

68. NATIONAL CHILDREN'S COUNCIL

- 68.1 The National Children's Council (NCC), a body corporate set up under the NCC Act 2003, operates under the *aegis* of the Ministry of Gender Equality and Family Welfare. Its main objectives are, among others, to: be the key consultative and coordinating national body on all activities and issues related to children; protect the rights of children, promote their interest and wellbeing; and promote activities for the welfare of children in line with the Convention on the Rights of the Child.
- 68.2 It is mainly responsible for: Childhood Development Programmes to foster creativity in children; sensitisation programmes on Child Protection, Atelier Partage Parents to improve the parental skills; and providing services of a Child Day Care Centre at Baie du Tombeau for deprived children.
- 68.3 The Council Secretary who is at the helm of the NCC, is vested with the responsibility for the day-to-day management and administrative control of all the employees. He is supported in his functions by officers in technical and General Services grades as well as employees of the Workmen's Group.
- 68.4 For this review exercise, the Unions requested for, *inter alia*, payment of an incentive allowance to officers in the grade of Assistant Child Programme Officer; recruitment of a Safety and Health Officer for the safety of employees and residents in shelters; provision of transport facilities to employees working on shift; general increase in the salary by 25%; enhanced maternity and paternity leaves; introduction of tripartite consultations; and review of the quantum of Uniform Allowance. Representation was also made for salary compensation to be taken into account while computing overtime.
- 68.5 Management's submissions were geared towards: amendment of schemes of service of certain grades; review of salary; creation of a grade of Deputy Council Secretary; enhanced travelling and car benefits; and grant of On-call Allowance to Coordinators similar to what is payable to officers in the grade of Coordinator at the parent Ministry.
- 68.6 Most of the requests pertain to Management issues. Consequently, parties were advised to deal with them administratively. Whereas, the request for a review of salary was examined on the basis of newly written Job Description Questionnaires.
- 68.7 After analysis, the Bureau is reinforcing the organisational structure by creating a grade of Safety and Health Officer (Part-time) to attend to health and safety issues at the Council. Further, matters pertaining to general Conditions of Service have been dealt with in Volume 1 of this Report.

Safety and Health Officer (Part-time) (New Grade)

- 68.8 The Union has requested for the creation of a grade of Safety and Health Officer to deal with health and safety issues at the NCC. To enable the organisation to

ensure the safety of employees and residents alike, the Bureau is recommending the creation of a grade of Safety and Health Officer on a part-time basis.

Recommendation 1

68.9 We recommend the creation of a grade of Safety and Health Officer (Part-time). Appointment thereto should be made by selection from among candidates possessing a Diploma in Occupational Health and Safety or Occupational Safety and Health Management or an equivalent qualification.

68.10 Incumbent would, *inter alia*, be required to be responsible for exercising general supervision regarding compliance with the provisions of the Occupational Safety and Health Act; design, plan, implement and evaluate training programmes aimed at meeting the requirements of occupational safety and health legislation in force; inspect sites of work, assess risks and make recommendations; and advise on all matters relating to safety and health.

Human Resource Officer/Senior Human Resource Officer

68.11 Human Resource Officer/Senior Human Resource Officers possessing the relevant Diploma are allowed to move incrementally beyond their top salary subject to meeting certain criteria. **Recommendation thereto related has been made in the Chapter on Observations and General Provisions of this Volume.**

Risk Allowance

68.12 In the last Report, provision was made for Management to carry out a Risk Assessment Exercise in view of determining the extent of risk faced by the officers concerned in shelters. It has been reported that the Risk Assessment Exercise has not yet been carried out. We are reiterating this provision.

Recommendation 2

68.13 The Bureau recommends that Management should arrange for a Risk Assessment Exercise to be carried out by the Departmental Safety and Health Committee of the organisation as recommended in the Chapter on Risk, Insurance and Compensation of Volume 1 of this Report.

Night Duty Allowance

68.14 In the last review, we introduced the payment of a Night Duty Allowance to incumbents in the grades of Child Caregiver (Shelter) (Shift) and Surveillant who effectively work on night shift. Given that the present arrangement holds good, this provision should continue to prevail.

Recommendation 3

68.15 We recommend that officers in the grades of Child Caregiver (Shelter) (Shift) and Surveillant, 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.

68. NATIONAL CHILDREN'S COUNCIL SALARY SCHEDULE

NCC 1	:	Rs 30265 Safety and Health Officer (Part-time) (New Grade)
NCC 2	:	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
NCC 3	:	Rs 20025 x 225 - 20925 x 250 - 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30615 Cleaner (Roster)
NCC 4	:	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 Attendant (Nursery)
NCC 5	:	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 Handy Worker
NCC 6	:	Rs 22745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190 Child Caregiver
NCC 7	:	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 Surveillant
NCC 8	:	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 Child Caregiver (Shelter) (Shift)
NCC 9	:	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Attendant, ex-Service Providing Institution (Personal)
NCC 10	:	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720 Craftworker

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- NCC 11 : 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
- NCC 12 : Rs 24845 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840**
Cook (Roster)
- NCC 13 : Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290**
Driver
- NCC 14 : Rs 24245 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**
Assistant Nursery Matron
- NCC 15 : 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 - 44960**
Nursery Matron
- NCC 16 : 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**
Assistant Child Programme Officer
Clerk/Word Processing Operator
- NCC 17 : 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
- NCC 18 : 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
- NCC 19 : 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 - 52300 QB 53400 x 1100 - 54500 x 1450 - 55950**
Child Programme Officer
- NCC 20 : Rs 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 - 55950**
Shelter Manager

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NCC 21 : 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

NCC 22 : 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

NCC 23 : 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

Coordinator

NCC 24 : Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750

Council Secretary

