

## 9. CENTRAL WATER AUTHORITY

- 9.1 The Central Water Authority (CWA) is a parastatal body established under the Central Water Authority Act 1971 and is responsible for the treatment and distribution of potable water for domestic, commercial and industrial usage.
- 9.2 It envisions to provide uninterrupted round-the-clock water supply to the entire population of Mauritius. The objectives of the Authority are, *inter alia*, to: guarantee the quality of drinking water; excel in service delivery so as to meet the increasing water demand; reduce and maintain non-revenue water at an economically acceptable level by improving its network's efficiency; and operate its services in a cost effective manner, to consolidate its financial viability.
- 9.3 A General Manager is responsible for the day-to-day administration of the Authority as well as for the implementation of the decisions of the Board. The latter is assisted by two Deputy General Managers and officers belonging to the Technical Divisions, Administrative Unit and other supporting grades.
- 9.4 On the basis of its adequacy, the structure of the CWA was maintained in the preceding Report. Following the publication of the last PRB Report, in addition to introducing two new grades on an *ad hoc* basis, the Bureau also addressed the increasing demand for various types of allowances from the Authority.
- 9.5 For this Report, the staff side has made representations pertaining to: upgrading of qualifications requirement; salary alignment and parity with other grades; grant of a few allowances including a special risk allowance; automatic promotion in view of limited scope thereof; car benefits and loan facilities; training courses; voluntary early retirement; and amending the schemes of service of some grades.
- 9.6 Requests received from Management were mostly for the: creation/merging/restyling of grades; grant of a couple of allowances such as High Tension Voltage Risk Allowance and Diving Allowance; and extension of existing provision to other grades.
- 9.7 During consultative meetings, parties concerned were apprised of proposals which have been retained for consideration. Management was also advised to increase the establishment size of the grade of Safety and Health Officer/Senior Safety and Health Officer to effectively address the issue of workload.
- 9.8 After examining all the requests and their implications, we are making provision for the creation of a few grades to reinforce the structure of the CWA in order to improve its operational efficiency. Additionally, we are making provision for some new allowances whilst revising the quantum of existing ones.

### Laboratory Manager (New Grade)

- 9.9 The laboratory of the CWA has embarked on the process of modernisation through the acquisition of advanced laboratory testing equipment and technology so as to increase its testing capability up to more than 100 parameters including

testing at parts per billion (ppb) levels for micro-pollutants/contaminants. With an increase in its scope of activities, Management has made a proposal for the creation of a grade of Laboratory Manager to manage and oversee the Laboratory of the Authority.

### **Recommendation 1**

**9.10 We recommend the creation of a grade of Laboratory Manager. Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Senior Scientific Officer reckoning at least three years' service in a substantive capacity in the grade and possessing a Degree in Chemistry or Biological Science or Biochemistry or an equivalent qualification. In the absence of qualified Senior Scientific Officers, appointment to the grade should be made by selection from among candidates possessing the aforementioned qualification and reckoning at least five years' post-qualification experience in laboratory work.**

9.11 Incumbent would be responsible for the overall management, including financial and asset management of the laboratory; and would be required to, *inter alia*, develop, appraise, and introduce new tests methods/techniques as appropriate; introduce quality assurance programmes to achieve and maintain accreditation; proactively identify, mitigate, and track recurring compliance issues; develop new laboratory policies and procedures; manage project budgets, including ordering equipment, supplies and consumables, and tracking costs; establish and improve procedures and processes by addressing issues and risk; and maintain and update protocol manuals.

### **Executive Engineer/Senior Executive Engineer (Environmental/Chemical) (Water Treatment Plant) (New Grade)**

#### **Executive Engineer/Senior Executive Engineer (Mechatronics) (New Grade)**

9.12 The Water Treatment Plant (WTP) Division at the CWA aims to ensure the proper treatment of water to the highest quality standard which encompasses several processes such as treatment of raw water, operation of pumps, electrical systems and chlorination process. To enable the WTP Division achieves its objectives, Management has accentuated on the fact that the operations of the Authority need to be automated to cater for improvements for upgrading the safety, water quality and efficiency of the plants. To this end, request has been made for the creation of dedicated grades, viz., Executive Engineer/Senior Executive Engineer (Environmental/Chemical) (Water Treatment Plant) and Executive Engineer/Senior Executive Engineer (Mechatronics) to serve the WTP Division. Accordingly, we put forward the following recommendations.

### **Recommendation 2**

**9.13 We recommend the creation of a grade of Executive Engineer/Senior Executive Engineer (Environmental/Chemical) (Water Treatment Plant). Appointment thereto should be made by selection from among candidates**

**who are registered as a Professional Engineer in the field of Environmental Engineering and/or Chemical Engineering with the Council of Registered Professional Engineers of Mauritius and who reckon at least two years' post-registration experience in construction works related to water treatment or environmental field.**

- 9.14 Incumbent would be responsible for the planning, organising and implementation of all chemical engineering related works and be required to, among others, monitor the performance of the Treatment Plants as well as analyse and advise on proposals from private developers for new chemicals, new technologies regarding liquid chlorine and water treatment plants and sludge disposal; prepare specifications for chemicals/filter materials and bidding documents; conduct engineering evaluations and feasibility studies for water treatment projects, analysing data and identifying potential issues or improvements; and provide management with specialist technical expertise and advice in preparing Environmental Impact Assessment Reports for major projects undertaken by the Authority.

### **Recommendation 3**

- 9.15 **We also recommend that with the creation of the grade of Executive Engineer/Senior Executive Engineer (Environmental/Chemical) (Water Treatment Plant), the grade of Project Officer/Senior Project Officer (Water Treatment Plant) created on *ad hoc* basis should be abolished.**

### **Recommendation 4**

- 9.16 **We further recommend the creation of a grade of Executive Engineer/Senior Executive Engineer (Mechatronics). Appointment thereto should be made by selection from among candidates who are registered as a Professional Engineer in the field of Mechatronics Engineering with the Council of Registered Professional Engineers of Mauritius and who reckon at least two year's post-registration experience in Mechatronics Engineering.**
- 9.17 Incumbent would be responsible for designing, developing and enhancing electro-mechanical systems and mechatronic devices associated with water supply system and be required, *inter alia*, to: assist in the formulation of actions necessary for the efficient running of the Water Treatment Plant and Pumping Stations; create automated systems and the software to control them including conducting research, documenting findings, and presenting reports at meetings; design engineering systems for the automation of industrial tasks; design advanced electronic control systems for mechanical systems; design, develop, and implement control circuits or algorithms for electromechanical or pneumatic; and oversee the work of contractors in accordance with project requirements.

## **Land Surveyor Cadre** ***formerly Surveyor Cadre***

9.18 In line with the Land Surveyors Act, we are restyling the grades in the Land Surveyor Cadre *formerly Surveyor Cadre*.

### **Recommendation 5**

9.19 We recommend that the grades in the Land Surveyor Cadre *formerly Surveyor Cadre* be restyled as hereunder.

<b>Grade</b>	<b>Restyled to</b>
<b>Senior Surveyor</b>	<b>Senior Land Surveyor</b>
<b>Surveyor</b>	<b>Land Surveyor</b>

## **Technical Design Officer Cadre**

9.20 Requests have been received to restyle the grades in the Technical Design Officer Cadre and to reinforce its structure with the creation of a grade of Principal Technical Design Officer (Cartography Survey/GIS). The Bureau has conducted an assessment of this cadre and is providing for a principal level. Moreover, in order to be aligned with corresponding levels in the Civil Service and other Parastatal Bodies, the Bureau considers it more appropriate to adopt a generic appellation to uphold equity and fairness. We are recommending accordingly.

## **Senior Technical Design Officer** ***formerly Senior Technical Design Officer (Cartography Survey)***

### **Recommendation 6**

9.21 We recommend that the grade of Senior Technical Design Officer (Cartography Survey) be restyled Senior Technical Design Officer.

## **Principal Technical Design Officer (New Grade)**

### **Recommendation 7**

9.22 We recommend the creation of a grade of Principal Technical Design Officer. Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Senior Technical Design Officer *formerly Senior Technical Design Officer (Cartography Survey)* reckoning at least three years' service in a substantive capacity in the grade.

9.23 Incumbents would be responsible to the Chief Technical Design Officer and would be required, among others, to: lead technical design projects and initiatives; assist in supervising the team of officers in the Technical Design Officer Cadre; manage and update the Geographic Information System (GIS), Map Register, District Meter Area Plans and other Software within the Drawing Office; repair and elaborate drawing plans and site plan; oversee classification and storage of archive drawings; conduct cartographic presentations of planning schemes and

proposals; validate data/metadata within the GIS; provide guidance, training, and supervision to subordinate staff; and carry out site surveys, fieldwork and site inspections as required.

### **Recommendation 8**

- 9.24 We also recommend that, with the creation of the grade of Principal Technical Design Officer, consequential amendments should be brought to the scheme of service of the grade of Chief Technical Design Officer.**

#### **Technical Officer/Senior Technical Officer (Civil) (New Grade)**

#### **Technical Officer/Senior Technical Officer (Mechanical and Electrical) (New Grade)**

- 9.25** To ensure the efficient operation of the Technical Unit of the Authority, it has been submitted that incumbents in the grade of Technical Officer/Senior Technical Officer are posted to specific divisions based on their field of specialisation. Consequently, a request has been made for the establishment of two distinct grades of Technical Officer/Senior Technical Officer (Civil) and Technical Officer/Senior Technical Officer (Mechanical and Electrical) within the structure of the Authority. Additionally, Management has confirmed that a seniority ranking list is well established in its Central Establishment List and assured that the transition process for incumbents in the current grade of Technical Officer/Senior Technical Officer to these new grades would be determined based on this list. For the smooth operation of the Technical Unit, the Bureau is, therefore, making the appropriate recommendations.

### **Recommendation 9**

- 9.26 We recommend the creation of a grade of Technical Officer/Senior Technical Officer (Civil). Appointment thereto should be made by selection from among candidates possessing a Diploma in Civil Engineering or the ‘Diplôme Universitaire Supérieur de Technologie’ (DUST) en “Génie Civil” or an equivalent qualification and reckoning at least five years’ experience in building and other civil engineering works.**
- 9.27** Incumbent would be responsible to the Engineers for the proper execution of works connected with: building and civil engineering; quantity surveying; land surveying; water supply distribution and pipe laying works; and would, *inter alia*, be required to assist in: the planning, design, construction, operations and maintenance of water treatment and water distribution systems; preparation of bid documents and evaluation of bids; preparation of departmental budget estimates; carrying out leak detection works; and liaising and conducting site visits with Water Resources Unit.

### **Recommendation 10**

- 9.28 We recommend the creation of a grade of Technical Officer/Senior Technical Officer (Mechanical and Electrical). Appointment thereto should be made by selection from among candidates possessing a Diploma in Mechanical Engineering or Electrical/Electronic Engineering or Mechanical and**

**Electrical Engineering or the ‘Diplôme Universitaire Supérieur de Technologie’ (DUST) en “Maintenance et Automatismes Industriels” or “Electrique et Informatique Industrielle” or an equivalent qualification and reckoning at least five years’ experience in the installation, maintenance, repairs and troubleshooting of Mechanical and Electrical Systems.**

- 9.29 Incumbent would be responsible to the Engineers for the proper execution of mechanical and electrical works and for activities involving: installation, testing and commissioning of plants, machinery, switchgears and tele-control systems; follow-up of maintenance reports and overall monitoring and evaluation of the stock at hand required for mechanical and electrical equipment/systems or any other non-electro-mechanical consumables; advising on the procurement of spare parts and materials; and managing staff, including preparation of daily work plans, monitoring of attendance, preparation of timesheet and allowance certificates/processing of payments.

### **Recommendation 11**

- 9.30 We further recommend that the grade of Technical Officer/Senior Technical Officer be made evanescent.**

### **Maintenance Officer (New Grade)**

- 9.31 Management submitted a request to the Standing Committee on Creation of Grades for a grade of Office Building and Maintenance Supervisor. During consultation, Management was apprised that based on the nature of duties that incumbent would be called upon to perform, a grade of Maintenance Officer would be more appropriate. We are, thus, recommending in that direction.

### **Recommendation 12**

- 9.32 We recommend the creation of a grade of Maintenance Officer. Appointment thereto should be made by selection from among candidates possessing a Diploma in Civil Engineering or an equivalent qualification and reckoning at least three years’ experience in building and other structural works.**
- 9.33 Incumbent would, *inter alia*, be responsible to: plan, design, execute, supervise and monitor the civil engineering works along with the maintenance and repairs of the Authority’s building and structures, telephone switchboards, office tools and machineries; ensure proper cleanliness and sanitation at the place of work and that security services are provided in an efficient manner; conduct regular site visit to monitor the states of the CWA’s premises and offices and undertake repairs/maintenance works as may be appropriate; and prepare reports relating to building issues.

### **Senior Procurement and Supply Officer (New Grade)**

- 9.34 The Authority has reported a significant increase in its annual procurement spending over the past few years, accompanied by a rise in the volume and complexity of procurement transactions. Consequently, a request has been made

to create a grade of Assistant Manager, Procurement and Supply, to support the existing grade of Manager, Procurement and Supply. After a thorough review of this proposal, the Bureau considers that, in order to establish a more coherent structure within the Procurement and Supply Cadre, it would be more appropriate to create a grade of Senior Procurement and Supply Officer on the establishment of the CWA. We are, therefore, recommending in that perspective.

### **Recommendation 13**

**9.35 We recommend the creation of a grade of Senior Procurement and Supply Officer. Appointment thereto and movement beyond top salary should be in line with the recommendations made in the Chapter on Observations and General Provisions of this Volume.**

9.36 Incumbent would be required, among others, to be responsible for the procurement, supply, storekeeping and stock control duties in accordance with approved rules and regulations; and to: organise and manage a sub-unit of the procurement and supply activities of the CWA under the supervision of the Manager, Procurement and Supply; operate and supervise the electronic Procurement System (ePS) and ensure that all procurement exercises are done through the (ePS); assist in appraisal and review exercises related to procurement and supply operations; prepare reports on procurement activities, as and when required; ensure that slow moving stocks or obsolete stocks are identified, listed and reported upon; and carry out test checks and report any discrepancy arising out of loss, shortage, deterioration or surplus.

### **Human Resource Officer/Senior Human Resource Officer (New Grade)**

9.37 Management has requested that the grades of Human Resource Officer and Senior Human Resource Officer be merged so as to motivate staff in joining the merged grade. This case was lengthily discussed with Management in the course of the consultative meeting held. Hence, to create a structure of the HR Cadre at the Authority that is in line with our policy, the Bureau is making necessary recommendations.

### **Recommendation 14**

**9.38 We recommend the creation of a grade of Human Resource Officer/Senior Human Resource Officer. Appointment thereto, the duties to be performed and the provision for movement beyond top salary should be in line with the recommendations made in the Chapter on Observations and General Provisions of this Volume.**

**9.39 We also recommend that:**

- (i) the grade of Senior Human Resource Officer be made evanescent; and**
- (ii) the grade of Human Resource Officer be abolished.**

## Inspectorate Cadre

9.40 Following the restructuring of the Inspectorate Cadre in the Civil Service under the heading: *Inspectorate Cadre* at the Ministry of National Infrastructure in Volume 2 Part I of this Report, broad provisions have been developed to ease recruitment challenges faced by various organisations. To ensure uniformity and fairness in implementation, these provisions should equally apply to the Inspectorate Cadre at the CWA.

### Recommendation 15

9.41 We recommend that grades in the Inspectorate Cadre be restyled as follows:

Grade	Restyled to
Chief Works Officer	Chief Inspector of Works
Senior Inspector	Senior Inspector of Works
Inspector (Roster – day and night)	Inspector of Works (Roster – day and night)
Inspector	Inspector of Works
Assistant Inspector (Roster – day and night)	Assistant Inspector of Works (Roster – day and night)
Assistant Inspector (Personal)	Assistant Inspector of Works (Personal)

9.42 We also recommend:

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

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

9.44 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.

9.45 We additionally recommend that, with the creation of the Trainee grade, consequential amendments should be brought to the scheme of service of the grade of Inspector of Works (Roster – day and night) *formerly* Inspector (Roster – day and night), such that, upon the complete phasing out of the



**grade of Assistant Inspector of Works (Roster – day and night) (Personal) formerly Assistant Inspector (Roster – day and night), appointment thereto should be made from Trainees Inspector of Works who have successfully completed their on-the-job training and acquired the prescribed qualifications.**

#### **Risk Allowance for working on high tension voltage (22000 volt)**

- 9.46 It has been reported that officers of the CWA are responsible for the installation, supervision and maintenance of 22000 volts' distribution transformers of capacity more than 500kVA and High-Tension Metering Switchgears at various pumping stations as well as at Water Treatment Plants. Consequently, request has been received for the payment of a Risk Allowance to officers who are required to work on high tension voltage of 22000 volts.
- 9.47 While agreeing that there is a risk in working with high tension voltage, the Bureau also considers that the officers concerned need to have the necessary competency to handle such type of work. We are recommending in that direction.

#### **Recommendation 16**

- 9.48 **We recommend that the Authority should make necessary arrangements for the officers concerned to take part in the relevant competency test so as to enable them to work on high tension voltage.**
- 9.49 **We further recommend that officers who have successfully passed the necessary competency test and who effectively work on high tension voltage (22000 volt) should be paid a monthly Risk Allowance equivalent to one and a half increments at the initial point of their respective salary scale.**

#### **Diving Allowance**

- 9.50 Management has submitted that certain officers are required to perform diving operations in filters and intakes as part of their duties. In this regard, a request has been made for the introduction of a Diving Allowance to compensate officers engaged in diving activities. The Bureau emphasises that the officers involved must receive comprehensive training in diving techniques. Additionally, they should be equipped with the necessary tools and safety gear to ensure their wellbeing while carrying out their duties. In light of this, we are making appropriate recommendations.

#### **Recommendation 17**

- 9.51 **We recommend that the Authority should take the necessary steps to arrange and provide appropriate Certification Courses in Diving for officers who would be called upon to perform diving duties.**
- 9.52 **We further recommend that a Diving Allowance should be paid to officers who are required to perform diving operations in filters and intakes as part of their duties at the rate of Rs 765 per dive, subject to a maximum of 15**

**dives per month. The maximum may be reviewed by the Board based on operational requirements.**

- 9.53 For the purpose of implementation of the above recommendation, “diving” is referred to the “activity of working below the surface of water/underwater with the aid of a breathing apparatus, excluding a snorkel”.

### **Quality Assurance**

- 9.54 Quality assurance duties are, currently, being performed by officers in the grade of Technical Officer/Senior Technical Officer (Laboratory) against payment of a monthly allowance of Rs 1630. We are revising the quantum of this allowance.

### **Recommendation 18**

- 9.55 **We recommend that Technical Officer/Senior Technical Officers (Laboratory) who are, on a rotational basis, designated to perform the duties related to quality assurance should be granted an allowance of Rs 1795 per month.**

### **Special Professional Retention Allowance**

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

### **Allowance to officers of the Engineering Cadre at the Operation Division**

- 9.57 Officers of the Engineering Cadre posted in the Operation Division of the CWA, who are regularly called upon to perform the core activity of treatment and distribution of potable water throughout Mauritius after normal working hours, are, presently, paid a special monthly allowance so as to retain, motivate and compensate them. The Bureau considers that this provision still stands good.

### **Recommendation 19**

- 9.58 **We recommend that officers of the Engineering Cadre posted in the Operation Division who are regularly called upon to perform duties after normal working hours should continue to be paid a special monthly allowance equivalent to two increments at the point reached in the Master Salary Scale.**

### **Specific Provision for the grade of Chief Fraud Detection Officer**

### **Recommendation 20**

- 9.59 **We recommend that officers in the grade of Chief Fraud Detection Officer possessing a Degree in Law/Legal Studies and Management/Accounting/**

**Finance with Law/Accounting with Finance/Management, 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.**

### **Movement Beyond Top Salary**

- 9.60 Officers in the grade of Senior Internal Audit Officer (Future Holder) should be allowed to move incrementally in the Master Salary Scale in line with the recommendation made in the Chapter on Observations and General Provisions of this Volume.**

### **Night Duty Allowance**

- 9.61 Officers of the CWA who effectively work on night shift are normally paid a Night Duty Allowance. We are keeping up with this provision.**

### **Recommendation 21**

- 9.62 We recommend that officers on the establishment of the CWA who effectively work on night shift should 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.**

### **Special Allowance**

- 9.63 In our last Report, the rate of the Special Allowance granted for being regularly exposed to foul odour and raw sewage was reviewed to one increment as the extent of exposure was not found to be critical. For this Report, Management has submitted that the other officers who are posted to the Water Treatment Plants are also exposed to the aforesaid situation and has requested that this provision be extended to them. We so recommend.**

### **Recommendation 22**

- 9.64 We recommend that officers in the grades mentioned hereunder should be paid a special monthly allowance equivalent to one increment at the salary point reached in their respective salary scale, for being regularly exposed to foul odour and raw sewage:**

**Senior Scientific Officer (Biochemistry)**

**Scientific Officer (Biochemistry)**

**Technical Officer/Senior Technical Officer (Laboratory)**

**Laboratory Attendant**

- 9.65 We further recommend that officers in the following grades who are exposed to foul odour and raw sewage owing to their posting to the Water Treatment Plants, should also be paid a special monthly allowance equivalent to one increment at the salary point reached in their respective salary scale:**

**Treatment Plant Superintendent**  
**Technical Officer/Senior Technical Officer (Personal)**  
**Technical Officer/Senior Technical Officer (Civil) (New Grade)**  
**Technical Officer/Senior Technical Officer (Mechanical and Electrical) (New Grade)**  
**Technical Assistant (Electrical) (Shift)**  
**Technical Assistant (Electronic) (Shift)**  
**Technical Assistant (Mechanical) (Shift)**  
**Handy Worker**  
**General Worker (Roster – day and night)**  
**General Worker (Personal)**

### Abolition of Grades

- 9.66 Management has submitted that the grades of Senior Technical Design Officer (Cartography Survey) (Personal), Tradesman (Blacksmith, Mechanic, Mason, Plumber and Pipe Fitter, Carpenter, Electrician, Painter, Water Meter Repairer) and Treatment Plant Operator (Shift) (Personal) are vacant and would no longer be required by the Authority. **We are, therefore, abolishing these grades.**

## 9. CENTRAL WATER AUTHORITY SALARY SCHEDULE

<b>CWA 1</b>	<b>:</b>	<b>Rs 24845 x 300 - 25445</b> Trainee Inspector of Works (New Grade) Trainee Meter Reader
<b>CWA 2</b>	<b>:</b>	<b>Rs 26045 x 300 - 26645</b> Trainee Technical Design Officer
<b>CWA 3</b>	<b>:</b>	<b>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</b> General Worker (Personal)
<b>CWA 4</b>	<b>:</b>	<b>Rs 18700 x 200 - 18900 x 225 - 20925 x 250 - 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365</b> General Worker (Roster – day and night)
<b>CWA 5</b>	<b>:</b>	<b>Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765</b> Handy Worker
<b>CWA 6</b>	<b>:</b>	<b>Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615</b> Stores Attendant

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- CWA 7 : Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040**  
Surveillant
- CWA 8 : 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*
- CWA 9 : Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280**  
Reservoir/Pumping Station Attendant (Shift)
- CWA 10 : Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290**  
Survey Field Worker/Senior Survey Field Worker
- CWA 11 : Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290**  
Driver
- CWA 12 : 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*
- CWA 13 : Rs 35840 x 725 - 37290 x 925 - 38215**  
Trainee Engineer
- CWA 14 : 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
- CWA 15 : 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**  
Heavy Vehicle Driver
- CWA 16 : 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  
*formerly Laboratory Attendant*

**9. CENTRAL WATER AUTHORITY (Contd)**

- CWA 17 : 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 - 42050**  
Heavy Vehicle Driver (Roster – Day and Night)
- CWA 18 : Rs 29565 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 42050**  
Operative (Personal)
- CWA 19 : Rs 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 43990**  
Head Survey Field Worker
- CWA 20 : Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 43990**  
Operative (Roster – day and night)
- CWA 21 : 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**  
Word Processing Operator
- CWA 22 : 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*
- CWA 23 : Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930**  
Chief Tradesman (Personal)  
Senior Operative
- CWA 24 : 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**  
Cashier
- CWA 25 : 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**  
Surveying Assistant
- CWA 26 : 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  
*formerly Senior Laboratory Attendant*

**9. CENTRAL WATER AUTHORITY (Contd)**

**CWA 27 : 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 - 46900 x 1050 - 47950**

Technical Assistant (Electrical) (Shift)  
 Technical Assistant (Electronic) (Shift)  
 Technical Assistant (Mechanical) (Shift)

**CWA 28 : 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)  
*formerly Assistant Inspector (Personal)*  
 Meter Reader

**CWA 29 : 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

**CWA 30 : Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000**

Assistant Fraud Detection Officer  
 Assistant Procurement and Supply Officer  
 Purchasing and Supply Officer (Personal)

**CWA 31 : Rs 23645 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 1050 - 49000 x 1100 - 50100**

Assistant Inspector of Works (Roster – day and night) (Personal)  
*formerly Assistant Inspector (Roster – day and night)*

**CWA 32 : 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 - 49000 x 1100 - 50100**

Assistant Inspector of Works (Roster – day and night) (Personal)  
*formerly Assistant Inspector (Roster – day and night)*

**CWA 33 : Rs 32190 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 51200**

Office Supervisor

**CWA 34 : 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

**9. CENTRAL WATER AUTHORITY (Contd)**

- CWA 35 : Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400**  
 Inspector of Works  
*formerly Inspector*  
 Senior Meter Reader
- CWA 36 : Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400**  
 Senior Technical Assistant (Electrical) (Shift)  
 Senior Technical Assistant (Mechanical) (Shift)
- CWA 37 : 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**  
 Internal Audit Officer  
*formerly Internal Control Officer*
- CWA 38 : 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
- CWA 39 : Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**  
 Accounts Officer  
 Fraud Detection Officer  
 Inspector of Works (Roster – day and night)  
*formerly Inspector (Roster – day and night)*  
 Internal Audit Officer (Personal)  
*formerly Internal Control Officer (Personal)*  
 Procurement and Supply Officer  
 Senior Cashier
- CWA 40 : 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
- CWA 41 : Rs 35280 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400**  
 Meter Reading Supervisor
- CWA 42 : 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**  
 Human Resource Officer/Senior Human Resource Officer (New Grade)



**9. CENTRAL WATER AUTHORITY (Contd)**

- CWA 43 : Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850**  
 Senior Internal Audit Officer (Future Holder)  
 Senior Procurement and Supply Officer (New Grade)
- CWA 44 : 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**  
 Administrative Assistant  
 Computer Programmer  
 ICT Technician  
 Maintenance Officer (New Grade)
- CWA 45 : 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 - 60600**  
 Transport Superintendent
- CWA 46 : Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**  
 Senior Inspector of Works  
*formerly Senior Inspector*  
 Senior Technical Design Officer (Future Holder)
- CWA 47 : Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350**  
 Senior Accounts Officer  
 Senior Human Resource Officer (Personal)  
 Senior Internal Audit Officer (Personal)  
*formerly Senior Internal Control Officer*  
 Superintendent, Anti Fraud Unit
- CWA 48 : 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 - 64200**  
 Safety and Health Officer/Senior Safety and Health Officer
- CWA 49 : Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**  
 Senior Technical Design Officer (Personal to officers in post as at 31.12.25)  
*formerly Senior Technical Design Officer (Cartography Survey)*

**9. CENTRAL WATER AUTHORITY (Contd)**

- CWA 50 : Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**  
 Technical Officer/Senior Technical Officer (Civil) (New Grade)  
 Technical Officer/Senior Technical Officer (Laboratory)  
 Technical Officer/Senior Technical Officer (Mechanical and Electrical) (New Grade)  
 Technical Officer/Senior Technical Officer (Personal)
- CWA 51 : Rs 38215 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**  
 Treatment Plant Superintendent
- CWA 52 : Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**  
 Chief Inspector of Works  
*formerly Chief Works Officer*
- CWA 53 : 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 (New Grade)
- CWA 54 : 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**  
 Communication/Public Relations Officer  
 Economist/Analyst
- CWA 55 : 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  
 Land Surveyor  
*formerly Surveyor*
- CWA 56 : 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**  
 Human Resource Management Officer
- CWA 57 : 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**  
 Scientific Officer (Biochemistry)
- CWA 58 : Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750**  
 Chief Fraud Detection Officer

**9. CENTRAL WATER AUTHORITY (Contd)**

- CWA 59 : Rs 50100 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 82250**  
Chief Technical Design Officer
- CWA 60 : 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**  
Accountant/Senior Accountant  
Administrative Manager
- CWA 61 : 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**  
Executive Engineer/Senior Executive Engineer  
Executive Engineer/Senior Executive Engineer (Environmental/Chemical) (Water Treatment Plant) (New Grade)  
Executive Engineer/Senior Executive Engineer (Electrical)  
Executive Engineer/Senior Executive Engineer (Mechatronics) (New Grade)  
Mechanical Engineer/Senior Mechanical Engineer
- CWA 62 : Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**  
Chief Internal Auditor  
Deputy Manager, Commercial Services  
Senior IT Analyst  
Senior Land Surveyor  
*formerly Senior Surveyor*  
Senior Scientific Officer (Biochemistry)
- CWA 63 : Rs 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**  
Human Resource Manager  
Manager (Procurement and Supply)
- CWA 64 : Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000**  
IT Manager  
Laboratory Manager (New Grade)  
Manager, Commercial Services
- CWA 65 : Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500**  
Principal Engineer  
Principal Engineer (Mechanical and Electrical)
- CWA 66 : Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 114000**  
Chief Financial Officer

**9. CENTRAL WATER AUTHORITY (Contd)**

**CWA 67 : Rs 89250 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000**

Chief Engineer

**CWA 68 : Rs 118000 x 4000 - 130000**

Deputy General Manager (Administration)

Deputy General Manager (Technical)

**CWA 69 : Rs 150000**

General Manager

