

29. IRRIGATION AUTHORITY

- 29.1 The Irrigation Authority (IA) was established as a parastatal body under the Irrigation Authority Act No. 39 of 1978. Since its inception, the Authority has been ensuring that a quality service is provided to the Planters' Community. In so doing, it envisions to become a model organisation.
- 29.2 Its main activities are, *inter alia*, to: identify irrigable lands, determine potential sources of water and carry out feasible studies for new irrigation projects; investigate plan, design, construct and supervise implementation of irrigation projects; formulate policies relating to irrigated agriculture; monitor and evaluate ongoing irrigation projects; and train small planters on different methods of irrigation as well as use of irrigation equipment.
- 29.3 Given the specialised nature of its operations, the activities of the Authority are currently organised under six Units/Departments for efficiency and effectiveness purposes. These Units/Departments comprise the Administration; Accounts; Internal Audit; Irrigation Planning; Construction and Supervision; and Operation and Maintenance. As stipulated in its Act, the control and day-to-day management of the Authority is vested on the General Manager. The latter is assisted by technical staff for the core functions of the organisation while the administrative and General Services staff at various levels provide support for the other functions.
- 29.4 In its last Report, the Bureau introduced specific allowances *viz.* Walking, Height and Bad Road and enhanced the Conditions of Service. These new allowances were highly appreciated by the three Unions which they expressed during the consultative meetings held at the Bureau. In the context of this review, the proposals of both Management and Unions were more or less similar to those submitted for the 2021 PRB Report and were focussed on: review/alignment of salary; amendment of scheme of service; grant of specific allowances; creation of levels; restyling of existing grades; change in reporting lines; duty free facilities; training; renaming the Stores Section to Procurement and Supply Department; upgrading/reviewing of qualifications requirement; grant of additional increments on stagnation; and reinstating grades which are personal.
- 29.5 All the representations were lengthily discussed during meetings and relevant justifications were provided to both parties on those requests which cannot be taken on board or which should be addressed administratively. The Bureau also sought the views of Management on a few requests which were made by the staff side. The attention of Management was also drawn on vacant posts which should be filled at the earliest to enable the smooth delivery of its operations.
- 29.6 After analysing the proposals and their implications, we are bringing a few amendments to the organisational structure to enable the IA to better deliver on its mandate as recommended in the ensuing paragraphs.

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

- 29.7 As head of the Human Resource Section, the responsibility for all issues pertaining to human resources befalls a Senior Human Resource Officer. He is supported by officers in the grades of Office Management Assistant and Management Support Officer. Management has, therefore, requested for a grade of Human Resource Officer to assist the Senior Human Resource Officer in the implementation of human resource strategies, policies and practices. For the sake of uniformity across the public sector, we are making an appropriate recommendation.

Recommendation 1

- 29.8 **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.**
- 29.9 **We also recommend that the grade of Senior Human Resource Officer be made evanescent whilst a personal salary has been provided.**

Restructuring of Engineering Cadre

- 29.10 The core services of the Authority are provided through its Technical Sections namely Irrigation Planning; Operation and Maintenance; and Construction and Supervision each staffed with officers of the Engineering cadre and other technical grades. For this review, Management has requested to restructure the Engineering Cadres of the Irrigation Planning Unit and Construction and Supervision Department into a unified Engineering Services Department which would enable the optimum use of its existing resources.
- 29.11 While such a measure would have been beneficial to the organisation, staff side have expressed their disagreement through a memorandum and have requested the Bureau to stay action justifying that there was no consultation/consensus between them and Management on this issue. Management, on its part, has proposed the reinstatement of the evanescent grades of Engineer (Construction and Supervision) (Staggered) and Engineer (Operations and Maintenance) (Staggered) as their services would still be required by the Authority.
- 29.12 In a perspective to bring harmonisation and consistency and for career earnings, we are bringing few amendments in the Engineering Cadre.

Recommendation 2

29.13 We recommend that the grades in the Engineering Cadre be restyled as hereunder:

From	To
Engineer (Irrigation Planning Unit)	Engineer/Senior Engineer (Irrigation Planning Unit)
Principal Engineer (Construction and Supervision)	Assistant Head of Construction and Supervision
Principal Engineer (Irrigation Planning Unit)	Assistant Head of Irrigation Planning Unit
Principal Engineer (Operation and Maintenance)	Assistant Head of Operation and Maintenance

29.14 We also recommend that:

- (i) the grade of Engineer (Operation and Maintenance) (Staggered) (Personal) be reinstated against abolition of the grade of Engineer (Mechanical) and be restyled Engineer/Senior Engineer (Operation and Maintenance); and
- (ii) the grade of Engineer (Construction and Supervision) (Staggered) (Personal) be reinstated and be restyled Engineer/Senior Engineer (Construction and Supervision).

29.15 We further recommend that:

- (i) in future, appointment to the grades of Assistant Head of Construction and Supervision *formerly Principal Engineer (Construction and Supervision)*, Assistant Head of Irrigation Planning Unit *formerly Principal Engineer (Irrigation Planning Unit)* and Assistant Head of Operation and Maintenance *formerly Principal Engineer (Operation and Maintenance)* should be made by promotion, on the basis of experience and merit, of officers in the grades of Engineer/Senior Engineer (Construction and Supervision) *formerly Engineer (Construction and Supervision) (Staggered) (Personal)*, Engineer/Senior Engineer (Irrigation Planning Unit) *formerly Engineer (Irrigation Planning Unit)* and Engineer/Senior Engineer (Operation and Maintenance) *formerly Engineer (Operation and Maintenance) (Staggered) (Personal)* respectively and who reckon at least four years' service in a substantive capacity in their respective grade. In the absence of qualified internal officers, appointment should be made by selection from among candidates who are registered as Professional Engineers with the Council of Registered Professional Engineers of Mauritius and reckon at least eight years' post-registration experience;

- (ii) the duties in the scheme of service of the grades of Assistant Head of Construction and Supervision *formerly Principal Engineer (Construction and Supervision)*, Assistant Head of Irrigation Planning Unit *formerly Principal Engineer (Irrigation Planning Unit)* and Assistant Head of Operation and Maintenance *formerly Principal Engineer (Operation and Maintenance)* should be amended to include “assist the Head of Department in the efficient and effective management of the Department”; and
- (iii) henceforth, appointment to the grades of Head of Construction and Supervision, Head of Irrigation Planning Unit and Head of Operation and Maintenance should be made by promotion, on the basis of experience and merit, of officers in the grades of Assistant Head of Construction and Supervision *formerly Principal Engineer (Construction and Supervision)*, Assistant Head of Irrigation Planning Unit *formerly Principal Engineer (Irrigation Planning Unit)* and Assistant Head of Operation and Maintenance *formerly Principal Engineer (Operation and Maintenance)* respectively and who reckon at least two years’ service in a substantive capacity in their respective grade. In the absence of qualified serving officers, appointment should be made by selection from among candidates who are registered as Professional Engineers with the Council of Registered Professional Engineers of Mauritius and reckon at least 15 years’ post-registration experience.

29.16 All the above elements have been taken into consideration in arriving at the recommended salary of the aforementioned grades.

Scheme of Service - Divisional Irrigation Operation Officer

29.17 Appointment to the grade of Divisional Irrigation Operation Officer is presently made by selection from among candidates possessing a Degree in Agriculture, Agricultural Engineering or Irrigation and reckoning at least five years’ experience in the field of Agriculture. Incumbent is assisted by officers in the grade of Irrigation Operation Officer which also require the same core qualification save for the years of experience. The staff side have proposed to review the mode of appointment of the grade of Divisional Irrigation Operation Officer to enable recruitment from the Irrigation Operation Officers who, over the years, already acquire the experience and knowhow in the performance of their duties. The fact that amendment of scheme of service is the concern of Management, their views were sought thereon to which they shared the same opinion.

29.18 As the Bureau favours career progression, we are recommending accordingly.

Recommendation 3

29.19 We recommend that, in future, appointment to the grade of Divisional Irrigation Operation Officer should be made by promotion, on the basis of

experience and merit, of officers in the grade of Irrigation Operation Officer who reckon at least five years' service in a substantive capacity in the grade.

**Procurement and Supply Officer
formerly Higher Stores Officer**

- 29.20 In the 2008 PRB Report, with a view to aligning with the restructuring exercise carried out in the Civil Service, the grades of Procurement and Supply Officer and Assistant Procurement and Supply Officer were created on the establishment of the Authority which have remained unfilled. As at date, along with the aforementioned grades, the grades of Higher Stores Officer and Assistant Stores Officer also exist on the structure of the Authority. In the absence of a Procurement and Supply Officer, the Stores Section is being headed by a Higher Stores Officer while the post of Assistant Stores Officer is vacant. It has also been submitted that the Higher Stores Officer is presently shouldering all the responsibilities of the Procurement and Supply Officer with due diligence since he possesses professional qualification in the field.
- 29.21 Both Management and Unions have requested to set up a proper Procurement and Supply Section, the absence of which is hindering the smooth implementation of the provisions of the Public Procurement Act. During consultations, both parties were apprised that the request pertains to an administrative issue, the onus of which rests upon Management of which they took note.
- 29.22 After examining the requests and the present structure of the Stores Section, we hold that it would be more appropriate for Management to rename the said Section to Procurement and Supply Section which should be headed by a Procurement and Supply Officer. To enable the smooth functioning of the Section, we are making appropriate recommendations.

Recommendation 4

- 29.23 **We recommend that the grade of Higher Stores Officer be restyled Procurement and Supply Officer and the scheme of service of the existing grade of Procurement and Supply should continue to prevail.**
- 29.24 **We additionally recommend that the grade of Assistant Stores Officer be abolished.**

**Head of Research (Personal)
formerly Investigation/Research Specialist**

- 29.25 While studying the organisation structure of the IA, the Bureau has observed that the job appellation Investigation/Research Specialist is a misnomer and is not in consonance with the duties and responsibilities devolving upon incumbent in the grade. This issue was discussed with Management and the latter proposed to restyle the grade to Strategic Development Manager which was not retained for technical reasons. We are, however, restyling the grade to a more proper appellation to better reflect the duties and responsibilities thereof.

Recommendation 5

- 29.26 We recommend that the grade of Investigation/Research Specialist be restyled Head of Research and the newly restyled grade be made evanescent. A personal salary has been provided for incumbent in post.**
- 29.27 We further recommend that Management should consider filling the vacant posts of Accountant, Irrigation Operation Officer and Agricultural Economist.**

Movement Beyond Top Salary

- 29.28 Officers in the grades of Senior Financial Operations Officer (Future Holder) and Senior Internal Audit Officer (Future Holder) should be allowed to move incrementally beyond their top salary subject to meeting certain criteria. Recommendations thereto related have been made in the Chapter on Observations and General Provisions of this Volume.**

Walking Allowance

- 29.29 As an incentive to compensate employees who walk long distances for closely monitoring and co-ordinating the operation of pivots, a walking allowance was introduced in the last PRB Report, the existing quantum of which is Rs 300 monthly. For this review, Unions have requested that the word “pivot” be replaced by irrigation equipment as employees are being penalised by the existing criteria though they walk long distances in the performance of their duties. This has been supported by Management. Additionally, Unions have requested to extend this allowance to officers in the grade of Technical Assistant (Electromechanical) as incumbents are equally involved in the repair and maintenance of irrigation equipment. However, Management requested to maintain the current list of grades eligible for the walking allowance. We are, while upholding the existing provision, bringing the necessary amendments and revising the quantum of the walking allowance.**

Recommendation 6

- 29.30 We recommend that the monthly Walking Allowance payable to employees in the under-mentioned grades who have to walk long distances for closely monitoring and co-ordinating the operation of the irrigation equipment be revised to Rs 330:**
- 1) Divisional Irrigation Operation Officer**
 - 2) Engineer/Senior Engineer (Operation and Maintenance) *formerly Engineer (Operation and Maintenance) (Staggered) (Personal)***
 - 3) Irrigation Operation Officer**
 - 4) Supervisor (Irrigation) (Roster)**
 - 5) Assistant Supervisor (Irrigation) (Roster)**
 - 6) Field Supervisor (Roster)**

- 7) **Irrigueur (Roster)**
- 8) **General Worker**

Height Allowance

29.31 Current provision provides for the payment of a non-pensionable height allowance to employees in the following grades whenever they are required to climb above 20 feet, the computation of which should be at 80% of the normal hourly rate for the number of hours put in:

- 1) Engineer/Senior Engineer (Operation and Maintenance) *formerly Engineer (Operation and Maintenance) (Staggered) (Personal)*
- 2) Technical Assistant (Electromechanical)
- 3) Mechanic
- 4) Pipe Fitter
- 5) Welder
- 6) Irrigueur (Roster)
- 7) Tradesman's Assistant
- 8) General Worker

29.32 As this provision is fit for its purpose, we are maintaining same.

Recommendation 7

29.33 We recommend that the existing provision on Height Allowance should continue to prevail.

Bad Road Allowance

29.34 Request has been made by Unions to extend the Bad Road Allowance to the Field Officer/Senior Field Officers as they equally use their vehicles on bad roads, in the performance of their duties. Management confirmed the averments made by Unions and this was also captured in the newly submitted Job Description Questionnaires. In a spirit of fairness, we are extending this allowance to the grade of Field Officer/Senior Field Officer while revising the quantum of the allowances.

Recommendation 8

29.35 We recommend that employees in the grades of Field Officer/Senior Field Officer, Field Supervisor (Roster), Pump Operator, Irrigueur (Roster), and General Worker, who regularly use their autocycles and motorcycles on bad roads for conducting and monitoring the irrigation projects on site should be paid a monthly Bad Road Allowance of Rs 275 and Rs 415 respectively.

Work in Cyclonic Conditions

29.36 Exclusively, employees involved in the anchoring of pivots in cyclonic conditions are entitled to the payment of an allowance, the quantum of which, was enhanced in the last Report. Management has submitted that employees involved therein are exposed to high risk as the anchoring of pivots starts during the pre-cyclonic conditions. We have taken into consideration these conditions as well as the hazards involved in the tasks in arriving at the reviewed quantum of the allowance.

Recommendation 9

29.37 We recommend that the current allowance payable to employees involved in anchoring of pivots during cyclonic conditions be reviewed to Rs 1035.

Specific Conditions of Service

Irrigueur (Roster)

29.38 A specific recommendation was equally made in the last PRB Report for Management to consider, subject to practicability, the redeployment of Irrigueurs (Roster) who are above 55 years and whose duties require physical fitness, to other sections where less physical effort is required. In view of its relevancy, we are replicating the prevailing provision.

Recommendation 10

29.39 We reiterate that, subject to practicability, Management should continue to consider the advisability of redeploying those Irrigueurs (Roster), who are above 55 years and whose duties require physical fitness, to other sections where less physical effort is required.

Health Surveillance

29.40 With a view to closely monitor the health of employees who are involved in the operation and maintenance of the irrigation projects on sites and are exposed to higher risk of diseases, the Bureau, in the last review, recommended that Management should:

- (i) mandatorily ensure that a Risk Assessment Exercise be carried out by the Departmental Safety and Health Committee in line with provision made in Chapter Conditions of Service - 'Risk, Insurance and Compensation' of Volume 1 of this Report; and
- (ii) consider the setting up of a Health Surveillance Programme for these employees.

29.41 The views of Management were sought on the implementation of the above recommendations and it has been reported that while the risk assessment exercise has been carried out, financial clearance is still being awaited for the Health Surveillance Programme. In the circumstance, we are reproducing the current provisions.

Recommendation 11**29.42 We recommend that Management should:**

- (i) continue to ensure that a Risk Assessment Exercise is carried out by the Departmental Safety and Health Committee in line with provision made in Chapter Conditions of Service - 'Risk, Insurance and Compensation' of Volume 1 of this Report; and
- (ii) consider the setting up of a Health Surveillance Programme for these employees.

29. IRRIGATION AUTHORITY**SALARY SCHEDULE**

IA 1	:	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
IA 2	:	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190 Tradesman's Assistant
IA 3	:	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615 Irrigueur (Roster)
IA 4	:	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615 Stores Attendant
IA 5	:	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 Surveillant
IA 6	:	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Pump Operator
IA 7	:	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 <i>formerly Office Attendant</i>
IA 8	:	Rs 26045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280 Senior Office Attendant (Personal)

29. IRRIGATION AUTHORITY (Contd)

IA 9	:	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Driver
IA 10	:	Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Field Supervisor
IA 11	:	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 Driver (Roster) Electrician Mechanic Painter Pipe Fitter Vulcaniser Welder
IA 12	:	Rs 26045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215 Field Supervisor (Roster)
IA 13	:	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 (New Grade)
IA 14	:	Rs 35840 x 725 - 37290 x 925 - 38215 Trainee Engineer
IA 15	:	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/Telephonist
IA 16	:	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 Vehicle Controller
IA 17	:	Rs 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 43020 Assistant Supervisor (Irrigation) (Roster)
IA 18	:	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

29. IRRIGATION AUTHORITY (Contd)

IA 19	:	Rs 25445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930 Technical Assistant Technical Assistant (Electromechanical)
IA 20	:	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 <i>formerly Clerical Officer/Higher Clerical Officer</i>
IA 21	:	Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930 Assistant Workshop and Plant Supervisor
IA 22	:	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 Supervisor (Maintenance Works)
IA 23	:	Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 47950 Senior Word Processing Operator
IA 24	:	Rs 29915 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 47950 Supervisor (Irrigation) (Roster)
IA 25	:	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
IA 26	:	Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 Accounts Clerk Assistant Procurement and Supply Officer
IA 27	:	Rs 33600 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 Workshop and Plant Supervisor
IA 28	:	Rs 27265 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 52300 Field Officer/Senior Field Officer

29. IRRIGATION AUTHORITY (Contd)

- IA 29 : 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
- IA 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 x 1100 - 54500 x 1450 - 55950**
Internal Audit Officer
formerly Internal Control Officer
- IA 31 : 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
- IA 32 : 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
Procurement and Supply Officer
formerly Higher Stores Officer
Senior Accounts Clerk
- IA 33 : Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400**
Social Facilitator
- IA 34 : 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
- IA 35 : 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)
- IA 36 : Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850**
Senior Financial Operations Officer (Future Holder)
Senior Internal Audit Officer (Future Holder)
- IA 37 : 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 (Civil)

29. IRRIGATION AUTHORITY (Contd)

- IA 38 : Rs 33600 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
Senior Technical Assistant
- IA 39 : Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
Senior Technical Design Officer
formerly Senior Technical Design Officer (Irrigation Planning Unit)
- IA 40 : 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**
Senior Human Resource Officer (Personal)
- IA 41 : Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350**
Senior Financial Operations Officer (Personal)
Senior Internal Audit Officer (Personal)
formerly Senior Internal Control Officer
- IA 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 x 1750 - 62350 x 1850 - 64200**
Safety and Health Officer/Senior Safety and Health Officer
- IA 43 : Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050**
Office Superintendent
- IA 44 : Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
Senior Technical Officer (Civil)
- IA 45 : 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**
Administrative Assistant
Agricultural Economist
Irrigation Operation Officer
- IA 46 : 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 Information Technology Officer

29. IRRIGATION AUTHORITY (Contd)

- IA 47 : 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**
Accountant
Internal Auditor
- IA 48 : 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 (Construction and Supervision)
formerly Engineer (Construction and Supervision) (Staggered) (Personal)
Engineer/Senior Engineer (Irrigation Planning Unit)
formerly Engineer (Irrigation Planning Unit)
Engineer/Senior Engineer (Operation and Maintenance)
formerly Engineer (Operation and Maintenance) (Staggered) (Personal)
- IA 49 : Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
Divisional Irrigation Operation Officer
- IA 50 : Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000**
Financial Manager
- IA 51 : Rs 60600 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000**
Head of Administration
- IA 52 : Rs 60600 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500**
Head of Research (Personal)
formerly Investigation/Research Specialist
- IA 53 : Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500**
Assistant Head of Construction and Supervision
formerly Principal Engineer (Construction and Supervision)
Assistant Head of Irrigation Planning Unit
formerly Principal Engineer (Irrigation Planning Unit)
Assistant Head of Operation and Maintenance
formerly Principal Engineer (Operation and Maintenance)

29. IRRIGATION AUTHORITY (Contd)

IA 54 : Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000

Head of Construction and Supervision

Head of Irrigation Planning Unit

Head of Operation and Maintenance

IA 55 : Rs 150000

General Manager

