

22. MINISTRY OF NATIONAL INFRASTRUCTURE

- 22.1 The Ministry of National Infrastructure (MNI) is entrusted with the formulation, execution and supervision of infrastructure-related programmes and initiatives. These include construction and rehabilitation of road networks as well as the maintenance of Government buildings and other public assets. The MNI also provides technical services to Ministries and Departments, particularly in the areas of design, execution, monitoring and supervision of infrastructure projects undertaken by Government institutions.
- 22.2 It operates through two main divisions, namely: the National Infrastructure Division which oversees infrastructure projects and the Energy Services Division which manages lighting and energy efficiency.

NATIONAL INFRASTRUCTURE DIVISION

- 22.3 The National Infrastructure Division serves as the core technical arm of the Ministry. It is structured around specialised sections, viz.: Civil Engineering, Mechanical Engineering, Architecture and Quantity Surveying. Each section is headed by a Director who is supported by a hierarchy of professional cadres. They are assisted by officers in the Technical Design Officer and Inspectorate Cadres. Additionally, employees of the Workmen's Group form part of the operational workforce at this Ministry.

PROFESSIONAL CADRES

Civil Engineering Cadre

- 22.4 Unions representing the Civil Engineering Cadre have submitted several proposals and expressed various concerns for consideration. Among the main requests were: adjustment and harmonisation of salaries; introduction of a special allowance related to exposure and risk; specific provision of training courses; appropriate Human Resource Planning exercise; and support for Continuous Professional Development (CPD), including a Book Allowance. This Cadre has also urged the Bureau for either an additional Car Allowance or the reclassification of Professional Engineers engaged in extensive field duties into a new category. A one-off increment has been proposed for those remaining in the grade of Engineer/Senior Engineer for more than four years, along with supplementary benefits for officers assigned to the Geotechnical Unit.
- 22.5 Further issues raised include: the limited pension benefits due to late entry in the Civil Service; an imbalance in the staffing structure across grades; and a reduction of the duty-free eligibility period from seven to five years. Moreover, officers have proposed interest rates between 1% and 2% for loans on hybrid and electric vehicles, a Retention Allowance of 10% of basic salary after completing seven years' service, and reimbursement of registration fees for memberships with recognised international institutions.

Geotechnical Specialist Cadre

- 22.6 Individual submissions from officers within this Cadre included requests for: salary revision; improved career progression; a Retention Allowance; duty remission on vehicles with high engine capacity; an enhanced monthly car allowance; free telephone benefits; and reimbursement of Continuous Professional Development (CPD) expenses. Management was consulted on the potential career pathway for the Cadre. However, due to its lean structure and existing reporting line, the proposal could not be onboarded at this stage. **Nevertheless, Management may consider the creation of a grade of Head, Geotechnical Specialist upon obtention of sufficient staff at subordinate level.**

Mechanical Engineering Cadre

- 22.7 Union representatives for the Mechanical Engineering Cadre requested that the Survey Fee be revised and should exclude travelling costs.

Architect Cadre

- 22.8 In the context of this Report, the Civil Service Architects and Technical Staff Union was invited to depone at the Bureau. During the session, Union members stated that they had no proposals to submit for the Architect Cadre. Given that, the officers of this Cadre who were selected to fill-in the Job Description Questionnaires (JDQs) have not submitted the documents to the Bureau, all the analysis were based on the previous JDQs and orientation of Management.

Quantity Surveying Cadre

- 22.9 Initially, no representations were submitted by the Quantity Surveying Cadre for the present review. Eventually, a late submission was received from Union members, comprising a series of proposals, namely: review of salaries/allowances and car benefits, among others. In addition, officers serving in the grade of Assistant Quantity Surveyor have requested the creation of a grade of Senior Assistant Quantity Surveyor. Assistant Quantity Surveyors report directly to registered professionals within the Quantity Surveying Cadre and have a clear promotional pathway to the grade of Quantity Surveyor/Senior Quantity Surveyor, subject to registration with the relevant professional council. The Bureau has examined all the proposals submitted for the Quantity Surveying Cadre as well as their implications.

Examination of proposals from the Professional Cadres

- 22.10 All requests submitted for consideration in the context of this review exercise have duly been examined. Matters pertaining to the general Conditions of Service have holistically been dealt with in the relevant Volume. Moreover, all stakeholders were apprised of matters that fall outside the jurisdiction of the Bureau.

Continuous Professional Development (CPD)

- 22.11 Continuous membership with certain professional bodies requires members to meet annual Continuous Professional Development (CPD) unit requirements. **The Bureau holds that Management should stand guided by the recommendations made in respect of CPD as outlined in Chapter on Review of Schemes of Service and Qualifications in Volume 1 of this Report.**

Special Professional Premium

- 22.12 The Bureau conducted a survey on recruitment and retention. The findings revealed difficulties in recruiting and retaining registered professionals in the Engineering, Architecture and Quantity Surveying Cadres, which are central to national development, effective delivery of public services and the implementation of infrastructure projects. Despite several recruitment exercises, existing vacancies could not be filled, thereby affecting organisational productivity. Given the importance of these professionals in the construction of new buildings and the upkeep of existing ones, coupled with their employability and competitiveness in the labour market, the Bureau is making an appropriate recommendation.

Recommendation 1

- 22.13 **We recommend that, with effect from 01 January 2026 and up to the next Overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector, registered professionals serving in the fields of Engineering, Architecture and Quantity Surveying and reckoning at least 10 years' service in their respective cadre/grade should be paid a monthly Special Professional Premium equivalent to 5% of their monthly salary.**
- 22.14 **The above provision should equally apply to all registered professionals serving in the fields of Engineering, Architecture and Quantity Surveying across all Ministries/Departments/Parastatal Bodies/Local Authorities/Rodrigues Regional Assembly.**

Allowance for Extensive Field Duty

- 22.15 Representations from the Civil Engineering Cadre emphasised that the officers are subject to an operational environment that differs fundamentally from that of office-based staff. Due to extensive field duties, these officers must frequently commute to construction sites using uneven roads. Consequently, such off-road exposure and intensive usage result in accelerated wear and tear of their vehicles. To address this issue, we are, therefore, making an appropriate provision.

Recommendation 2

- 22.16** We recommend that officers of the Civil Engineering Cadre should be paid an all-inclusive monthly allowance of Rs 3000 for performing extensive field duties and to cover the cost of wear and tear arising therefrom.
- 22.17** We further recommend that the above payment should strictly be contingent upon the officer having performed a minimum of 2000 km per month of official field mileage during a period of at least six months, with effect from 01 January 2026.
- 22.18** The above provisions should equally apply to officers of the Civil Engineering Cadre across all Ministries/Departments/Parastatal Bodies/Local Authorities/Rodrigues Regional Assembly.

Incremental Salary Movement**Recommendation 3**

- 22.19** We recommend that officers in the grades of Engineer/Senior Engineer (Civil), Mechanical Engineer/Senior Mechanical Engineer, Quantity Surveyor/Senior Quantity Surveyor and Architect/Senior Architect who were in post as at 31 December 2012, should be allowed to progress incrementally by one additional increment over and above the special provision outlined at paragraph 16.9.18 in Chapter Incremental Credit and Incremental Movement of Volume 1 of this Report, under the same terms and conditions.
- 22.20** We further recommend that officers serving in the grades of Lead Engineer, Lead Mechanical Engineer, Lead Quantity Surveyor, Lead Architect, Deputy Director (Civil Engineering), Deputy Director (Mechanical Engineering), Deputy Director (Quantity Surveying), and Deputy Director (Architecture), who were in post as at 31 December 2012, should be allowed to progress incrementally by two additional increments beyond the provision detailed out at paragraph 16.9.18 in Chapter Incremental Credit and Incremental Movement of Volume 1 of this Report, under the same terms and conditions.
- 22.21** The above recommendations should likewise be extended to the equivalent grades within the disciplines of Engineering, Architecture, and Quantity Surveying throughout the Public Sector.

On-Call Allowance to officers posted in the Geotechnical Unit

- 22.22** Officers in the grades of Engineer/Senior Engineer (Civil) and Technical Officer posted to the Geotechnical Unit are presently required to remain 'on-call' to ensure timely and effective intervention as and when operational exigencies arise. They are paid On-call and In-attendance Allowances. For this review, a request has been received from Management to include the

grade of Geotechnical Specialist under this provision, we are making the appropriate recommendation as well as revising the respective quantum.

Recommendation 4

22.23 We recommend that the On-call and In-attendance Allowances payable to officers in the grades of Geotechnical Specialist, Engineer/Senior Engineer (Civil) and Technical Officer posted in the Geotechnical Unit should be as hereunder:

Grade	Period	On-call Allowance (Rs)	In-attendance Allowance for attending duty while On-call (Rs/hour)
Geotechnical Specialist	Weekdays 1600 hours to 0845 hours the following day	855	415
	Saturdays, Sundays and Public Holidays 0845 hours to 0845 hours the following day	1225	
Engineer/Senior Engineer (Civil)	Weekdays 1600 hours to 0845 hours the following day	565	290
	Saturdays, Sundays and Public Holidays 0845 hours to 0845 hours the following day	815	
Technical Officer	Weekdays 1600 hours to 0845 hours the following day	380	180
	Saturdays, Sundays and Public Holidays 0845 hours to 0845 hours the following day	550	

22.24 We further recommend that, in instances where officers are on-call for fewer hours than those prescribed within a given period, the payment of the On-Call Allowance should be effected on a *pro-rata* basis.

Special Professional Retention Allowance

22.25 Provision had previously been made for officers of the Engineering, Architecture and Quantity Surveying Cadres 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.**

Trainees in Engineering and Architecture

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

Recommendation 5

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

Survey Fee for the Mechanical Engineering Cadre

- 22.29 Officers of the Mechanical Engineering Cadre are presently paid a survey fee of Rs 855 per examination. The fee covers the examination of duty-free vehicles of public officers and taxi owners involved in accidents and declared total loss. It also applies for the examination and advice on adapted or modified vehicles for persons with disabilities to enable duty-free purchase. The survey fee is being reviewed.

Recommendation 6

- 22.30 **We recommend that a survey fee of Rs 940 per examination should be payable to officers of the Mechanical Engineering Cadre for duties performed in connection with vehicle inspections.**

Examination Fee for the Mechanical Engineering Cadre

- 22.31 An examination fee of Rs 855 is currently payable to officers of the Mechanical Engineering Cadre for conducting vehicle road worthiness assessments outside normal working hours, as requested by the National Land Transport Authority, Ministries, and other concerned authorities. We are revising the quantum.

Recommendation 7

- 22.32 We recommend that the fee payable to officers of the Mechanical Engineering Cadre for conducting vehicle examinations outside normal working hours be revised to Rs 940 per examination.**

Duty Allowance

- 22.33 Currently, officers of the Technical and Mechanical Officer Cadre as well as officers of the Mechanical Engineering Cadre are paid a Duty Allowance of Rs 1050 monthly. This quantum is being revised.

Recommendation 8

- 22.34 We recommend that officers of the Technical and Mechanical Officer Cadre and Mechanical Engineering Cadre who are required to examine Government vehicles involved in accidents after normal working hours should be paid a monthly Duty Allowance of Rs 1155.**

TECHNICAL CADRES

- 22.35 The technical grades which encompass various cadres at the MNI have also submitted their respective claims for this review. These submissions are outlined under each corresponding cadre in the following paragraphs. Based on their individual merits, the Bureau is making the appropriate recommendations.

Technical Officer Cadre

- 22.36 Requests from the Technical Officer Cadre were for: the creation of a grade of Technical Superintendent; additional posts; provision of professional indemnity insurance; and the possibility for Technical Officers to progress beyond their top salary. They were informed of issues which do not fall under the ambit of the Bureau. Management, on its part, was not in favour of the creation of the proposed grade of Technical Superintendent. We have examined the issues and are recommending accordingly.

Recommendation 9

- 22.37 We recommend that the seniormost Principal Technical Officer should be paid a monthly allowance equivalent to two increments at the point reached in his salary scale for assuming the team leadership role.**

Technical and Mechanical Officer Cadre

- 22.38** Management had requested a review of the required years of service for eligibility to the post of Principal Technical and Mechanical Officer. During consultations, **the Bureau informed Management that the issue being an administrative one, can be addressed on *ad hoc* basis even prior to the publication of the Report.**

Technical Design Officer Cadre

- 22.39 Requests submitted by the Union for this Cadre, include: amending and upgrading the qualification of the grade of Trainee Technical Design Officer to a diploma level; the provision of specialised training; and fair salary/compensation.
- 22.40 Following examination, the Bureau is of the considered view that the implementation of structured and competency-based training programmes is imperative to address existing gaps in knowledge and skills among incumbents. Such training should be aligned with the operational exigencies of the Drawing Office and the evolving technical requirements of the Cadre. We are making appropriate provision.

Recommendation 10

- 22.41 **We recommend that Management, in collaboration with the Atal Bihari Vajpayee Institute of Public Service and Innovation, should mount structured and competency-based training programmes for officers who do not possess the relevant qualifications but are expected to perform duties involving AutoCAD and/or GIS.**
- 22.42 **We further recommend that those officers who already possess the relevant qualifications and are performing the duties should be compensated by one additional increment at the point reached in their salary scale, subject to the top salary of the grade.**
- 22.43 **We also recommend that upon successful completion of the training and on performing these duties, the officers should be granted one additional increment at the salary point reached in their salary scale, subject to the top salary of the grade.**

Inspectorate Cadre

- 22.44 The Bureau has been apprised that difficulties have been encountered in the recruitment of Assistant Inspector of Works, leading to several demands, namely: creation of a Trainee grade; change in the mode of appointment for Inspector of Works and Superintendent of Works; review of travelling and benefits; salary adjustment; and various types of allowances.
- 22.45 In view of the persistent recruitment difficulties affecting the grade of Assistant Inspector of Works at the MNI and within the Civil Service, Parastatal Bodies and Local Authorities, particularly among candidates holding a Brevet in Building or Construction, the Bureau has conducted an in-depth study. The findings highlight vacancy rates, ranging from 47% to 100% across various sectors, thereby impacting service delivery and operational efficiency. In alignment with the policy framework on trainee grades to support recruitment at entry-level, the Bureau is implementing measures to address the staff shortage in the Inspectorate Cadre. This initiative aims to ease recruitment

constraints and facilitate the development of a pool of qualified personnel to meet organisational needs. Furthermore, the study revealed inconsistencies in the appellation of grades in the Inspectorate Cadre across various Ministries and Departments, resulting in a lack of uniformity in nomenclature. In this light, we are, in the current review exercise, restructuring the Inspectorate Cadre and making the necessary recommendations.

Recommendation 11

22.46 We recommend that grades in the Inspectorate Cadre in Ministries and Department, wherever applicable, be restyled as follows:

Grade	Restyled to
Chief Inspector	Chief Inspector of Works
Senior Inspector	Senior Inspector of Works
Inspector	Inspector of Works
Assistant Inspector	Assistant Inspector of Works

22.47 We also recommend:

- (i) that the grades of Assistant Inspector of Works and Assistant Inspector of Works *formerly Assistant Inspector* be made evanescent; and
- (ii) the creation of a grade of Trainee Inspector of Works. Trainees should be enlisted from among candidates who hold a Cambridge School Certificate with credit in at least five subjects or an equivalent qualification.

22.48 Incumbents would be required to undergo on-the-job training for a period of at least two years.

22.49 We further recommend that Management should make necessary arrangement with relevant Training Institutions for the Trainees to follow a course leading to a Brevet in Building or Construction or an equivalent qualification to better equip them to perform their duties effectively.

22.50 We additionally recommend that:

- (i) with the creation of a Trainee grade, consequential amendments should be brought to the scheme of service of the grades of Inspector of Works and Inspector of Works *formerly Inspector*, such that, upon the complete phasing out of the aforementioned two grades, appointment thereto should be made from Trainees Inspector of Works who have successfully completed their on-the-job training and acquired the prescribed qualifications; and

- (ii) **the above provisions should apply across all Ministries/ Departments/Parastatal Bodies/Local Authorities/Rodrigues Regional Assembly where the grade/Cadre is established.**

Special Events

- 22.51 Officers of the Inspectorate Cadre who work beyond normal hours during nationally celebrated events and festivals such as Independence Day and Mahashivratri. These officers do not qualify for overtime payment as their total weekly working hours remain below 40. However, given its effectiveness, this provision is being maintained.

Recommendation 12

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

Materials Testing Laboratory

- 22.53 The Materials Testing Laboratory (MTL) conducts a variety of tests on materials commonly used for building and road construction projects, for both the public and private sector, such as soil, aggregates, concrete, bitumen and field, against payment of the appropriate fees. Activities thereat are overseen by the Principal Materials Testing Officer, who ensures that the MTL operates according to specific standards. The latter is assisted by Senior Materials Testing Officers and Materials Testing Officers and supported by officers in the Laboratory Auxiliary Cadre.
- 22.54 Whilst Management made no representation regarding the Materials Testing Laboratory, Union on its part requested for a merging of the MTL with that of the Road Development Authority's laboratory for optimisation of resources. Members were informed during consultations that such issue does not fall within our purview.
- 22.55 Further proposals include the merging and restyling of some grades at the Materials Testing Laboratory as well as an upgrading of the qualifications requirement of the grade of Materials Testing Officer to a degree level.
- 22.56 We consider that the current structure is fit-for-purpose.

Movement for Materials Testing Officer

- 22.57 Materials Testing Officers are presently allowed to move incrementally in the Master Salary Scale up to salary point Rs 52550 on a personal basis, subject to being efficient and effective in their performance during the preceding year and are not under report. This is being maintained.

Recommendation 13

22.58 We recommend that Materials Testing Officers:

- (i) 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 66050 on a personal basis; and
- (ii) who joined the grade following the publication of the 2021 PRB Report, that is, as from 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.

Plan Printing Operator

22.59 The Plan Printing Operators have put forth requests to: update their scheme of service; restyle the grade of Plan Printing Operator to Digital Printing Officer; be provided with additional office space; upgrade qualifications; and have further training. **The Bureau holds that reviewing the qualifications of a grade may be resorted to by Management after consultation with relevant stakeholders and also considers that it is incumbent upon Management to make appropriate arrangements with the supplier to provide training on how to operate new and high-tech machines.**

Movement for Plan Printing Operators

22.60 Incumbents in the grade of Plan Printing Operator (PPO) who hold a Certificate in AutoCAD, along with the prescribed qualification for this position, may advance beyond their top salary by one increment if they meet the specified criteria. This provision which was reviewed in the previous Report is being maintained.

Recommendation 14

22.61 **We recommend that, upon obtaining a Certificate in AutoCAD or a relevant equivalent qualification, Plan Printing Operators should be granted one additional increment subject to the top salary recommended for the grade.**

Health Surveillance

22.62 In the previous Report, the Bureau recommended that arrangements be made for Plan Printing Operators to undergo health check-ups at no cost, given their continuous exposure to potentially harmful substances emitted by printing machines. This recommendation, aiming at safeguarding their well-being through regular health surveillance, is being maintained.

Recommendation 15

- 22.63** We recommend that Management should continue to make the necessary arrangement with the Health Authorities to enable Plan Printing Operators to undergo regular health check-up, free of charge.

Abolition of Grades

- 22.64 The Bureau has been informed that the Technician (Quantity Surveying) Cadre is no longer serving its purpose and request has been made to abolish the grades therein.

Recommendation 16

- 22.65** We recommend the abolition of the grades of Chief Technician (Quantity Surveying), Principal Technician (Quantity Surveying) and Senior Technician (Quantity Surveying).

MINISTRY OF NATIONAL INFRASTRUCTURE**SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
02 000 116	Rs 166000 Permanent Secretary
16 030 072	Rs 25145 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 40110 QB 41080 x 970 - 46900 x 1050 - 49000 Print Finishing/Book Binding Operator (Roster)
25 035 070	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 Technical Assistant (Ex-SMEDA) (Personal)
24 027 060	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Driver
24 023 053	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 Surveillant

Salary Code	Salary Scale and Grade
24 021 052	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615 Stores Attendant
24 020 050	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 Handy Worker
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
CIVIL ENGINEERING SECTION	
26 000 109	Rs 138000 Director (Civil Engineering)
26 093 104	Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Deputy Director (Civil Engineering)
26 082 100	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 Geotechnical Specialist Lead 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 Engineer/Senior Engineer (Civil)
26 065 090	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 - 77750 Geologist
MECHANICAL ENGINEERING SECTION	
26 000 109	Rs 138000 Director (Mechanical Engineering)

Salary Code	Salary Scale and Grade
26 093 104	Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Deputy Director (Mechanical Engineering)
26 082 100	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 Lead Mechanical 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 Mechanical Engineer/Senior Mechanical Engineer
26 073 090	Rs 50100 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Principal Technical Officer (Civil Engineering) Principal Technical and Mechanical Officer
26 067 085	Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Senior Technical Officer (Civil Engineering) Senior Technical and Mechanical Officer
26 049 081	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 Technical and Mechanical Officer
22 031 068	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 Automobile Electronics Technician
QUANTITY SURVEYING SECTION	
26 000 109	Rs 138000 Director (Quantity Surveying)
26 093 104	Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Deputy Director (Quantity Surveying)

Salary Code	Salary Scale and Grade
26 082 100	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 Lead Quantity Surveyor
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 Quantity Surveyor/Senior Quantity Surveyor
26 061 090	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 Assistant Quantity Surveyor
26 079 093	Rs 57400 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 84500 Head, Works Cadre
26 073 090	Rs 50100 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Superintendent of Works
26 067 085	Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Chief Inspector of Works
26 062 081	Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600 Senior Inspector of Works
26 053 076	Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400 Inspector of Works
26 034 071	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 Assistant Inspector of Works (Personal)

Salary Code	Salary Scale and Grade
26 029 031	Rs 24845 x 300 - 25445 Trainee Inspector of Works (New Grade)
19 073 090	Rs 50100 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Principal Materials Testing Officer
19 067 085	Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Senior Materials Testing Officer
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 Materials Testing Officer
16 028 067	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 - 43990 Plan Printing Operator
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 Automobile Electrician Chief Blacksmith Chief Cabinet Maker Chief Carpenter Chief Coach Painter Chief Fitter Chief Locksmith Chief Mason Chief Motor/Diesel Mechanic Chief Painter Chief Panel Beater Chief Plumber and Pipe Fitter Chief Turner and Machinist Chief Welder Foreman

Salary Code	Salary Scale and Grade
25 030 063	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 Multi-Skilled Tradesman (Building Construction) Multi-Skilled Tradesman (Automotive Electricity and Electronics)
25 028 061	Rs 24545 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215 Automobile Electrician Blacksmith Cabinet Maker Carpenter Carpenter (Works) Coach Painter Fitter Locksmith Mason Mason (Works) Mechanic (Works) Motor Mechanic Motor/Diesel Mechanic Painter Panel Beater Panel Beater (Works) Plumber and Pipe Fitter Turner and Machinist Welder Welder (Works) Wood Machinist
25 021 051	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190 Tradesman's Assistant
24 045 070	Rs 29915 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 Senior Laboratory Auxiliary
24 028 065	Rs 24545 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 42050 Laboratory Auxiliary

Salary Code	Salary Scale and Grade
24 035 064	Rs 26645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 41080 Driver (Mechanical Unit)
24 035 063	Rs 26645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 40110 Driver (Heavy Vehicles above 5 tons)
24 028 061	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 Vulcaniser
24 027 056	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720 Plant and Equipment Operator Toolskeeper (Plaine Lauzun – Workshop)
24 023 053	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 Surveillant (Works)
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 (Works)
ARCHITECT SECTION	
26 000 109	Rs 138000 Director (Architecture)
26 093 104	Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Deputy Director (Architecture)
26 082 100	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 Lead Architect

Salary Code	Salary Scale and Grade
26 075 095	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 89250 Principal Architect (Personal to officers in post as at 31.12.15)
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 Architect/Senior Architect
26 061 090	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 Landscape Architect
26 049 081	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
26 073 092	Rs 50100 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 82250 Chief Technical Design Officer
26 067 086	Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 69800 Principal Technical Design Officer
26 062 081	Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600 Senior Technical Design Officer
26 043 075	Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 52300 Technical Design Officer
26 033 035	Rs 26045 x 300 - 26645 Trainee Technical Design Officer



ENERGY SERVICES DIVISION

- 22.66 The Energy Services Division (ESD) provides consultancy services to Ministries and Departments on all aspects of electrical works. It is responsible, *inter alia*, to: cater for the operation, maintenance, and repair of electrical installations and equipment; provide technical assistance for official functions and events; undertake the design and preparation of technical specifications for the refurbishment of electrical works; and offer consultancy services for capital projects.
- 22.67 Staffing structure of the Division consists of a Director as head. He is assisted in his duties by the Deputy Director, officers of the Electrical Engineer, Technician and Inspector Cadres, as well as staff of the General Services and Workmen's Group.
- 22.68 Representations from professional and technical Cadres consisted of, among others, upgrading of salaries; restyling of grades; and grant of a special retention allowance to professionals. Regarding the last request, same has been examined in the light of the survey findings on Recruitment and Retention in the Public Sector. Union members have been apprised during consultations about demands that need to be addressed administratively. A request was also made regarding payment of a Height Allowance. However, same could not be analysed for want of information.
- 22.69 After examining all the proposals, we consider the present structure of the Division to be adequate. We are maintaining the existing provisions and reviewing others to ease implementation.

Special Professional Retention Allowance

- 22.70 Provision had previously been made for officers of the Electrical 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.**

Incremental Movement

- 22.71 The specific provision regarding incremental movement for the Lead Electrical Engineers *formerly Chief Engineers* in post as at 31 December 2012, is still valid and is being reiterated.

Recommendation 17

- 22.72 **We recommend that officers in the grade of Lead Electrical Engineer *formerly Chief Engineer* in post as at 31 December 2012 should be allowed to move incrementally by two increments over and above the**

provision set out at paragraph 16.9.18 in Chapter Incremental Credit and Incremental Movement of Volume 1 of this Report, on the same terms and conditions.

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

22.73 Presently, Engineers and officers of the Inspector and Technician Cadres of the ESD who are called upon to carry out surveys on sites of fire/electrocution are paid a survey fee of Rs 855 and Rs 550 per survey respectively. Request was made to harmonise the quantum payable. We have examined the proposal and consider that the present recommendation is appropriate. We are, therefore, maintaining this recommendation and revising the quanta.

Recommendation 18

22.74 We recommend that the survey fees payable to the Engineers and officers of the Inspector and Technician Cadres of the Energy Services Division who are required to carry out a survey on site of fire/electrocution be revised to Rs 940 and Rs 605 per survey respectively.

Training Schemes for Graduates in Engineering

22.75 Currently, graduates in Engineering who are undergoing training to acquire the two years' experience for registration purposes with the Council of Registered Professional Engineers of Mauritius, are paid a monthly allowance of Rs 26050. We are revising the quantum of the allowance.

Recommendation 19

22.76 We recommend that the monthly allowance payable to graduates in Engineering under the training scheme be revised to Rs 35840.

Travelling Allowance to Graduates in Engineering

22.77 Graduates in Engineering who use their cars in the performance of their duties, are refunded mileage for official travelling, whereas those who perform official travelling by bus are refunded bus fares. We are maintaining the present recommendation, whilst reviewing the rate at which mileage is being refunded.

Recommendation 20

22.78 We recommend that graduates in Engineering under the training scheme who use their car for official travelling in the discharge of their duties should be refunded travelling expenses based on the distance travelled at the rate of Rs 9.05 per km or should be refunded bus fares, whichever is higher.

Risk Allowance

22.79 In the last Report, provision was made for officers of the ESD who effectively work on high tension voltage (22000 volt) to be paid a Risk Allowance. During consultations, Unions informed that this provision has not been implemented. Upon request for additional information, Management apprised that no claim for the payment of a monthly Risk Allowance has been submitted by the officers concerned. The Bureau was also apprised that the provision of the 2021 PRB Report for concerned officers of the ESD to take part in the relevant competency test with a view to enabling them to work on high tension voltage, has also not been implemented. **We consider that Management should stand guided by our recommendations and take appropriate measures to implement same.** In view thereof, we are recommending accordingly.

Recommendation 21

22.80 **We recommend that:**

- (i) **the Ministry of National Infrastructure should make necessary arrangements for concerned officers of the ESD to take part in the relevant competency test with a view to enabling them to work on high tension voltage; and**
- (ii) **officers who effectively work on high tension voltage (22000 volt) be paid a monthly Risk Allowance equivalent to one and a half increments at the initial point of their respective salary scale.**

Human Resource Planning

22.81 Provision was made in past Reports, for Management to carry out a Human Resource Planning exercise with a view to enhancing organisational effectiveness. Management apprised that such exercise has not been carried out, as a restructuring plan of the ESD is in the pipeline. Nevertheless, we are reiterating this provision, the moreso requests have been made to increase the establishment size.

Recommendation 22

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

ENERGY SERVICES DIVISION

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	ENERGY SERVICES DIVISION
22 000 109	Rs 138000 Director, Energy Services Division
22 093 104	Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Deputy Director, Energy Services Division
22 082 100	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 Lead Electrical Engineer
22 067 094	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 Electrical Engineer/Senior Electrical Engineer
22 058 061	Rs 35840 x 725 - 37290 x 925 - 38215 Trainee Engineer (Electrical)
22 069 085	Rs 45930 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Chief Technician
22 064 081	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600 Principal 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 Technician
22 037 071	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 - 47950 Technician

Salary Code	Salary Scale and Grade
22 029 031	Rs 24845 x 300 - 25445 Trainee Technician
22 069 085	Rs 45930 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Chief Inspector
22 064 081	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600 Principal Inspector
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 Inspector
22 037 071	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 - 47950 Inspector (Personal)
25 049 072	Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 Chief Electrician (Shift) Chief Plant Mechanic (Shift)
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 Electrician Chief Plant Mechanic
25 031 064	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 - 41080 Electrician (Shift) Plant Mechanic (Shift)
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 Electrician Plant Mechanic

Salary Code	Salary Scale and Grade
25 021 051	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190 Tradesman's Assistant
24 027 060	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Driver
24 020 050	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 Handy Worker
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

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