officer Cadre should continue to be allowed to accumulate their vacation leave over and above the authorised ceiling. Such leave may be taken as leave prior to retirement. If the officers opt to work during the excess accumulated leave period, they should be refunded the accumulated vacation leave at the rate of 1/30 of their last monthly salary per day at the time of retirement;**
- (ii) the unutilised casual leave of officers of the Nursing Officer Cadre should be refunded annually at the rate of 1/66 of their last monthly salary per day in the corresponding year;**
- (iii) unutilised casual leave should be refunded to officers of the Nursing Officer Cadre on a *pro rata* basis for the year in which the officers proceed on retirement or pass away while in service; and**
- (iv) officers of the Nursing Officer Cadre should continue to be refunded all unutilised accumulated casual leaves as at 31.12.15 at the rate of 1/30 of the last monthly salary per day at the time of retirement.**

Compensation for work on Night Shift covering part of a Public Holiday

Recommendation 80

23.198 We recommend that for officers working on a night shift covering part of Public Holiday, the handing over period of time up to a maximum of 30 minutes should continue to be considered as effective working hours for the purpose of determining any compensation or grant of day's off.

Special Allowance to HCA/SHCAs posted to the Nuclear Medicine Unit

23.199 A request has been made for HCA/SHCAs posted to the Nuclear Medicine Unit to be granted an allowance similar to what obtains for officers of the Medicine Technologist Cadre as they are also exposed to radioactivity. We are recommending accordingly.

Recommendation 81

23.200 We recommend that HCA/SHCAs who are posted to the Nuclear Medicine Unit and are constantly exposed to radioactivity should be paid a monthly allowance equivalent to one and a half increments at the initial of the salary scale.

Retention Allowance

- 23.201 Provision had previously been made for certain officers of the Nursing Group to benefit from a Retention Allowance up to 31 December 2016. The last PRB Report introduced a provision exempting officers who retire or leave the service before their compulsory retirement age from refunding the Retention Allowance. **This provision remains valid.**

Shift/Staggered

- 23.202 **Officers in the grades listed below are required to work either on shift or at staggered hours. This element has been taken into consideration in arriving at the recommended salaries for the corresponding grades.**

Shift	Staggered
Health Care Assistant/Senior Health Care Assistant (General)	Phlebotomist <i>formerly</i> <i>Blood</i> <i>Bank</i> <i>Assistant/Senior</i> <i>Blood</i> <i>Bank</i> <i>Assistant</i>
Midwife	Blood Bank Officer
Senior Midwife	Senior Blood Bank Officer
Nursing Officer	Senior Specialised Nurse
Nursing Officer (Psychiatric)	Specialised Nurse
Charge Nurse (Male)	Specialised Health Care Assistant
Charge Nurse (Female)	Specialised Nurse (Diabetes Foot Care)
Charge Nurse (Psychiatric) (Male)	Senior Specialised Nurse (Diabetes Foot Care)
Charge Nurse (Psychiatric) (Female)	Specialised Nurse (Diabetes)
Nursing Supervisor (Male)	Senior Specialised Nurse (Diabetes)
Nursing Supervisor (Female)	
Permanencier/Senior Permanencier	
Principal Permanencier	

NURSING GROUP

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
09 100 103	Rs 102500 x 3750 - 110000 x 4000 - 114000 Director, Nursing
09 084 101	Rs 66050 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 106250 Deputy Director, Nursing
09 080 098	Rs 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Regional Nursing Administrator
09 075 094	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Nursing Administrator (Female) Nursing Administrator (Male)
09 069 090	Rs 45930 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 73600 QB 75500 x 2250 - 77750 Nursing Supervisor (Female) Nursing Supervisor (Male)
09 064 084	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050 Ward Manager (Female) Ward Manager (Male)
09 057 082	Rs 35280 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 QB 60600 x 1750 - 62350 Charge Nurse (Female) Charge Nurse (Male)
09 043 079	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 - 53400 QB 54500 x 1450 - 57400 Nursing Officer

Salary Code	Salary Scale and Grade
09 031 033	Rs 25445 x 300 - 26045 Trainee Nurse
09 084 101	Rs 66050 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 106250 Head, School of Nursing
09 079 096	Rs 57400 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750 Principal Nurse Educator
09 073 094	Rs 50100 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Senior Nurse Educator
09 068 090	Rs 44960 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 69800 QB 71700 x 1900 - 75500 x 2250 - 77750 Nurse Educator
09 073 093	Rs 50100 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 84500 Senior Midwife Educator
09 068 086	Rs 44960 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 69800 Midwife Educator
09 068 087	Rs 44960 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 71700 Principal Public Health Nursing Officer
09 063 084	Rs 40110 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050 Senior Public Health Nursing Officer
09 055 082	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 QB 60600 x 1750 - 62350 Public Health Nursing Officer

Salary Code	Salary Scale and Grade
09 064 090	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 - 77750 Health Complaints Co-ordinator/Senior Health Complaints Co-ordinator
09 064 085	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 National Dialysis Co-ordinator
09 063 084	Rs 40110 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050 Chief Midwife
09 060 082	Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 Principal Midwife
09 052 079	Rs 32615 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950 QB 57400 Senior Midwife (shift)
09 050 075	Rs 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 52300 Senior Midwife (Personal)
09 038 075	Rs 27585 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 QB 51200 x 1100 - 52300 Midwife
09 031 033	Rs 25445 x 300 - 26045 Trainee Midwife
09 064 084	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050 Ward Manager (Psychiatric) (Female) Ward Manager (Psychiatric) (Male)

Salary Code	Salary Scale and Grade
09 057 082	Rs 35280 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 QB 60600 x 1750 - 62350 Charge Nurse (Psychiatric) (Female) Charge Nurse (Psychiatric) (Male)
09 043 079	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 - 53400 QB 54500 x 1450 - 57400 Nursing Officer (Psychiatric)
09 031 033	Rs 25445 x 300 - 26045 Trainee Nurse (Psychiatric)
09 064 084	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050 Harm Reduction Coordinator Senior Specialised Nurse Senior Specialised Nurse (Diabetes) Senior Specialised Nurse (Diabetes Foot Care)
09 057 082	Rs 35280 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 Specialised Nurse (Diabetes) Specialised Nurse (Diabetes Foot Care)
09 057 082	Rs 35280 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 QB 60600 x 1750 - 62350 Specialised Nurse
09 069 088	Rs 45930 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 73600 Health Promotion Officer/Senior Health Promotion Officer
09 045 074	Rs 29915 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 - 51200 Specialised Health Care Assistant

Salary Code	Salary Scale and Grade
09 062 082	Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 Senior Blood Bank Officer
09 047 080	Rs 30615 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 - 54500 x 1450 - 55950 QB 57400 x 1450 - 58850 Blood Bank Officer
09 032 073	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 - 46900 x 1050 - 49000 x 1100 - 50100 Phlebotomist <i>formerly Blood Bank Assistant/Senior Blood Bank Assistant</i>
09 055 077	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 Principal Permanencier
09 045 074	Rs 29915 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 - 51200 Permanencier/Senior Permanencier
09 033 073	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 x 970 - 46900 x 1050 - 49000 x 1100 - 50100 Health Care Assistant/Senior Health Care Assistant (General)
09 045 074	Rs 29915 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 - 51200 Senior Occupational Therapy Assistant Senior Physiotherapy Assistant
09 031 069	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 Occupational Therapy Assistant Physiotherapy Assistant

MEDICAL SUPPORT GROUP

- 23.203 Officers of the Medical Support Group provide a wide range of support services to doctors, nurses, dentists and other health care professionals in fields related to oral health care, medical imaging, health promotion and education, health surveillance, rehabilitation as well as other primary health care services.
- 23.204 The submissions received from the different cadres and grades falling under this group comprised, among others, the creation and restyling of grades; upgrading of qualifications requirement; provision of training; grant of duty exemption facilities; increase in establishment size; introduction of allowances; updating of schemes of service; and uplifting of salaries.
- 23.205 During consultative meetings, stakeholders were provided with appropriate explanations on those requests that could not be retained. They were also informed of issues which do not fall within the remit of the Bureau as well as existing provisions that address some of their proposals and they were advised to channel their request to the relevant authorities.
- 23.206 Representations were also received with regard to the appellation of the group, for which we requested the staff side to submit a more appropriate appellation. However, for want of the required information, the current title is being maintained. Further, regarding the shortage of staff and request of the Health Surveillance Officer Cadre for their schemes of service to be updated, appropriate provisions related thereto have been made in the Introduction of this Ministry. Proposals which were found to be justified have been acceded to and relevant provisions made.

Principal Community Health Rehabilitation Officer (New Grade)

- 23.207 Officers of the Community Health Rehabilitation Officer Cadre presently report to Community Physicians at the health institutions to which they are posted with regard to their daily activities. For better supervision, organisation and coordination of the work island-wise, the staff side has requested for the creation of a grade of Principal Community Health Rehabilitation Officer, to which Management is agreeable. We are recommending accordingly.
- 23.208 At the request of the staff side, we are also reiterating the recommendation relating to human resource planning to ensure that there is an adequate number of staff to enable the latter to work in pairs as it was the case in the past.

Recommendation 82

- 23.209 We recommend the creation of a grade of Principal Community Health Rehabilitation Officer. Appointment thereto should be made by selection from among officers in the grade of Senior Community Health**

Rehabilitation Officer reckoning at least two years' service in a substantive capacity in the grade.

- 23.210 Incumbent would be required, among others, to supervise and co-ordinate the day-to-day work of officers of the Community Health Rehabilitation Officer Cadre; organise and manage all the activities of the Community Health Rehabilitation services; ensure that there is community participation in health programmes and activities organised by the Ministry; prepare Health Education programmes on rehabilitation; and organise in-service training for the Community Health Rehabilitation Officer Cadre.

Recommendation 83

- 23.211 We also recommend that the MOHW should conduct a Human Resource Planning exercise as recommended at para 23.6 with a view to determine the right number of people required in each grade.**

Allowance to Health Surveillance Officers and Senior Health Surveillance Officers

- 23.212 Health Surveillance Officers and Senior Health Surveillance Officers are paid an All-inclusive Allowance of Rs 350 per day whenever they attend work on Sundays and Public Holidays to dispense anti-malaria drugs and/or monitor malaria positive cases. We are reviewing the quantum of this allowance.

Recommendation 84

- 23.213 We recommend that the daily All-inclusive Allowance (excluding travelling) payable to Health Surveillance Officers and Senior Health Surveillance Officers who are required to attend work on Sundays and Public Holidays to dispense anti-malaria drugs and/or monitor malaria positive cases should be revised to Rs 385.**

Movement beyond top salary for Linen Health Officers

- 23.214 Officers in the grade of Linen Health Officer in post as at eve of the publication of the 2021 Report, that is, 13 October 2021 are allowed to progress beyond the top salary of their grade on a personal basis. We are maintaining this provision while providing for the revised salary point.

Recommendation 85

- 23.215 We recommend that officers in the grade of Linen Health Officer in post as at the eve of the publication of the 2021 Report, that is, 13 October 2021 should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 44960 on a personal basis, on the same terms and conditions prevailing previously provided that they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.**

Allowance to Medical Imaging Assistant (Personal) and Medical Imaging Assistant (on shift)

23.216 Medical Imaging Assistants and Senior Medical Imaging Assistants are required to work on shift. The MOHW has, however, informed that it has not been able to implement the shift system due to acute shortage of staff in the Cadre. Consequently, Medical Imaging Assistants (Personal) and Medical Imaging Assistants (on shift) would continue to work beyond their normal working hours. We are maintaining the present arrangements and the mode of compensation for the officers. As regards provision of Night Duty Allowance, appropriate recommendation related thereto has been made under the Chapter Working Week, Flexitime, Workers on Shift/Roster/Staggered Hours and Overtime of Volume 1 of this Report.

Recommendation 86

23.217 **We recommend that:**

- (i) **Medical Imaging Assistants (Personal) and Medical Imaging Assistants (on shift) who are required to work beyond normal working hours on Weekdays, Saturdays, Sundays and Public Holidays should be compensated at the normal hourly rate based on the salary point reached in their respective salary scale for the additional hours put in; and**
- (ii) **the payment of this allowance should lapse with the implementation of a proper shift system for the Cadre.**

Dental Assistant Cadre

23.218 Dental Assistants, who are required to perform additional duties such as preparing roster for Dental Surgeon/Senior Dental Surgeons and managing their leave account are currently entitled to a monthly allowance of Rs 390. We are revising the quantum of the allowance.

Recommendation 87

23.219 **We recommend that the monthly allowance payable to Dental Assistants who are required to perform additional duties such as preparing roster for Dental Surgeon/Senior Dental Surgeons working at the clinics and managing their leave account, should be revised to Rs 450.**

Psychiatry Rehabilitation and Welfare Officer/Senior Psychiatry Rehabilitation and Welfare Officer

23.220 Officers in the grade of Psychiatry Rehabilitation and Welfare Officer/Senior Psychiatry Rehabilitation and Welfare Officer are, by virtue of their nature of duties, entitled to the grant of a Risk Allowance, which is being maintained.

Recommendation 88

- 23.221 We recommend that Psychiatry Rehabilitation and Welfare Officer/Senior Psychiatry Rehabilitation and Welfare Officers (Male) and Psychiatry Rehabilitation and Welfare Officer/Senior Psychiatry Rehabilitation and Welfare Officers (Female) working in close and constant contact with mental patients, T.B patients and drug addicts should be paid a Risk Allowance equivalent to one and a half (1½) increments at the initial salary point in their respective salary scale.**

Health Surveillance - Assistant Supervisor, Rodent Control and Supervisor, Rodent Control

- 23.222** Assistant Supervisors, Rodent Control and Supervisors, Rodent Control, are required to process the rodents collected; collect fleas and organs for despatch to appropriate laboratory; prepare blood smears for laboratory examination and perform dissection of rats, among others. The Bureau considers that there is need for the employees to be provided with a proper medical screening. We are making an appropriate recommendation to that effect.

Recommendation 89

- 23.223 We recommend that the MOHW should make necessary arrangements for officers in the grades of Assistant Supervisor, Rodent Control and Supervisor, Rodent Control to undergo a Health Surveillance, including regular health check-ups, free of charge.**

Shift/Roster/Staggered

- 23.224** The officers in the undermentioned grades are required to work either on shift, roster or staggered hours. This factor has been taken into consideration in arriving at the recommended salaries for the corresponding grades.

Shift	Roster	Staggered
Medical Imaging Assistant (on shift)	Dental Assistant (Roster – Day and Night)	Community Health Care Officer
Senior Medical Imaging Assistant (on shift)	Senior Dental Assistant (Roster – Day and Night)	Community Health Development Motivator
	Psychiatry Rehabilitation and Welfare Officer/Senior Psychiatry Rehabilitation and Welfare Officer (Male)	Community Health Rehabilitation Officer
	Psychiatry Rehabilitation and Welfare Officer/Senior Psychiatry Rehabilitation and Welfare Officer (Female)	Motivator (Community Health)
		Senior Community Health Rehabilitation Officer

MEDICAL SUPPORT GROUP**SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
09 056 078	Rs 34720 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950 Principal Dental Assistant
09 050 073	Rs 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 50100 Senior Dental Assistant (Roster – Day and Night)
09 048 071	Rs 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 47950 Senior Dental Assistant
09 033 071	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 x 970 - 46900 x 1050 - 47950 Dental Assistant (Roster – Day and Night)
09 031 069	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 Dental Assistant
09 055 076	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400 Principal Community Health Care Officer
09 043 072	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 Senior Community Health Care Officer
09 032 069	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 Community Health Care Officer

Salary Code	Salary Scale and Grade
09 056 079	Rs 34720 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400 Principal Community Health Rehabilitation Officer (New Grade)
09 054 075	Rs 33600 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 52300 Senior Community Health Rehabilitation Officer
09 034 072	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 Community Health Rehabilitation Officer
09 055 077	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 Principal Medical Imaging Assistant
09 048 074	Rs 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 51200 Senior Medical Imaging Assistant (on shift)
09 045 071	Rs 29915 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 47950 Senior Medical Imaging Assistant
09 030 069	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 - 45930 Medical Imaging Assistant (on shift)
09 029 067	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 - 43990 Medical Imaging Assistant (Personal)
09 054 073	Rs 33600 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 50100 Principal Health Surveillance Officer

Salary Code	Salary Scale and Grade
09 040 069	Rs 28225 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930 Senior Health Surveillance Officer
09 024 065	Rs 23345 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 Health Surveillance Officer
09 040 069	Rs 28225 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930 Senior Community Health Development Motivator
09 027 065	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 Community Health Development Motivator Motivator (Community Health)
09 045 076	Rs 29915 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 - 53400 Psychiatry Rehabilitation and Welfare Officer/Senior Psychiatry Rehabilitation and Welfare Officer (Male) Psychiatry Rehabilitation and Welfare Officer/Senior Psychiatry Rehabilitation and Welfare Officer (Female)
09 054 073	Rs 33600 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 50100 Senior Supervisor, Rodent Control
09 040 069	Rs 28225 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930 Supervisor, Rodent Control
09 024 065	Rs 23345 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 Assistant Supervisor, Rodent Control

Salary Code	Salary Scale and Grade
09 040 069	Rs 28225 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930 Senior Linen Health Officer
09 024 065	Rs 23345 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 Linen Health Officer

HEALTH RECORDS GROUP

- 23.225 Headed by a Chief Health Records Officer, the Health Records Group primarily provides clerical support to medical professionals through the registration of patients. As custodian of medical data, the Health Records Group ensures compliance with data protection and information governance. With an eight-level hierarchical structure, the Health Records Group provides a round-the-clock service and is usually the first point of contact of patients.
- 23.226 Unions' requests were centred mainly on: review of salary; creation of additional levels; grant of specific allowances; provision of sponsored training; and enhanced Conditions of Service. Management's submissions were geared towards amendment of scheme of service and grant of allowance in lieu of overtime. Wherever deemed necessary, the views of Management were sought on few issues advanced by the staff side. Appropriate clarifications were provided on requests which, due to technical implications, could not be taken on board. Certain demands from staff side could not be examined for want of information from Unions.
- 23.227 The existing provisions being appropriate, should continue to prevail.

Shift Work

- 23.228 With a view to providing a round-the-clock service, officers in the grades of Health Records Clerk and Higher Health Records Clerk are required to work on a shift basis. **This element has been taken into consideration in determining the recommended salaries of the grades.**

Night Duty Allowance

- 23.229 As per existing provision, officers in the grades of Health Records Clerk and Higher Health Records Clerk who effectively work on night shift are paid a Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours, including up to a maximum of two hours lying-in period. This arrangement being fit for its purpose, is being replicated.

Recommendation 90

- 23.230** We recommend the payment of a Night Duty Allowance equivalent to 25% of the normal hourly rate for the hours between 2300 hours and 0500 hours, including up to a maximum of two hours lying-in period, to Health Records Clerks and Higher Health Records Clerks who effectively work on night shift.

Health Surveillance

- 23.231** In the last Report, provision was introduced for Management to make necessary arrangements for officers of the Health Records Group to undergo a medical examination. We are reiterating this recommendation.

Recommendation 91

- 23.232** We recommend that Management should continue to make the necessary arrangements for officers of the Health Records Group:
- (i) to undergo a medical examination once every two years; and
 - (ii) who are aged 60 and above to undergo a medical examination every year to certify their fitness for continued employment.

HEALTH RECORDS GROUP**SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
09 079 094	Rs 57400 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Chief Health Records Officer
09 071 089	Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 Principal Health Records Officer
09 056 082	Rs 34720 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 Senior Health Records Officer
09 053 080	Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 Health Records Technician

Salary Code	Salary Scale and Grade
09 053 079	Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400 Health Records Officer
09 051 077	Rs 32190 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 Senior Health Records Clerk
09 049 074	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 - 51200 Higher Health Records Clerk
09 035 072	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 Health Records Clerk

MEDICAL TECHNICIAN, TECHNOLOGIST AND PARAMEDIC GROUP

- 23.233 A wide range of support services are provided by the technical support officers belonging to different cadres viz the Medical Laboratory Technologist, Medical Imaging Technologist, Nuclear Medicine Technologist, Radiation Therapist, Occupational Therapist, Physiotherapist, Speech Therapist and Audiologist, Speech and Hearing Therapy Assistant, Healthcare Technologist, Orthopaedic Technician, ECG Technician, EEG Technician and Medical Social Worker. The grades of Blood Donor Coordinator, Dental Technician, Ophthalmic Optician/Senior Ophthalmic Optician as well as Neonatal and Paediatric Respiratory Therapist also form part of this group.
- 23.234 We have in this Section, highlighted the common proposals made by both Management and Unions whereas the specific ones including the recommendations have been made under the relevant cadre. A few general recommendations/observations have also been made in the Introductory part of this Ministry.
- 23.235 Submissions of both Unions and Management have been focussed mainly on: review of salaries/schemes of service, compensation for dual skills, change in occupational class, grant of duty free facilities/risk allowances, provision of sponsored training, creation/restyling/merging of grades, refund of mileage, filling of posts to enable implementation of shift pattern of work, introduction of bank schemes, grant of specific allowances and enhancement of Conditions of Service.

- 23.236 During consultative meetings, stakeholders took cognisance of the appropriate justifications provided for those requests which, for technical reasons, could not be considered or which should be addressed to other quarters. As regards creation of additional levels, parties were advised to submit the proposed schemes of service to enable the Bureau to further study the requests which in some instances have not been provided. Wherever deemed necessary, the views of Management were sought on a few administrative/implementation issues advanced by the Unions. In some cases, while submitting its views, Management has proposed certain amendments to the schemes of service to reflect the actual requirements of the job. Management was, however, informed that amendment to schemes of service should be dealt with administratively, after consultations with relevant stakeholders.

Medical Laboratory Technologist Cadre

- 23.237 Officers of the Medical Laboratory Technologist (MLT) Cadre are involved in the collection and processing of specimens as well as analysing the results with a view to ensuring that patients receive accurate diagnosis of diseases for appropriate treatment and medical interventions.
- 23.238 Both Management and Union have stressed on the upgrading of the qualifications requirement of the grade of Medical Laboratory Technologist/Senior Medical Laboratory Technologist (MLT/SMLT). Unions also demanded for a restyling of the Cadre. In the last Report, a specific provision was made for officers in the grade of MLT/SMLT possessing a Degree in Biomedical Science to move beyond the top salary. The Bureau considers that the prevailing qualifications requirement of the grade of MLT/SMLT as well as the appellation of the said Cadre require no amendment. However, we are, while maintaining the current structure and salary movement, enhancing the specific Conditions of Service.

Technical Duties

- 23.239 The day-to-day administration of the laboratories including the managerial and technical functions are vested upon the Principal Medical Laboratory Technologist. Unions have requested that officers in the aforementioned grade be placed on an 'on-call pattern' for prompt intervention on such issues which crop up after normal working hours and at night. This has been supported by Management. During meeting, Unions were apprised of the philosophy behind the grant of such an allowance. Nevertheless, we consider it more appropriate to grant an allowance to the senior most officer in the grade of MLT/SMLT who is already working after normal working hours and at night.

Recommendation 92

- 23.240 We recommend that in Units where no Principal Medical Laboratory Technologist is posted, a monthly allowance of Rs 945 should be paid to the senior most officer in the grade of Medical Laboratory**

Technologist/Senior Medical Laboratory Technologist who would be accountable for technical matters after normal working hours and at night.

Progression beyond Qualification Bar

- 23.241 Officers in the grade of Principal Medical Laboratory Technologist are allowed to move beyond the Qualification Bar (QB) upon possession of a Degree in Biomedical Science. Given its importance, this provision is being maintained.

Recommendation 93

- 23.242 We recommend that officers in the grade of Principal Medical Laboratory Technologist possessing a Degree in Biomedical Science should be allowed to proceed beyond the Qualification Bar (QB) inserted in the salary scale.**

Movement beyond top salary

- 23.243 Existing provision entitles officers in the grade of MLT/SMLT holding a Degree in Biomedical Science to move beyond top salary of the grade, subject to satisfying set criteria. We are upholding this provision while revising the salary cut point.

Recommendation 94

- 23.244 We recommend that officers in the grade of Medical Laboratory Technologist/Senior Medical Laboratory Technologist possessing a Degree in Biomedical Science should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 73600 provided they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.**

Service during Nights, Weekends and Public Holidays

- 23.245 MLT/SMLTs who work beyond their normal working hours so as to provide 24-hour service during nights, Weekends and Public Holidays are granted an allowance at the normal hourly rate at the salary point reached in their salary scale, for every additional hour put in. Simultaneously, they are eligible for an allowance at applicable rates for attending work at the Blood Transfusion/Virology and Microbiology Sections over and above their normal working hours, on Sundays and Public Holidays from 0900 hours to noon. Unions have reported that the aforesaid two Sections now operate on a 24-hour basis which was confirmed by Management. Hence, they requested for a standard allowance. We are recommending in that direction.

Recommendation 95

- 23.246 We recommend that Medical Laboratory Technologist/Senior Medical Laboratory Technologists who are effectively required to put in additional hours beyond their normal working hours in order to provide**

a 24-hour service and attend to emergencies at nights, on Weekends and Public Holidays should be paid an allowance at the normal hourly rate at the salary point reached in their salary scale, for every additional hour put in.

Bank Scheme - Medical Laboratory Technologist

23.247 With a view to palliating short term absences of officers and also to cater for the increasing load of work in the medical laboratories, retired officers of the Medical Laboratory Technologist Cadre as well as qualified persons from outside the service, are employed on a sessional basis, under the Bank Scheme - MLT, to assist the officers of the Medical Laboratory Technologist Cadre against payment of an allowance at applicable rate. This provision, being fit for its purpose, should continue to exist.

Recommendation 96

23.248 **We recommend the continued payment of an allowance at a revised rate of Rs 870 per day session of four hours and Rs 980 per night session of four hours to retired officers of the Medical Laboratory Technologist Cadre as well as qualified persons from outside the service, who are employed under the Bank Scheme - MLT on a sessional basis, to assist the officers of the Medical Laboratory Technologist Cadre. For any additional hour put in, the allowance should be prorated.**

Dr Yves Cantin Community Hospital and Mediclinics

Meal Allowance

23.249 MLT/SMLTs who, after a night service, have to attend Dr Yves Cantin Community Hospital/Mediclinics the following day, are eligible for a daily Meal Allowance on the condition that they are not provided with meals and/or where such facilities are not available. The existing arrangement should continue with a revised quantum of the allowance.

Recommendation 97

23.250 **We recommend the payment of a daily Meal Allowance of Rs 350 to Medical Laboratory Technologist/Senior Medical Laboratory Technologists who, after a night service, have to attend Dr Yves Cantin Community Hospital as well as Mediclinics the following day, where they are not provided with meals and/or where such facilities are not available.**

Blood Donor Coordinator

23.251 As per existing provisions, the Blood Donor Coordinator is entitled to the payment of allowances at applicable rates for carrying out sensitisation campaigns on blood donation/collection after normal working hours, during Weekends and Public Holidays as well as for sustaining the additional costs incurred in the maintenance of his car used for performing extensive official

travelling. The Bureau is upholding these provisions while revising the quantum of the allowances.

Recommendation 98

- 23.252** We recommend the continued payment of a monthly allowance at a revised rate of Rs 4390 to the Blood Donor Coordinator for carrying out sensitisation campaigns on blood donation/collection after normal working hours, during Weekends and Public Holidays.
- 23.253** We further recommend that the Blood Donor Coordinator should be paid an additional allowance of Rs 925 to sustain maintenance cost of his car used for performing extensive official travelling.

Radiography Services

- 23.254** The X-Ray Department provides two core services, viz, the Therapeutic Radiography and the Diagnostic Radiography Services. Officers belonging to the Radiation Therapist Cadre and Medical Imaging Technologist Cadre are responsible for the accomplishment of the operations of the Radiography Services.
- 23.255** Union has requested, among others, for an additional level of Chief Radiation Therapist to coordinate the Radiography Services. The Bureau considers the present structure to be adequate. We are, while maintaining the existing provisions, amending the qualifications requirement of the Trainee position of Radiation Therapist.

Trainee Radiation Therapist

Recommendation 99

- 23.256** We recommend that, henceforth, appointment to the grade of Trainee Radiation Therapist should be made by selection from among candidates possessing a Cambridge School Certificate with credit in at least five subjects including English Language, Mathematics and Physics and a Cambridge Higher School Certificate with passes at “Principal Level” in Mathematics and Physics.
- 23.257** This element has been taken into consideration in arriving at the salary recommended for the grade.

Progression beyond Qualification Bar

- 23.258** The salary scales of certain grades in the Radiation Therapist Cadre and Medical Imaging Technologist Cadre include a Qualification Bar (QB) wherein movement beyond that QB is subject to obtention of the Diploma in Radiotherapy or the Diploma in Radiography respectively. This provision should continue to be in force.

Recommendation 100

- 23.259** We recommend that officers in the grades of Radiation Therapist, Senior Radiation Therapist, Medical Imaging Technologist and Senior Medical Imaging Technologist possessing the Diploma in Radiotherapy or the Diploma in Radiography respectively, should be allowed to move beyond the Qualification Bar included in the salary scale of the respective grades.
- 23.260** We recommend that the Ministry of Health and Wellness should make necessary arrangements for the enlistment of Trainee Medical Imaging Technologists, Trainee Radiation Therapists as well as other officers of the Medical Imaging Technologist and Radiation Therapist Cadres of the Ministry and the Rodrigues Regional Assembly to follow the top up training programmes leading to a Diploma in Radiography and Radiotherapy, respectively.

Risk Allowance to officers of the Radiation Therapist Cadre

- 23.261** For working in a high energy radiation risk area, officers of the Radiation Therapist Cadre are entitled to the payment of a Risk Allowance equivalent to one and a half increments at the initial of their respective salary scale. This provision should continue to prevail.

Recommendation 101

- 23.262** We recommend that officers of the Radiation Therapist Cadre should continue to be paid a Risk Allowance equivalent to one and a half increments at the initial of their respective salary scale.

Bank Scheme – Radiation Therapist

- 23.263** Provision exists for the payment of an allowance at applicable rates to retired officers in the grade of Radiation Therapist recruited under the Bank Scheme – Radiation Therapist. Given the relevancy of the scheme, same is being reiterated with a revised quantum.

Recommendation 102

- 23.264** We recommend the payment of an all-inclusive allowance (excluding travelling) of Rs 705 per day session of three hours and Rs 815 per night session of three hours to retired officers in the grade of Radiation Therapist recruited under the Bank Scheme – Radiation Therapist. For any additional hour of work performed, the allowance should be prorated.

Service at Nights, on Weekends and Public Holidays

- 23.265** With a view to providing 24-hour service at nights, on Weekends and Public Holidays, officers in the grades of Medical Imaging Technologist and Senior Medical Imaging Technologist who work beyond their normal working hours

are being paid an allowance at the normal hourly rate at the salary point reached in their respective salary scale, for every additional hour put in. This allowance is being maintained pending the implementation of a shift system.

Recommendation 103

- 23.266 We recommend the continued payment of an allowance at normal hourly rate at the salary point reached in their respective salary scale, for every hour put in by officers in the Medical Imaging Technologist Cadre who are effectively required to work beyond their normal working hours in order to provide a 24-hour service at nights, on Weekends and Public Holidays.**

Risk Allowance to Medical Imaging Technologist posted at Chest Clinic

- 23.267 In the performance of their duties, Medical Imaging Technologists and Senior Medical Imaging Technologists who are posted at the Chest Clinic and Poudre D'or Hospital are in close and constant contact with mental patients, TB Patients and drug addicts. To this effect, they are paid a Risk Allowance equivalent to one and a half increments at the initial of their respective salary scale. This provision should continue to exist.

Recommendation 104

- 23.268 We recommend the continued payment of a Risk Allowance equivalent to one and half increments at the initial of their respective salary scale to Medical Imaging Technologists and Senior Medical Imaging Technologists who are posted at the Chest Clinic and Poudre D'or Hospital for working in close and constant contact with mental patients, TB patients and drug addicts.**

X-Ray of Dead Bodies

- 23.269 An allowance of Rs 260 per case is presently being paid to officers of the Medical Imaging Technologist Cadre who perform X-Ray examinations of dead bodies in an advanced state of decomposition. We are providing the revised quantum.

Recommendation 105

- 23.270 We recommend that officers of the Medical Imaging Technologist Cadre should be paid a revised allowance of Rs 285 per case for performing X-Ray examinations of dead bodies which are in a state of advanced decomposition.**

Radiation Protection Duties

- 23.271 In Units where no Principal Medical Imaging Technologist are posted, the radiation protection duties are performed by Senior Medical Imaging Technologists against payment of a monthly allowance of Rs 860. The Bureau is reiterating this provision with a revised quantum of the allowance.

Recommendation 106

- 23.272 We recommend that Senior Medical Imaging Technologists who are required to perform radiation protection duties, where no Principal Medical Imaging Technologist is posted, should be paid a monthly allowance of Rs 945.**

Bank Scheme – Medical Imaging Technologist

- 23.273** Provision exists for the payment of an allowance at applicable rates to retired officers of the Medical Imaging Technologist Cadre under the Bank Scheme - Medical Imaging Technologist put in place to palliate for short term absences of officers in the Cadre and also to cater for an increase in workload. This scheme, being appropriate, is being maintained.

Recommendation 107

- 23.274 We recommend the payment of an All-inclusive Allowance (excluding travelling) of Rs 705 per day session of three hours and Rs 815 per night session of three hours to retired officers of the Medical Imaging Technologist Cadre who are employed to serve on a sessional basis under the Bank Scheme. For any additional hour put in, the allowance should be prorated.**

Dr Yves Cantin Community Hospital and Mediclinics**Meal Allowance**

- 23.275** Medical Imaging Technologists who, after a night service, have to attend Dr Yves Cantin Community Hospital/Mediclinics the following day, where they are not provided with meals and/or where such facilities are not available, are granted a daily Meal Allowance. We consider that the prevailing recommendation should continue.

Recommendation 108

- 23.276 We recommend the payment of a daily Meal Allowance of Rs 350 to Medical Imaging Technologists who, after a night service, have to attend to Dr Yves Cantin Community Hospital as well as Mediclinics the following day, where they are not provided with meals and/or where such facilities are not available.**

Nuclear Medicine Technologist Cadre

- 23.277** At the apex of the Nuclear Medicine Technologist Cadre, the Principal Nuclear Medicine Technologist is responsible for organising and coordinating the activities of the Nuclear Medicine Services. Officers in the said cadre are involved in: preparation, control and handling of radiopharmaceuticals; dosimetry of radionuclides injected in patients; operation of the Gamma Camera including its quality control; and proper handling and positioning of patients on the diagnostic table, acquisition and processing of Nuclear Medicine scan, among others. While the existing structure is being

maintained, a few changes are being brought to the provisions governing the grant of the allowances.

Allowance for work beyond normal working hours

- 23.278 Nuclear Medicine Technologists and Senior Nuclear Medicine Technologists are presently granted an All-inclusive Allowance for attending to emergencies at nights, on Weekends and Public Holidays. They are also compensated, at hourly rate at the initial of their respective salary scale, for additional hours put in as a result of treatment started during the normal hours but completed beyond scheduled departure time. We are reviewing this mode of compensation.

Recommendation 109

- 23.279 **We recommend the payment of an All-inclusive Allowance (excluding travelling) of Rs 650 per case to Senior Nuclear Medicine Technologists and Nuclear Medicine Technologists for attending to emergencies at nights, on Weekends and Public Holidays.**
- 23.280 **We equally recommend that officers in the aforementioned grades should be compensated at the normal hourly rate at the salary point reached in their respective salary scale for every additional hour of work put in as a result of treatment started during the normal working hours but completed beyond scheduled time.**

Special Allowance for Senior Nuclear Medicine Technologist and Nuclear Medicine Technologist

- 23.281 Provision exists for the grant of a monthly allowance equivalent to one and a half increments at the initial point of their salary scale to Nuclear Medicine Technologists for constantly being exposed to radioactivity and handling unsealed radioactive sources. Both Management and Union have requested to extend the allowance to officers in the grade of Senior Nuclear Medicine Technologist who equally handle unsealed radioactive sources. We are making appropriate provision to that effect.

Recommendation 110

- 23.282 **We recommend that officers in the grades of Senior Nuclear Medicine Technologist and Nuclear Medicine Technologist who are constantly exposed to radioactivity and handling unsealed radioactive sources should be paid a monthly allowance equivalent to one and a half increments at the initial point of their respective salary scale.**

Movement in Salary Scale

- 23.283 Nuclear Medicine Technologists, in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021, are on a personal basis, allowed to move incrementally in the Master Salary Scale subject to satisfying set

performance criteria. We are maintaining this provision while revising the salary point.

Recommendation 111

23.284 We recommend that officers in the grade of Nuclear Medicine Technologist, in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021, should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 73600 on a personal basis, provided that they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

Orthopaedic Appliances Workshop

23.285 The Orthopaedic Appliances Workshop manufactures orthopaedic appliances and related walking aids with the aim of helping patients with orthopaedic complications. Its activities are split into five sections namely Prosthesis, Orthosis, Leather, Metal and Seamstress. The Manager, Orthopaedic Appliances Workshop who is at the apex is supported by officers of Orthopaedic Technician (Podo Orthosis), Orthopaedic Technician (Orthosis Prosthesis) and Tradesman Cadres.

23.286 Representations of Unions pertain, *inter alia*, to review the qualifications requirement of the grade of Orthopaedic Technician in both fields of Podo Orthosis and Orthosis Prosthesis. After examining the case, we are making appropriate recommendations.

Recommendation 112

23.287 We recommend that, henceforth, appointment to the grade of Orthopaedic Technician (Orthosis Prosthesis) should be made by selection from among:

- i. officers in the grade of Nursing Officer who possess a Cambridge Higher School Certificate with passes at “Principal Level” in Chemistry and Physics and reckoning at least three years’ service in a substantive capacity in the grade. Selected candidates will be appointed in a temporary capacity and will be required to follow a course leading to a Diploma in Prosthetic and Orthotics. On successful completion of the diploma course, candidates will be considered for appointment as Orthopaedic Technician (Orthosis Prosthesis) in a substantive capacity, on vacancy arising; and
- ii. Assistant Orthopaedic Technician (Orthosis Prosthesis) possessing the Assistant Orthopaedic Technician (Orthosis Prosthesis) Certificate and reckoning at least 10 years’ service in a substantive capacity in the grade.

23.288 We further recommend that, henceforth, appointment to the grade of Orthopaedic Technician (Podo Orthosis) should be made by selection from among:

- i. officers in the grade of Nursing Officer who possess a Cambridge Higher School Certificate with passes at “Principal Level” in Chemistry and Physics and reckoning at least three years’ service in a substantive capacity in the grade. Selected candidates will be appointed in a temporary capacity and will be required to follow a course leading to a Diploma in Podo Orthosis. On successful completion of the diploma course, candidates will be considered for appointment as Orthopaedic Technician (Podo Orthosis) in a substantive capacity, on vacancy arising; and
- ii. Assistant Orthopaedic Technician (Podo Orthosis) possessing the Assistant Orthopaedic Technician (Podo Orthosis) Certificate and reckoning at least 10 years’ service in a substantive capacity in the grade.

Speech Therapy and Audiology Department

23.289 The Speech Therapy and Audiology Department, among others, provides life-changing treatment, support and care for children and adults who have difficulties with communication, eating, drinking and swallowing; and identifies the causes of hearing loss, balance problems and related issues and develops plans for treatment which may include hearing aids, aural rehabilitation or other interventions. These services are dispensed by officers in the Speech Therapist and Audiologist as well as Speech and Hearing Therapy Assistant Cadres who operate under a Chief Speech Therapist and Audiologist. While the present structure is appropriate, we are replicating provisions deemed relevant.

Recommendation 113

23.290 We recommend that:

- (i) Trainee Speech and Hearing Therapy Assistants possessing the Diploma in Speech and Hearing Therapy Science should join the grade of Speech and Hearing Therapy Assistant at salary point Rs 28225 and should be allowed to move incrementally in the recommended salary scale;
- (ii) officers in the grade of Speech and Hearing Therapy Assistant possessing the Diploma in Speech and Hearing Science should be allowed to cross the Qualification Bar (QB) inserted in their salary scale; and
- (iii) the Senior Speech and Hearing Therapy Assistant, currently in post, should be allowed to move beyond salary point of Rs 53400 only after obtention of the Diploma in Speech and Hearing Science.

Night Duty Allowance

- 23.291 Though the shift system for officers of the Medical Laboratory Technologist Cadre and Medical Imaging Technologist Cadre has not yet been implemented, an exceptional provision was made in the last PRB Report for the grant of a Night Duty Allowance to officers who are called upon to provide 24-hour coverage to ensure better patient care. Given the validity of the provision, same should continue to prevail.

Recommendation 114

- 23.292 We recommend the payment of a Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours including up to a maximum of two hours lying-in period, exceptionally to officers of the Medical Laboratory Technologist Cadre and Medical Imaging Technologist Cadre who work on night shift.**

Shift/Staggered

- 23.293 Officers in the grades listed below are normally required to work either on shift or at staggered hours and this element has been taken into consideration in arriving at the recommended salaries of the respective grade.

Shift	Staggered
Medical Imaging Technologist	Nuclear Medicine Technologist
Senior Medical Imaging Technologist	Senior Nuclear Medicine Technologist
Medical Laboratory Technologist/ Senior Medical Laboratory Technologist	Physiotherapist/Senior Physiotherapist
	Neonatal and Paediatric Respiratory Therapist

MEDICAL TECHNICIAN, TECHNOLOGIST AND PARAMEDIC GROUP

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
09 082 098	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Chief Occupational Therapist Chief Physiotherapist Chief Speech Therapist and Audiologist

Salary Code	Salary Scale and Grade
09 075 096	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750 Blood Donor Co-ordinator
09 074 096	Rs 51200 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750 Principal Occupational Therapist Principal Physiotherapist Principal Speech Therapist and Audiologist
09 077 094	Rs 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Chief Medical Imaging Technologist Chief Medical Laboratory Technologist
09 065 094	Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Ophthalmic Optician/Senior Ophthalmic Optician
09 061 094	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 Occupational Therapist/Senior Occupational Therapist Physiotherapist/Senior Physiotherapist Speech Therapist and Audiologist/Senior Speech Therapist and Audiologist
09 071 091	Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 QB 77750 x 2250 - 80000 Principal Medical Laboratory Technologist
09 073 090	Rs 50100 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Principal Nuclear Medicine Technologist
09 070 090	Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Principal Radiation Therapist

Salary Code	Salary Scale and Grade
09 068 090	Rs 44960 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Manager, Orthopaedic Appliances Workshop
09 061 090	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 Neonatal and Paediatric Respiratory Therapist
09 071 089	Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 Senior Nuclear Medicine Technologist
09 070 088	Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 73600 Principal Medical Imaging Technologist
09 068 088	Rs 44960 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 73600 Principal Medical Social Worker Superintendent, Healthcare Technology Workshop
09 064 086	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200 QB 66050 x 1850 - 67900 x 1900 - 69800 Senior Medical Imaging Technologist
09 049 086	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 x 1900 - 69800 Medical Laboratory Technologist/Senior Medical Laboratory Technologist
09 064 085	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Nuclear Medicine Technologist
09 064 085	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200 QB 66050 x 1850 - 67900 Senior Radiation Therapist

Salary Code	Salary Scale and Grade
09 049 085	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 Medical Social Worker/Senior Medical Social Worker
09 060 082	Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 Orthopaedic Technician (Orthosis Prosthesis) Orthopaedic Technician (Podo Orthosis) Senior Healthcare Technologist
09 047 081	Rs 30615 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 - 54500 x 1450 - 55950 QB 57400 x 1450 - 58850 x 1750 - 60600 Medical Imaging Technologist
09 049 080	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 Dental Technician
09 047 080	Rs 30615 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 - 54500 x 1450 - 55950 QB 57400 x 1450 - 58850 Radiation Therapist
09 055 078	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950 Senior ECG Technician (Female) Senior ECG Technician (Male) Senior EEG Technician
09 051 078	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 - 55950 Healthcare Technologist
09 037 078	Rs 27265 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 - 54500 x 1450 - 55950 Senior Speech and Hearing Therapy Assistant

Salary Code	Salary Scale and Grade
09 034 076	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 QB 49000 x 1100 - 53400 Speech and Hearing Therapy Assistant
09 045 075	Rs 29915 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 Assistant Orthopaedic Technician (Orthosis Prosthesis) Assistant Orthopaedic Technician (Podo Orthosis)
09 037 072	Rs 27265 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 Assistant Medical Laboratory Technologist
09 036 071	Rs 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 EEG Technician
09 034 071	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 ECG Technician (Female) ECG Technician (Male)
09 033 036	Rs 26045 x 300 - 26945 Trainee Medical Imaging Technologist Trainee Medical Laboratory Technologist Trainee Radiation Therapist Trainee Speech and Hearing Therapy Assistant
09 033 035	Rs 26045 x 300 - 26645 Trainee Assistant Orthopaedic Technician (Orthosis Prosthesis) Trainee Assistant Orthopaedic Technician (Podo Orthosis)

SPECIFIC RECOMMENDATIONS FOR OTHER MAJOR GROUPS

GOVERNMENT ANALYST DIVISION

- 23.294 The Government Analyst Division (GAD) is responsible for conducting analysis of food, alcohol and drinking water; toxicological screening of body fluids; and heavy metals in biomedical samples, among others. A Chief Government Analyst is responsible for its overall management and administration. He is assisted by officers of the Government Analyst and Technical Officer (Chemical Laboratory) Cadres. Support is provided by officers in the General Services grades as well as employees of the Workmen's Group.
- 23.295 For this review both Management and Union mainly requested for the merging/upgrading of grades; payment of an allowance for performing additional duties related to accreditation purposes; and grant of travelling and car benefits. With regard to a review of the structure, we consider the latter appropriate and is, therefore, being maintained. We are, however, advocating for a revisit of the scheme of service of the grades of Principal Government Analyst and Government Analyst/Senior Government Analyst.

Review of Scheme of Service

- 23.296 Management requested for a new level to deputise for the Chief Government Analyst. While examining the duties of the proposed grade and those of the Principal Government Analyst, we noted that the level of duties devolving upon the latter is that of a senior professional. Consequently, we hold that for increased efficiency and a flatter structure, Management should consider enlarging the duties of the grade of Principal Government Analyst by including some of the proposed higher grade, the moreso, they would have no bearing on the salary scale of the grade.
- 23.297 Moreover, the Bureau took note that while the former grades of Government Analyst and Senior Government Analyst were restyled, in the 2013 EOAC Report, to Government Analyst/Senior Government Analyst and Principal Government Analyst respectively, followed by an upgrading in their salaries, their duties, however, were not enriched accordingly. We hold that redress should be brought thereto by a review of the scheme of service of the grades concerned.

Recommendation 115

- 23.298 **We recommend that Management should promptly amend the scheme of service of the grade of Principal Government Analyst by enlarging its duties to include, among others, to: deputise for the Chief Government Analyst; and assist the latter in policy and strategic planning, human resource management and capacity building, as well as management of multiple projects at the Division.**

- 23.299 We further recommend that the Principal Government Analyst 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 he effectively starts performing the additional duties.**

Incremental Movement for Technical Officers (Chemical Laboratory)

- 23.300** Technical Officers (Chemical Laboratory) are at present allowed to move incrementally in the Master Salary Scale subject to satisfying certain conditions. Same is being maintained.

Recommendation 116

- 23.301 We recommend that Technical Officers (Chemical Laboratory):**
- (i) in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021, should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 66050 on a personal basis, on the previously prevailing conditions; and**
 - (ii) who joined the grade as from the date of publication of the 2021 PRB Report, that is, 14 October 2021, 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.**

Health Statistics Unit

- 23.302** The Health Statistics Unit comprises the levels of Chief Health Statistician, Senior Health Statistician and Health Statistician. The two former grades are presently vacant. Both Management and Union requested to merge the grades of Health Statistician and Senior Health Statistician. After examining the proposal, we observed that the duties of the two grades are quite distinct. Besides, as per the scheme of service, the Senior Health Statistician is called upon to supervise the work of Health Statisticians. In such circumstance, we consider that a merger of the two grades will not be appropriate.

Biomedical Engineering Unit

- 23.303** The Biomedical Engineering Unit is responsible, *inter alia*, for the installing, commissioning, maintaining and repairing of all biomedical equipment. It is staffed by officers of the Biomedical Engineer and the Biomedical Engineering Technician Cadres.
- 23.304** Representations of Union pertain, among others, to a restyling of the grades of the Biomedical Engineering Technician Cadre coupled with an upgrading of the qualifications requirement to a Diploma; creation of an additional level to head the Cadre; and payment of Risk and Radiation Allowances. During consultation, they were apprised of issues that need to be looked into administratively. The present structure which is considered adequate, is being maintained.

Hospital Administrator Cadre

- 23.305 The Chief Hospital Administrator has the responsibility to coordinate the non-medical administrative aspects of hospitals and other public health institutions and ensure their efficient service delivery. Other grades in the Hospital Administrator Cadre comprise the Deputy Chief Hospital Administrator, the Regional Health Services Administrator and the Hospital Administrator. Representations from the staff side were centred towards creation and restyling of grades; alignment of salary; and the grant of duty free facilities and Uniform Allowance. They were apprised of issues which cannot be looked into by the Bureau. As regards the present structure, the Bureau considers it appropriate and is, hence, maintaining it.

Hospital Executive Assistant (on shift)

- 23.306 The submissions of Unions were: review of salary, grant of loan facilities for the purchase of motorcar and the implementation of the shift system. During meeting, Unions advocated that the shift system has up to now not been implemented due to shortage of staffs thereby depriving incumbents from enjoying the benefits attached thereto. Management, on its side, relayed that the filling of vacancies is underway. Meanwhile, a roster system has been put in place as a palliative measure wherein incumbents are being remunerated for additional hours of work put in. **We recommend that Management considers the advisability of implementing the shift system for improved service delivery.**

Health Sterile Services Department

- 23.307 The Health Sterile Services Department is headed by the Health Sterile Services Superintendent who is assisted by the Health Sterile Services Supervisor and Health Sterile Services Assistants. For this review, representations from staff side were geared towards creation/restyling of grades coupled with an upgrading in salary; review of qualifications requirement; reclassification of the Cadre; increasing the number of posts as well as the grant of allowances and provision of training. Additionally, Union members requested that the appellation of the Cadre be reverted to the previous one. The Bureau has examined the proposals and where deemed necessary, sought the views of Management. However, for want of information, we are not bringing any amendment thereto.

Catering Officer Cadre

- 23.308 The Catering Officer Cadre, consisting of a five-level structure viz. Catering Manager, Senior Catering Officer, Catering Officer, Assistant Catering Officer and Catering Supervisor, is responsible to ensure that the meals provided to in-patients meet their dietary requirements. Unions' requests pertained to: review of salary, grant of Risk Allowance, filling of post of Catering Manager and creating a grade of Regional Catering Officer. They were accordingly advised, during meeting, to channel the request for a Risk Allowance to the

Departmental Safety and Health Committee. Management's views were sought on the creation of a level and filling of the vacant post of Catering Manager to which they were not agreeable.

- 23.309 On an *ad hoc* basis, a request was equally made by Management to change the mode of appointment of the grade of Catering Officer from selection to promotion and reduce the length of service from five to three years. The Bureau has studied same and considers that the present mode of appointment is appropriate while the length of service may be reduced. We are recommending to this effect.

Recommendation 117

- 23.310 We recommend that, henceforth, the grade of Catering Officer should be filled by selection from among officers in the grade of Assistant Catering Officer of the Ministry who reckon at least three years' service in a substantive capacity in the grade and who either possess the Diploma in Institutional Management of Hotel Catering and Institutional Management Association (UK) or an equivalent qualification or have successfully completed a one-year approved training course for Assistant Catering Officers at the Mauritius Institute of Health.**

BIOCHEMISTRY DEPARTMENT

- 23.311 One of the key functions of the Biochemistry Department is the technical and scientific management of clinical biochemistry services, in all regional and peripheral hospitals, including those in Rodrigues. It is manned by a Head, Biochemistry Services, who is assisted by officers of the Clinical Scientist (Bio-Chemistry) Cadre.
- 23.312 Requests made were in respect of a general enhancement in Conditions of Service such as payment of allowance to contribute towards Continuous Professional Development, special annual leave to attend workshops and movement beyond top salary. Some demands could not be examined further owing to want of information. As regards the proposal for an upgrading in qualifications requirement of the grade of Clinical Scientist/Senior Clinical Scientist (Bio-Chemistry), same is being addressed in the ensuing paragraph.

Clinical Scientist/Senior Clinical Scientist (Bio-Chemistry)

- 23.313 At present, the grade of Clinical Scientist/Senior Clinical Scientist (Bio-Chemistry) is filled by selection from among candidates possessing a Degree in relevant field. Staff side requested for an upgrading in their qualifications requirement owing to the duties performed. Considering their nature of work and in line with what obtains for similar grades at the Ministry, we hold that **Management should consider the advisability of amending the scheme of service of the grade of Clinical Scientist/Senior Clinical Scientist (Bio-Chemistry) by requiring at least a Master's Degree in a**

relevant field, to be determined by Management, after consultations with parties concerned.

VIROLOGY DEPARTMENT

- 23.314 The Virology Department is responsible for carrying out diagnostics and surveillance of notifiable diseases. Its structure comprises a Principal Clinical Scientist (Virology), who is responsible for the overall management and administration of the Department. Incumbent is assisted by officers in the grade of Clinical Scientist/Senior Clinical Scientist (Virology).
- 23.315 While Management made no submission, Union members requested for the grant of allowances and enhanced travelling benefits. As regards a demand for the creation of a level of Head of Virology, we consider that same is not warranted at this juncture. We are, therefore, maintaining the existing structure which is appropriate.
- 23.316 Union members additionally advocated for an upgrading in the qualifications requirement at entry level owing to an evolution in the field of virology. After examining the request and taking into account the nature of duties devolving upon incumbents as well as what obtains for grades performing more or less similar functions in the Ministry, we hold that **Management should consider the advisability of amending the scheme of service of the grade of Clinical Scientist/Senior Clinical Scientist (Virology) by requiring at least a Master's Degree in a relevant field, to be determined by Management, after consultations with stakeholders concerned.**

VECTOR BIOLOGY AND CONTROL DIVISION

- 23.317 The Vector Biology and Control Division (VBCD) is responsible for vector studies, surveillance and strategical control. It is manned by the Head, Vector Biology and Control Division, who is assisted by Scientific Officer/Senior Scientific Officers, and officers of the Vector Biology and Control Laboratory Technician Cadre. Activities thereat are organised under two units, namely: vector control which is under the supervision of the Head, Vector Biology and Control Division and control/surveillance which falls under the purview of the Director, Public Health and Food Safety.
- 23.318 During consultations, parties made a few verbal proposals which consist of: creation/ restyling/ upgrading of a few grades; provision of Risk and Mileage Allowances; and review in establishment size. A few proposals could not be examined for want of information. As regards structure, we consider the existing one to be appropriate.

Vector Biology and Control Laboratory Technician Cadre

- 23.319 Provision exists for Vector Biology and Control Laboratory Technicians to move beyond their top salary subject to possessing a Diploma in Medical Laboratory Technology. This provision is being maintained.

Recommendation 118

23.320 We recommend that officers in the grade of Vector Biology and Control Laboratory Technician 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 Medical Laboratory Technology, should be allowed to move incrementally in the Master Salary Scale up to the salary point Rs 50100 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.

Psychological Services

- 23.321 Proposals from Union include provision of an early retirement scheme; grant of a few allowances; review of their pattern of work; and increase in establishment size. Others relate to a restyling of the grade of Clinical Psychologist and creation of a supervisory level of Principal Clinical Psychologist for a better coordination of their work. The request for restyling is being entertained while that regarding the new grade could not be examined further for want of information.

Psychologist/Senior Psychologist (Clinical/Health) formerly Clinical Psychologist

Recommendation 119

23.322 We recommend that the grade of Clinical Psychologist be restyled Psychologist/Senior Psychologist (Clinical/Health).

Movement Beyond Top

- 23.323 At present, Psychologist/Senior Psychologists (Clinical/Health) *formerly Clinical Psychologists* are allowed to move up to salary point Rs 77950, subject to possessing a specialised post graduate Degree in specific fields and a specialisation in the field of applied Clinical Psychology.

- 23.324 Further to an implementation issue highlighted by Union members during consultations, we re-examined the provision, while also taking into consideration that there is need to revisit same, on grounds of fairness and equity.

Recommendation 120

- 23.325 We recommend that Psychologist/Senior Psychologists (Clinical/Health) formerly Clinical Psychologists should be allowed to move up to salary point Rs 97000 provided they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.**

Human Resource Planning

- 23.326 During consultations, Union laid much emphasis on a dire need to increase the establishment size of Psychologist/Senior Psychologists (Clinical/Health), *formerly Clinical Psychologists*, owing to the continuous increase in the number of patients requiring psychological services. They averred that the existing establishment size does not allow for an optimal and efficient service to be delivered, in terms of time allotted to each patient and follow up based on international norms. Against this backdrop, we consider that it would be more appropriate for **Management to conduct a Human Resource Planning exercise to assess size or any reorganisation issues**, for a better service delivery.

Nutritionist Cadre

- 23.327 The Nutrition Unit is headed by a Chief Nutritionist, who is responsible for organising, co-ordinating and supervising activities thereat. The latter is assisted by officers in the Nutritionist Cadre.
- 23.328 Union mainly contended that Nutritionists are performing duties which normally befall Dieticians and according to them, this practice is inappropriate. They, therefore, proposed for the creation of a separate full-fledged Dietician Cadre, to perform specific duties and consequently to review theirs. Union was informed that this matter should be looked into by the Ministry in a first instance.
- 23.329 Additional proposals pertained to the: refund of annual registration fee; provision of enhanced travelling benefits; grant of laptop together with internet allowance; as well as an allowance to meet costs incurred to access to online books and e-journals.

Pathological Laboratory Technician Cadre

- 23.330 Officers of the three-level Pathological Laboratory Technician Cadre are responsible for the provision of efficient and effective pathological laboratory services. During consultations, Union requested for an upgrading of the entry grade along with the creation of a higher level, among others. After examining same, we consider the existing salaries and structure adequate.

- 23.331 Other requests consisted of implementing a shift pattern of work; reviewing the scheme of service of certain grades to reflect the actual duties performed; and giving opportunities to concerned officers to follow appropriate training programmes.

Epidemiologist/Senior Epidemiologist

- 23.332 The Epidemiologist/Senior Epidemiologist is responsible, among others, for the planning, design and implementation of epidemiological studies with a view to investigating human disease, including disease risk factors as well as other health related events. Management proposed for the creation of a higher level of Chief Epidemiologist and enhanced Conditions of Service including grant of duty remission facilities. However, the latter request could not be examined for want of information.

Medical Physicist Cadre

- 23.333 The Medical Physicist Cadre consists of two levels namely, Principal Medical Physicist and Medical Physicist/Senior Medical Physicist. The officers are, *inter alia*, called upon to work in close collaboration with officers of the Radiotherapy, Radiology and Nuclear Medicine Departments, in planning the treatment of patients and dispensing radioactive substances to them. A Principal Medical Physicist is responsible for the administration and management of the Medical Physics Department and Radioisotope Laboratories as well as training of junior staff.
- 23.334 While no proposal was made from Management, Union on its side requested for a consolidation of the Cadre with a level of Chief Medical Physicist to cater for the lack of coordination among the Medical Physicist/Senior Medical Physicists, as they are posted in the different hospitals. Moreover, the Bureau has been apprised that due to a significant rise in the workload caused mainly by an increase in medical equipment, there is a dire need to increase the staff size at both levels, to allow for a better service delivery.
- 23.335 Staff side also demanded for the payment of a few allowances linked to the performance of their duties and for possessing a Master's Degree, among others. They further requested for sponsorship to follow a postgraduate qualification in Medical Physics, as the possession of same is a criterion considered by the Radiation Safety and Nuclear Security Authority prior to granting the hospital or Centre license to operate certain medical equipment. We have been apprised during consultative meeting that Medical Physicist/Senior Medical Physicists who do not possess the specific postgraduate qualification are not allowed to operate certain equipment on their own but are permitted to do so under the supervision of their counterparts who possess the postgraduate qualification. We consider that such arrangement may give rise to another category of officers within the same grade, while they are all governed by a same salary scale. Moreover, our attention was drawn by the Radiation Safety and Nuclear Security Authority to

the fact that as per international practice, Medical Physicist/Senior Medical Physicists should imperatively possess a Master's Degree in Medical Physics or an equivalent qualification.

- 23.336 In the given circumstance, we consider that for an efficient and effective service delivery, **Management should consider the advisability of making the necessary arrangements for the Medical Physicist/Senior Medical Physicists who do not possess the specific postgraduate qualification to be sponsored to follow same, the more so such course is not run locally.**
- 23.337 Union equally highlighted that the existing structure which consists of only one incumbent in the grade of Principal Medical Physicist, does not allow a proper supervision at the level of the different hospitals, which subsequently impedes service delivery.
- 23.338 After carefully examining the different requests and taking into account additional information obtained from parties concerned, we are addressing same in the ensuing paragraphs. In parallel, with a view to ensuring adequate supervision and consistency in the planning and organisation of work at the different hospitals concerned, we consider that there is need for an additional supervisory level. We also hold that the grade of Principal Medical Physicist should be reviewed so as to reflect the actual nature and level of duties/responsibilities devolving upon the position. We are, therefore, recommending along these lines.

Head, Medical Physics Department
formerly Principal Medical Physicist

Recommendation 121

- 23.339 **We recommend that the grade of Principal Medical Physicist be restyled Head, Medical Physics Department.**

Principal Medical Physicist (New Grade)

Recommendation 122

- 23.340 **We recommend the creation of a grade of Principal Medical Physicist. Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Medical Physicist/Senior Medical Physicist reckoning at least four years' service in a substantive capacity in the grade.**
- 23.341 Incumbents would be required to assist the Head, Medical Physics Department *formerly Principal Medical Physicist* in the planning and implementation of research projects in the field of Medical Physics and other technical co-operation projects, *inter alia*, and be responsible for organising, coordinating and supervising the activities of the Medical Physics Department

at the different hospitals and Radioisotope Laboratories as well as for providing training to subordinate staff.

Consequential Amendment

- 23.342 With the creation of the grade of Principal Medical Physicist, consequential amendment needs to be brought to the mode of appointment of the grade of Head, Medical Physics Department *formerly Principal Medical Physicist*.

Recommendation 123

- 23.343 **We recommend that appointment to the grade of Head, Medical Physics Department *formerly Principal Medical Physicist* should, henceforth, be made by selection from among Principal Medical Physicists possessing a Master's Degree in Medical Physics or an equivalent qualification and reckoning at least two years' service in a substantive capacity in the grade. In the absence of qualified Principal Medical Physicists, appointment thereto should be made by selection from among officers of the Medical Physicist Cadre, possessing a Master's Degree in Medical Physics or an equivalent qualification and reckoning at least eight years' service in a substantive capacity in the Cadre.**

Allowance for possessing a Master's Degree

- 23.344 The Bureau has been apprised that as per the existing scheme of service, Medical Physicist/Senior Medical Physicists may be required to follow a postgraduate course in Medical Physics. However, only a few have been sponsored while others have followed the postgraduate course, which is not available locally, at their own expense. Against this background, we are making appropriate provisions.

Recommendation 124

- 23.345 **We recommend that officers of the Medical Physicist Cadre who possess a postgraduate Degree in Medical Physics or an equivalent relevant qualification and consequently are called upon to operate certain specific medical equipment, be paid a monthly allowance equivalent to two increments at the point reached in their respective salary scale.**

Risk Allowance

Recommendation 125

- 23.346 **We recommend the payment of a Risk Allowance to officers of the Medical Physicist Cadre, equivalent to one and a half increments at the initial of their respective salary scale.**

Health Surveillance

- 23.347 The Bureau has been apprised that officers of the Medical Physicist Cadre are prone to occupational hazards resulting from exposure to radiation and

other harmful ionising sources, despite wearing protective clothes/items. Since such exposure may lead to severe health issues, we deem it important for these officers to undergo regular health check-ups. We are, therefore, recommending for health surveillance in respect of these officers.

Recommendation 126

- 23.348 We recommend that Management should arrange for officers of the Medical Physicist Cadre to undergo regular medical/health check-up, free of charge.**

Human Resource Planning

- 23.349** In view of the reported acute shortage of staff in the Medical Physicist Cadre, it is important for Management to address this issue for a better delivery of service. In this context, we hold that in a first instance, the carrying out of a Human Resource Planning exercise would be more appropriate.

Recommendation 127

- 23.350 We recommend that Management should carry out a Human Resource Planning exercise as per provision made in the Chapter Recruitment, Promotion and Retention of Volume 1 of this Report.**
- 23.351 Notwithstanding the above, we consider that for an enhanced service delivery, Principal Medical Physicists be posted at regional hospitals and wherever there is need, so that planning, coordination and supervision of activities are conducted in an effective and consistent manner across hospitals.**

HEALTH INFORMATION, EDUCATION AND COMMUNICATION UNIT

- 23.352** The Health Information, Education and Communication Unit is responsible for designing and implementing the Ministry's information, education, and communication programmes. It is staffed by officers of the Health Information, Education and Communication Officer (HIECO) Cadre. In the context of this review exercise, no proposal was received from either Management or the staff side. Hence, the present structure, which is adequate, is being maintained.

Specific Provision for Principal Health Information, Education and Communication Officer

Recommendation 128

- 23.353 We recommend that officers in the grade of Principal Health Information, Education and Communication Officer possessing a Degree in Health Education or Communication Studies or an equivalent qualification should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 80000 provided they satisfy the performance criteria**

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

NON-COMMUNICABLE DISEASES, HEALTH PROMOTION AND RESEARCH UNIT

- 23.354 The Non-Communicable Diseases (NCD), Health Promotion and Research Unit organises health intervention programmes and conducts research and surveys, among others. The Director, Health Promotion and Research is at the apex of the four-level structure and is assisted by officers of the HIECO Cadre as well as other officers in professional, technical and supporting cadres.
- 23.355 We consider the existing structure to be adequate to enable the Unit deliver on its mandate, the moreso no submission relating thereto was submitted.

PUBLIC HEALTH AND FOOD SAFETY INSPECTORATE UNIT

- 23.356 The Public Health and Food Safety Inspectorate Unit is responsible for the protection of public health in order to promote a healthy living environment. Its objective is to sustain measures for the prevention and control of communicable diseases, environmental sanitation and food safety.
- 23.357 It enforces several laws such as the Public Health Act 1925; the Food Act 2022; the Quarantine Act 2020 and its Regulations; the Dangerous Chemical Control Act as subsequently amended; and other related Regulations including the International Health Regulations.
- 23.358 At the helm of the Unit, there is a Director, Public Health and Food Safety who is assisted by other grades in the Public Health and Food Safety Inspectorate Cadre.
- 23.359 Whilst Management had no proposals for this review, the staff side requested, among others, for an upward review of salary; increase in the quantum of allowances; grant of specific allowances; and extension of existing allowances to other grades. During consultation, appropriate explanations were provided to parties on each request along with justifications for those which could not be retained.
- 23.360 Considering the existing set up is appropriate, same is being maintained. The quantum of allowances is, however, being reviewed.

On-Call Allowance/Allowance for issue of Cremation Permit

- 23.361 Public Health and Food Safety Inspectors posted in regional offices are called upon to remain on-call on Saturdays, Sundays and Public Holidays from noon to 1700 hours, for which they are paid an On-call Allowance along with an Attendance Allowance including travelling expenses, for the issue of cremation permit.

23.362 We are revising the quantum of the allowances.

Recommendation 129

23.363 We recommend that officers in the grade of Public Health and Food Safety Inspector posted in regional offices and who are required to be on-call on Saturdays, Sundays and Public Holidays from noon to 1700 hours, for issue of cremation permit, be paid an On-call Allowance and Attendance Allowance as hereunder:

Grade	On-call Allowance for being on-call on Saturdays, Sundays and Public Holidays from noon to 1700 hours	Attendance Allowance inclusive of travelling for issue of cremation permit
Public Health and Food Safety Inspector	Rs 275	Rs 525

23.364 As per an established working programme, the Public Health and Food Safety Inspectors are required to attend duty on Sundays and Public Holidays as from 0900 hours to noon against the grant of time-off during the week. **The present arrangement should continue to prevail.**

In-Attendance Allowance for officers posted at the Airport and Port

23.365 An In-attendance Allowance is currently paid to the Public Health and Food Safety Inspectors, Senior Public Health and Food Safety Inspectors, and Principal Public Health and Food Safety Inspectors posted at the Airport and the Port, to provide regular services outside their normal working hours depending on the arrival and departure time of aircrafts and ships.

23.366 Given that the existing provision is still valid, we are maintaining same while revising the quantum of the allowance.

Recommendation 130

23.367 We recommend that the In-attendance Allowance for regularly working outside their normal working hours payable to incumbents in the grades of Public Health and Food Safety Inspector, Senior Public Health and Food Safety Inspector, and Principal Public Health and Food Safety Inspector posted at the Airport and the Port be revised to Rs 175; Rs 250; and Rs 305 per hour respectively.

Squad Operation

23.368 Incumbents in the grades of Public Health and Food Safety Inspector, Senior Public Health and Food Safety Inspector and Principal Public Health and Food Safety Inspector who form part of the Central Flying Squad and Regional Flying Squad are required to conduct Squad Operation outside their normal

working hours for sanitary control with respect to food preparation premises, food vendors and bakeries, among others, against payment of an In-attendance Allowance. This arrangement should continue and the quantum of the allowance is being revised.

Recommendation 131

23.369 We recommend that the In-attendance Allowance paid to officers who form part of the Central Flying Squad and the Regional Flying Squad for the conduct of Squad Operation outside normal working hours be revised as hereunder:

Grade	Rate payable per hour (Rs)
Public Health and Food Safety Inspector	155
Senior Public Health and Food Safety Inspector	225
Principal Public Health and Food Safety Inspector	280

THE ENVIRONMENTAL HEALTH ENGINEERING UNIT

23.370 The Environmental Health Engineering Unit (EHEU) is responsible for monitoring and enforcing standards related to quality of drinking water, noise and odour. The Unit comprises officers of both the professional and technical Cadres. The professional Cadre includes the Director, Environmental Health Engineering Unit, Deputy Director, Environmental Health Engineering Unit, Lead Sanitary Engineer and Sanitary Engineer/Senior Sanitary Engineer, whilst the technical cadre consists of the Head of Health Engineering Services, Principal Health Engineering Officer, Senior Health Engineering Officer, and Health Engineering Officer.

23.371 Both Management and Union have expressed concern regarding the salary of the grade of Deputy Director, Environmental Health Engineering Unit. Following an assessment and in recognition of the merit and responsibilities associated with this position, the Bureau is making the appropriate salary adjustment for the grade of Deputy Director, Environmental Health Engineering Unit.

23.372 As regards the Health Engineering Officer Cadre, requests from the Union pertained mainly to a review of salary scales and schemes of service; and payment of specific allowances while Management had no proposal for the Health Engineering Officer Cadre. During consultations, the staff side was provided with adequate information on requests which could not be entertained.

23.373 We are thus maintaining the existing organisational structure of the EHEU.

Special Professional Retention Allowance

23.374 Provision had previously been made for officers of the Sanitary Engineering 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.**

Health Engineering Officer Cadre

On-Call and In-Attendance Allowances for noise and odour monitoring

23.375 At present, officers in the grades of Health Engineering Officer, Senior Health Engineering Officer and Principal Health Engineering Officer forming part of the Flying Squad for the monitoring of noise and odour are paid appropriate allowances for working outside normal working hours. We are maintaining the allowance and revising the quantum.

Recommendation 132

23.376 **We recommend that the monthly Commuted Allowance and hourly In-attendance Allowance being paid to incumbents in the grades of Health Engineering Officer, Senior Health Engineering Officer and Principal Health Engineering Officer who form part of the Flying Squad for the monitoring of noise and odour outside their normal working hours be reviewed as follows:**

Grade	Monthly Commuted Allowance (Rs)	In-attendance Allowance (inclusive of travelling time per hour) (Rs)
Principal Health Engineering Officer	1655	335
Senior Health Engineering Officer	1460	305
Health Engineering Officer	1200	240

Allowance for exposure to raw sewerage and foul odour

23.377 Currently, officers in the Sanitary Engineering Cadre and Health Engineering Officer Cadre are paid, subject to approval of the Responsible Officer, an allowance equivalent to two increments at salary point reached in their respective salary scale for being regularly exposed to raw sewerage and foul odour. **The current arrangement should continue.**

OPERATIONS SUPPORT SERVICES

Telephonist (Health) (Shift) Cadre

- 23.378 The Telephonist (Health) (Shift) Cadre comprises the grades of Telephonist (Health) (Shift) and Senior Telephonist (Health) (Shift). Representations of Union related to an upgrading of the qualifications requirement with an upward review in salary; restyling of the grades; and provision of training. As regards proposal for payment of an allowance for increased workload, same should be dealt administratively.
- 23.379 Union further requested for the creation of additional posts for the grade of Senior Telephonist (Health) (Shift), so that incumbents may also be posted in specialised hospitals. During consultation, Management informed that the grade of Senior Telephonist (Health) (Shift), which was created in the last Report, has been established in regional hospitals only. They equally apprised that the seniormost officer in the grade of Telephonist (Health) (Shift) in two specialised hospitals are presently being paid an allowance in line with the recommendation of the Bureau, for assuming higher responsibilities and exercising general supervision of the Telephonists (Health) (Shift).
- 23.380 It is worth pointing out that the recommendation being referred to in the preceding paragraph regarding the payment of an allowance to the seniormost Telephonist (Health) (Shift) existed well before the creation of the supervisory grade. In such circumstance, we consider that there is enough functional need for this higher level in the specialised hospitals concerned. We are, therefore, recommending to that end. Meanwhile, **as a temporary measure**, we are also maintaining the present provision for the seniormost Telephonist (Health) (Shift) to be paid an allowance for assuming higher responsibilities, until Senior Telephonists (Health) (Shift) are posted in these specialised hospitals.

Recommendation 133

- 23.381 **We recommend that the seniormost Telephonists (Health) (Shift), posted at the Brown Sequard Mental Care Centre and Subramaniam Bharati Eye Hospital, should continue to be paid a monthly allowance equivalent to one increment at the point reached in the scale or Rs 535 whichever is the higher, for shouldering higher responsibilities as well as exercising general supervision of Telephonists (Health) (Shift), besides performing their normal duties.**
- 23.382 **We further recommend that Management should consider the advisability of posting Senior Telephonists (Shift) (Health) at the two abovementioned specialised hospitals.**

Health Surveillance

- 23.383 Provision exists for the employees of the Telephonist (Health) (Shift) Cadre to undergo health surveillance on a regular basis. Union represented that same has not been implemented. During consultations, Management apprised that needful would be done in that respect. We are, therefore, reiterating this provision.

Recommendation 134

- 23.384 We recommend that Management should make necessary arrangements for employees in the grades of Telephonist (Health) (Shift) and Senior Telephonist (Health) (Shift), to undergo regular medical/health check-ups free of charge.**

Health Transport Services Facilitator (Shift) *formerly Transport Services Facilitator (Shift)*

- 23.385 The requests from the staff side pertain, among others, to: review the appellation of the grade of Transport Services Facilitator; be listed in Annex III under Chapter Travelling and Car Benefits; create a new level of Senior Transport Services Facilitator and be paid a Meal Allowance when posted at Dr. Yves Cantin Community Hospital.
- 23.386 Upon examination of all requests, the Bureau is making recommendation for the restyling of the grade of Transport Services Facilitator to a more appropriate appellation as well as reiterating provisions that are still valid.

Recommendation 135

- 23.387 We recommend that the grade of Transport Services Facilitator (Shift) be restyled Health Transport Services Facilitator (Shift) in order to better reflect the nature of duties performed by incumbents.**

Allowance for Transport Arrangement

- 23.388 Health Transport Services Facilitators (Shift) *formerly Transport Services Facilitators (Shift)* are paid a monthly *ad hoc* allowance equivalent to one increment at the point reached in their salary scale when called upon to plan and make transport arrangement. The present provision was meant to lapse upon the recruitment of sufficient staff in the grade of Supervisor, Operations Support Services (Shift).
- 23.389 The staff side has requested for this measure to cease. However, Management has informed that as at date sufficient number of Supervisor, Operations Support Services (Shift) have not been recruited and that the payment of the *ad hoc* allowance be maintained pending filling of vacant posts. The Bureau is, therefore, replicating the provision for the grant of an allowance.

Recommendation 136

- 23.390** We recommend that Health Transport Services Facilitators (Shift) *formerly Transport Services Facilitators (Shift)* be paid a monthly *ad hoc* allowance equivalent to one increment at the point reached in their salary for planning and making transport arrangement. However, the payment of this allowance should be discontinued with the filling of the vacant posts in the grade of Supervisor, Operations Support Services (Shift).

Allowance when posted at Poudre D'Or Hospital

- 23.391** Presently, Health Transport Services Facilitators (Shift) *formerly Transport Services Facilitators (Shift)* posted to Poudre D'Or Hospital are granted a monthly allowance of Rs 375 for attending to phone calls in the absence of the Telephonist (Health). The present arrangement is being maintained while the quantum of the allowance is being revised.

Recommendation 137

- 23.392** We recommend that the monthly *ad hoc* allowance payable to Health Transport Services Facilitators (Shift) *formerly Transport Services Facilitators (Shift)* posted to Poudre D'Or Hospital for attending to phone calls in the absence of the Telephonist (Health) be revised to Rs 415.

Allowance to Health Transport Services Facilitator (Shift) formerly Transport Services Facilitator (Shift) posted to Dr Yves Cantin Community Hospital

- 23.393** The Union has apprised the Bureau that when incumbents in the grade of Health Transport Services Facilitator (Shift) *formerly Transport Services Facilitator (Shift)* are retained unexpectedly in hospitals where meal facilities are available, they are provided with same. However, since no catering services are available at Dr Yves Cantin Community Hospital, incumbents in the grade of Health Transport Services Facilitator (Shift) *formerly Transport Services Facilitator (Shift)*, retained unexpectedly do not benefit from meal. Request has been made for officers in the grade of Health Transport Services Facilitator (Shift) *formerly Transport Services Facilitator (Shift)* posted at Dr Yves Cantin Community Hospital to be paid a Meal Allowance as it is the case for other officers posted at the hospital. The Bureau is making appropriate recommendation to this effect.

Recommendation 138

- 23.394** We recommend that incumbents in the grade of Health Transport Services Facilitator (Shift) *formerly Transport Services Facilitator (Shift)* who are unexpectedly retained on duty after a normal day shift and are required to do a night shift at the Dr Yves Cantin Community Hospital be paid an allowance of Rs 350 in lieu of meal.

General Recommendation

Remuneration to employees including those on Shift/Roster who effective work on officially declared cyclone days and/or during extreme weather conditions.

23.395 For working on officially declared cyclone days and from the time Cyclone Warning Class III or IV is removed up to the time the next scheduled officers take over, officers on shift or roster who qualify for overtime are compensated at twice hourly rate. As regards those who are not eligible for overtime but are required to work during Cyclone Warning Class III or IV, they are compensated at hourly rate. We are reviewing the existing provisions to also cater for work during extreme weather conditions.

Recommendation 139

23.396 We recommend that:

- (i) Workers including those on shift or roster, eligible for overtime, who work during Cyclone Warning Class III or IV and continue to work after a Cyclone Warning Class III or IV is removed and until they are relieved should be paid overtime at twice the hourly rate; and
- (ii) officers in certain grades for instance Specialist/Senior Specialist; General Practitioner *formerly MHO/SMHO* and those performing the duties of Duty Manager who do not qualify for overtime, should be compensated at the normal hourly rate computed on the basis of 40 hours at the salary point reached in their respective salary scale whenever their services are required during Cyclone Warning Class III and IV and they continue to work after a Cyclone Warning III or IV is removed and until they are relieved.

23.397 We further recommend that employees who are required to work during extreme weather conditions where an order has been issued by the National Crisis Committee requiring a person to remain indoors during a period of heavy or torrential rains and a situation where a safety bulletin has been issued by the Mauritius Meteorological Services should be compensated as follows:

- (i) overtime at twice hourly rate to those who are eligible for overtime; and
- (ii) normal hourly rate computed on the basis of 40 hours at salary point reached in their respective salary scale to those not eligible for overtime.

SPECIFIC CONDITIONS OF SERVICE FOR HEALTH SECTOR

23.398 As per prevailing arrangements, any unutilised sick leave beyond the 16 days is paid at the discounted rate of 50% in cash to officers in the grades of Nursing Supervisor (Male); Nursing Supervisor (Female); Charge Nurse

(Male); Charge Nurse (Female); Charge Nurse (Psychiatric) (Male); Charge Nurse (Psychiatric) (Female); Nursing Officer except those posted to Mediclinics, Area Health Centres, Community Health Centres; Nursing Officer (Psychiatric); Midwife; Senior Midwife; Health Care Assistant/Senior Health Care Assistant (General); Health Records Clerk, Higher Health Records Clerk; Pharmacy Technician; Ambulance Driver (Shift); Ambulance Care Attendant (Shift); Senior Attendant (Hospital Services) (Shift); Attendant (Hospital Services) (Shift); Health Transport Services Facilitator (Shift) *formerly Transport Services Facilitator (Shift)*; Telephonist (Health) (Shift) and Ward Assistant (Male and Female). We are maintaining the existing provision.

Recommendation 140

23.399 We recommend that:

- (i) incumbents in the grades referred to at the above paragraph, who work on shift in the health sector, should be paid in cash any unutilised sick leave beyond the 16 days at the discounted rate of 50%, notwithstanding the provision of recommendation at paragraph 16.4.49 (iii) of Volume 1 of this Report; and
- (ii) upon request, the Ministry of Public Service and Administrative Reforms, in consultation with the relevant parties and subject to approval of the Bureau, may consider the inclusion of new grades from the health sector in the above list of grades of shift workers effectively working on shift.

Hours of Attendance

Recommendation 141

23.400 We recommend that the Responsible Officer of the Ministry of Health and Wellness should continue to determine the hours of attendance of work of its employees to meet the operational requirements of the organisation.

SPECIFIC RECOMMENDATIONS FOR OTHER MAJOR GROUPS

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
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 Programme Officer, National Aids Secretariat

Salary Code	Salary Scale and Grade
02 061 090	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 Administrator
19 103 106	Rs 114000 x 4000 - 126000 Chief Government Analyst
19 082 098	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Principal Government Analyst
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 Government Analyst/ Senior Government Analyst
19 062 094	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 - 86750 Epidemiologist/Senior Epidemiologist
19 093 104	Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Head, Medical Physics Department <i>formerly Principal Medical Physicist</i>
19 082 098	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Principal Medical Physicist (New 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 Medical Physicist/Senior Medical Physicist
19 093 104	Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Head Biochemistry Services

Salary Code	Salary Scale and Grade
19 082 098	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Principal Clinical Scientist (Biochemistry) Principal Clinical Scientist (Virology)
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 Clinical Scientist/Senior Clinical Scientist (Biochemistry) Clinical Scientist/Senior Clinical Scientist (Virology)
19 087 103	Rs 71700 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 114000 Chief Nutritionist
19 082 098	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Principal Nutritionist
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 Nutritionist/Senior Nutritionist
19 084 100	Rs 66050 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 Head, Vector Biology and Control Division
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 Scientific Officer/Senior Scientific Officer, Vector Biology and Control Division
19 071 094	Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Psychologist/Senior Psychologist (Clinical/Health) <i>formerly Clinical Psychologist</i>

Salary Code	Salary Scale and Grade
02 065 094	Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Monitoring and Evaluation Specialist
19 062 081	Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600 Principal Pathological Laboratory Technician Principal Vector Biology and Control Laboratory Technician
19 055 076	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400 Senior Vector Biology and Control Laboratory Technician
19 036 071	Rs 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 Vector Biology and Control Laboratory Technician
01 082 104	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Lead Health Analyst
01 064 094	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 Analyst/Senior Analyst (Health)
19 073 090	Rs 50100 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Principal Technical Officer (Chemical Laboratory)
19 067 085	Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Senior Technical Officer (Chemical Laboratory)
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 Technical Officer (Chemical Laboratory)

Salary Code	Salary Scale and Grade
19 033 036	Rs 26045 x 300 - 26945 Trainee Technical Officer (Chemical Laboratory)
19 055 076	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400 Senior Pathological Laboratory Technician
19 036 071	Rs 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 Pathological Laboratory Technician
19 035 075	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 x 1100 - 52300 Chemical Laboratory Assistant/Senior Chemical Laboratory Assistant
HEALTH INSPECTORATE UNIT	
18 098 101	Rs 97000 x 2750 - 102500 x 3750 - 106250 Director, Public Health and Food Safety
18 074 092	Rs 51200 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 82250 Deputy Director, Public Health and Food Safety
18 067 087	Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 71700 Principal Public Health and Food Safety Inspector
18 060 083	Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200 Senior Public Health and Food Safety Inspector
18 049 080	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 Public Health and Food Safety Inspector

Salary Code	Salary Scale and Grade
11 093 104	Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Chief Hospital Administrator
11 082 099	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 99750 Deputy Chief Hospital Administrator (Personal)
11 082 098	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Deputy Chief Hospital Administrator
11 077 094	Rs 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Chief Hospital Supplies Officer
11 075 094	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Regional Health Services Administrator
11 061 090	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 Hospital Administrator Project Co-ordinator (AIDS)
11 062 081	Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600 Hospital Administrative Assistant
11 063 082	Rs 40110 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 Health Sterile Services Superintendent
11 045 078	Rs 29915 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 - 54500 x 1450 - 55950 Health Sterile Services Supervisor

Salary Code	Salary Scale and Grade
11 046 075	Rs 30265 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 Hospital Executive Assistant (on shift)
11 045 074	Rs 29915 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 - 51200 Executive Officer (Health Services) (Personal to officers in post as at 30.06.03)
11 068 090	Rs 44960 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Catering Manager
11 067 086	Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 69800 Senior Catering Officer
11 062 081	Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600 Catering Officer
11 053 076	Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400 Assistant Catering Officer
11 035 069	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 - 45930 Catering Supervisor
10 000 112	Rs 150000 Director, Health Promotion and Research
10 075 094	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Chief Health Information, Education and Communication Officer

Salary Code	Salary Scale and Grade
10 071 090	Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Principal Health Information, Education and Communication Officer
10 062 081	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200 Senior Health Information, Education and Communication Officer
10 049 079	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 - 57400 Health Information, Education and Communication Officer
10 075 100	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 Chief Health Promotion and Research Co-ordinator
10 066 090	Rs 43020 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Health Promotion Coordinator
10 049 081	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 Communication Officer, National Aids Secretariat
22 082 100	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 Lead Biomedical Engineer (Health)
22 071 094	Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Biomedical Engineer/Senior Biomedical Engineer (Health)
22 058 061	Rs 35840 x 725 - 37290 x 925 - 38215 Trainee Biomedical Engineer

Salary Code	Salary Scale and Grade
22 064 081	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600 Principal Biomedical Engineering Technician
22 052 078	Rs 32615 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950 Senior Biomedical Engineering Technician
22 035 071	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 - 47950 Biomedical Engineering Technician
22 044 069	Rs 29565 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930 Senior Telephonist (Health) (Shift)
22 029 066	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 - 43020 Telephonist (Health) (Shift)
HEALTH STATISTICS UNIT	
20 082 098	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Chief Health Statistician
20 075 094	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Senior Health Statistician
20 060 090	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 Health Statistician

Salary Code	Salary Scale and Grade
DEMOGRAPHIC/EVALUATION UNIT	
20 082 098	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Chief Demographer
20 060 090	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 Demographer
20 064 082	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 Principal Statistical Officer
20 055 078	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950 Senior Statistical Officer
20 043 072	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 Statistical Officer
ENVIRONMENTAL HEALTH ENGINEERING UNIT	
26 000 109	Rs 138000 Director, Environmental Health Engineering Unit
26 093 104	Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Deputy Director, Environmental Health Engineering Unit
26 082 100	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 Lead Sanitary Engineer
26 067 094	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 - 86750 Sanitary Engineer/Senior Sanitary Engineer

Salary Code	Salary Scale and Grade
18 082 099	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 99750 Head, Health Engineering Services
18 079 096	Rs 57400 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750 Principal Health Engineering Officer
18 074 092	Rs 51200 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 82250 Senior Health Engineering Officer
18 068 089	Rs 44960 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 Health Engineering Officer
OPERATIONS SUPPORT SERVICES	
11 072 097	Rs 51200 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 99750 Senior Manager, Operations Support Services
11 063 092	Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Manager, Operations Support Services
26 060 090	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 Head, Transport, Maintenance and Workshop Services
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 Coordinator (Operations Support Services)
26 037 074	Rs 27265 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 - 51200 Supervisor, Operations Support Services (Shift)

Salary Code	Salary Scale and Grade
23 049 081	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 Assistant Programme Officer (Ex-Natresia) (Personal)
23 041 079	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 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400 Life Care Officer
01 043 072	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 Accounts Clerk (Ex-NATReSA) (Personal)
10 050 072	Rs 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 Audio-Visual and Documentation Officer (Ex-NATReSA) (Personal)
23 030 069	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 - 45930 Welfare Assistant
08 048 078	Rs 30965 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 - 55950 Confidential Secretary (Ex-NATReSA) (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-NATReSA) (Personal)
08 031 068	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 - 44960 Receptionist/Word Processing Operator (Ex-NATReSA) (Personal)

Salary Code	Salary Scale and Grade
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 Receptionist (Health Services) Health Transport Services Facilitator (Shift) <i>formerly Transport Services Facilitator (Shift)</i>
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 Mechanic Chief Tradesman Foreman
25 030 063	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 Orthopaedic Appliance Maker (Leather) Orthopaedic Appliance Maker (Metal) Orthopaedic Appliance Maker (Orthosis/Prosthesis) <i>formerly Orthopaedic Appliance Maker (Wood)</i> Orthopaedic Appliance Maker (Seamstress)
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 Cabinet Maker Carpenter Coach Painter Electrician General Assistant Maintenance Assistant Mason Motor Diesel Mechanic Motor Mechanic Painter Panel Beater Plumber and Pipe Fitter Tailor Tradesman (Healthcare Technology Workshop) (New Grade) 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 Tradesman's Assistant (Seamstress)
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 Health Laboratory Auxiliary
24 029 066	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 - 43020 Health Laboratory Auxiliary (on roster)
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 Health Laboratory Auxiliary (Personal)
24 036 066	Rs 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 Ambulance Driver (on shift)
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)
24 031 062	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 Operator Waste Water Pumping Station (on shift)

Salary Code	Salary Scale and Grade
24 028 062	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 Ward Assistant (Male and Female)
24 036 062	Rs 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 Senior Cook
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
24 028 061	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 (Health Services) Mortuary Attendant (on roster)
24 028 060	Rs 24545 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Health Sterile Services Assistant Senior Attendant (Hospital Services) (on shift)
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)
24 029 059	Rs 24845 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 36565 Cook (on roster)
24 028 058	Rs 24545 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 Pool Attendant (Hydrotherapy Unit)
24 027 056	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720 Ambulance Care Attendant (on shift) Attendant Nursing School (Personal) Attendant (Hospital Services) (on shift)

Salary Code	Salary Scale and Grade
24 025 055	Rs 23645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34160 Waste Water Pipe Cleaner (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 Attendant Nursing School Gardener/Nursery Attendant Chemical Sprayer Operator <i>formerly Insecticide Sprayer Operator</i>
24 023 053	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 Laundry Attendant (on roster) Surveillant (on shift)
24 022 052	Rs 22745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615 Handy Worker (Special Class) Handy Worker (General) (Health)
24 021 052	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615 Rodent Control Attendant Stores Attendant
24 020 049	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365 Lorry Attendant <i>formerly Lorry Loader</i> Sanitary/Cleaning 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 General Worker (Ex-SMEDA) (Personal)

