

12. CIVIL SERVICE FAMILY PROTECTION SCHEME BOARD

- 12.1 The Civil Service Family Protection Scheme Board (CSFPSB) came into operation pursuant to the enactment of the Widows' and Children's Pension Scheme (Amendment) Act No. 28 of 1993. As a body corporate operating under the *aegis* of the Ministry of Finance, its core business is to provide protection to dependents of deceased contributors by way of a monthly surviving spouse's pension and/or minor children's pension and refund of contribution where no pension is payable.
- 12.2 Responsibility for the day-to-day management of the CSFPSB rests on the General Manager who is also the head of the organisation. He is assisted in his tasks by an Assistant General Manager, officers of the Finance and IT Cadres as well as other supporting staff. For this review exercise, the main requests of the Union pertain to an uplift of salary; upgrading of qualifications requirement; and restyling of a few grades. Management, on the other hand, considers the present set up to be adequate to enable it to deliver its services effectively. However, proposals were made for a review of the salary of certain grades.
- 12.3 All the submissions of Management and Union were carefully examined. During consultations, appropriate explanations were provided to the parties concerned for the non-retention of their proposals.
- 12.4 The current organisation set up is appropriate and Management is also of the same view. In the circumstance, we are bringing no change thereto.

Movement in Master Salary Scale

- 12.5 Senior Financial Operations Officers (Future Holder) are allowed to move incrementally beyond the top salary subject to meeting certain criteria. **Recommendation thereto has been made in the Chapter on Observations and General Provisions of this Volume.**

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SALARY SCHEDULE

- CFP 1 : Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280
Office Auxiliary/Senior Office Auxiliary
formerly Office Attendant
- CFP 2 : Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215
Head Office Auxiliary
formerly Senior/Head Office Attendant

12. CIVIL SERVICE FAMILY PROTECTION SCHEME BOARD (Contd)

CFP 3 : Rs 23945 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

Receptionist/Telephone Operator

CFP 4 : 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

Clerical Officer

formerly Clerical Officer/Higher Clerical Officer

Clerk (Rodrigues)

CFP 5 : 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 - 46900 x 1050 - 49000

Management Support Officer

CFP 6 : 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 - 52300

Systems Supervisor

CFP 7 : 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 - 54500 x 1450 - 55950

Accounts Clerk/Senior Accounts Clerk

Accounts Clerk/Senior Accounts Clerk (Rodrigues)

CFP 8 : 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

CFP 9 : Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950

Financial Operations Officer

CFP 10 : 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 - 57400

Office Management Assistant

CFP 11 : Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850

Senior Financial Operations Officer (Future Holder)

CFP 12 : Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350

Senior Financial Operations Officer (Personal)

12. CIVIL SERVICE FAMILY PROTECTION SCHEME BOARD (Contd)

CFP 13 : Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 71700

Principal Financial Operations Officer

CFP 14 : 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

IT Analyst

formerly Systems Administrator

CFP 15 : Rs 71700 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 114000

Assistant General Manager

CFP 16 : Rs 138000

General Manager

