

## 22. FISHERMEN WELFARE FUND

- 22.1 The Fishermen Welfare Fund is a corporate body established under the Fishermen Welfare Fund Act 2000 and operates under the *aegis* of the Ministry of Agro-Industry, Food Security, Blue Economy and Fisheries. It is committed to promote a high-quality and cost-effective service and to alleviate poverty in the fishers' community.
- 22.2 The Fund's main objectives are to: advance and promote the welfare of registered fishermen and their families; develop schemes and projects for the welfare of registered fishermen; and to manage and optimise the financial and other resources of the Fund to further the social and economic welfare of fishermen, among others.
- 22.3 While the Board is vested with the administration and control of the affairs of the Fund, the Secretary, who is the Officer-in-Charge, is responsible for the day-to-day management and implementation of the Board's policies/decisions. The various activities of the Fund are carried out by officers belonging to different grades falling under the areas of administration, finance and welfare.
- 22.4 No representation was received from the staff side. The proposals of Management were mainly focussed on restyling and upgrading of certain grades owing either to an increase in overall activities or performing additional duties in a different area. We consider that in such case, it is more appropriate to grant an *adhoc* or Responsibility Allowance.
- 22.5 Demands were also made for reviewing the fees payable to Board members and maintaining the allowance payable to the General Worker, among others. Regarding the first request, this does not fall within the Bureau's ambit. With respect to the second one, this has been addressed in the Report.

### **Financial Operations Officer/Senior Financial Operations Officer formerly Financial Operations Officer**

- 22.6 Management has laid emphasis on the need to restyle the grade of Financial Operations Officer to a more appropriate appellation owing to an evolution in the work processes and an increase in responsibilities befalling incumbent. The latter is required to apply new set of standards, prepare and consolidate financial statements for onward submission to the Government, among others.
- 22.7 After examining the Job Description Questionnaire we consider that there is ground for a restyling of the grade to properly reflect the level of responsibilities devolving thereupon. We are, therefore, recommending accordingly.

### **Recommendation 1**

- 22.8 **We recommend that the grade of Financial Operations Officer be restyled Financial Operations Officer/Senior Financial Operations Officer and the scheme of service of the grade be revisited to include duties which normally**

**devolve upon a Financial Operations Officer/Senior Financial Operations Officer in the Public Sector.**

**Driver/Office Auxiliary**  
***formerly Driver/Office Attendant***

**General Worker**

- 22.9 At present, provision exists for the payment of an allowance to the General Worker for performing a few duties which normally devolve upon an Office Auxiliary/Senior Office Auxiliary *formerly Office Attendant* or Driver/Office Auxiliary *formerly Driver/Office Attendant* in the Parastatal Bodies. During consultations, Management requested for its continued payment as the General Worker is still performing these additional duties.
- 22.10 While examining the request and supplementary information obtained from Management, we noted that following the merging of the grades of Driver and Office Attendant, an appropriate scheme of service was not framed in respect thereof. Moreover, after studying the Job Description Questionnaire filled in by the Driver/Office Auxiliary *formerly Driver/Office Attendant* and General Worker in the context of this Report, we observed that the former indeed does not normally perform messengerial duties which should generally devolve upon him. As a result, the General Worker is being called upon to perform duties befalling an Office Auxiliary/Senior Office Auxiliary *formerly Office Attendant*, over and above his normal duties against payment of an allowance.
- 22.11 The above practice is inappropriate and we consider that a proper scheme of service for the grade of Driver/Office Auxiliary *formerly Driver/Office Attendant* should be framed, in line with what obtains in other Parastatal Bodies and that the payment of the allowance to the General Worker should be maintained.

## **Recommendation 2**

- 22.12 **We recommend that Management should come up with a scheme of service for the grade of Driver/Office Auxiliary *formerly Driver/Office Attendant*, in line with what obtains in parastatal bodies, within a time frame of up to three months as from the date of the publication of this Report.**
- 22.13 **We further recommend that the General Worker should continue to be paid an allowance equivalent to three increments at the salary point reached, for performing duties which normally devolve upon an Office Auxiliary/Senior Office Auxiliary, *formerly Office Attendant*, until the prescription of the revised scheme of service of the grade of Driver/Office Auxiliary, *formerly Driver/Office Attendant* or up to a maximum period of three months as from the date of the publication of this Report, whichever is the earlier.**

**22. FISHERMEN WELFARE FUND****SALARY SCHEDULE**

<b>FWF 1</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
<b>FWF 2</b>	<b>:</b>	<b>Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290</b> Driver/Office Auxiliary <i>formerly Driver/Office Attendant</i>
<b>FWF 3</b>	<b>:</b>	<b>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</b> Clerk/Word Processing Operator
<b>FWF 4</b>	<b>:</b>	<b>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</b> Management Support Officer
<b>FWF 5</b>	<b>:</b>	<b>Rs 27905 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 51200</b> Welfare Development Officer
<b>FWF 6</b>	<b>:</b>	<b>Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850</b> Financial Operations Officer/Senior Financial Operations Officer <i>formerly Financial Operations Officer</i>
<b>FWF 7</b>	<b>:</b>	<b>Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750</b> Secretary

