

PRIVATE SECONDARY SCHOOLS

1. The Private Secondary Schools (PSS) dispense secondary education in Mauritius, Rodrigues and Agalega for around 52550 students. The overall administration as far as pedagogical activities are concerned and the management of disbursement of grants to these institutions are overseen by the Private Secondary Education Authority (PSEA) which operates under the purview of the Ministry of Education and Human Resource. The Manager of each respective institution recruits the required teaching and non-teaching personnel.
2. At present, there is a total of 109 registered schools with the PSEA including Rodrigues and Agalega. 83 of these schools operate on a full grant-in-aid system, and one on a partly grant aided scheme.
3. For this review exercise, meetings were held with all staff Unions as well as Management of the PSEA. Demands of the teaching staff Unions mainly pertain to: a review of the salary scale and starting salary point of Educators (Private Secondary Schools); change in the teacher/pupil ratio; amending specific Conditions of Service governing teaching personnel; creation of a few levels; increase in establishment size of several grades; and increase in the quantum of allowances. An array of requests on general Conditions of Service were also submitted. Unions of the non-teaching staff made proposals, *inter alia*, for an upgrading of salary; promotion opportunities; and refund of casual leave to be extended to non-teaching staff.
4. A consultative meeting was also held with the Federation of Union of Managers of Private Secondary Schools. Their proposals were geared towards the creation of some specific grades; and extension of provision for refund of casual leave to non-teaching staff.
5. The Management side made proposals on specific Conditions of Service for teaching personnel and also expatiated on the requests of Unions and Federation of Managers.
6. Unlike the Public Sector, staff of the PSS are recruited directly by the respective private school. There has been, through various Reports, a general trend for alignment with State Secondary schools. The same notion of alignment has been adopted for this Report while bearing in mind the specificity of the Private Secondary Schools.

Educator (Private Secondary Schools)

7. Specific provisions exist for the grade of Educator (Secondary) in the Ministry of Education and Human Resource which are also applicable for the grade of Educator (Private Secondary Schools). These provisions are being maintained.

Recommendation 1**8. We recommend that:**

- (i) candidates possessing a post 'A' Level Degree and appointed Educator (Private Secondary Schools) should join the recommended salary scale at salary point Rs 37290;
- (ii) Educators (Private Secondary Schools) possessing a post 'A' Level Diploma or post 'O' Level Degree should be allowed to proceed beyond the Qualification Bar (QB) inserted in the salary scale upon obtention of the Degree or a Master's Degree as appropriate;
- (iii) incumbents in the grade of Educator (Private Secondary Schools) drawing a monthly salary of less than Rs 37290 should, on obtention of qualifications to cross the QB in the salary scale, be allowed to join the recommended salary scale at salary point Rs 37290; and
- (iv) Educators (Private Secondary Schools) who satisfy the requirement to cross the QB should, on reaching the top salary point of Rs 77750, be allowed to move incrementally in the Master Salary Scale up to salary point Rs 84500 provided they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

9. We also recommend that the Educators (Private Secondary Schools) should teach approximately 1190 minutes in a week, one or more subjects relating to their academic qualifications.

10. The term "approximately" at paragraph 9 above is deemed to mean a few minutes more or a few minutes less but not a period more or a period less. It has been used because of divisibility as the duration of a period may differ in different schools/colleges.

Allowance

11. An allowance is presently granted to Educators (Private Secondary Schools) who do not possess the qualifications to cross the QB in the salary scale of the grade but are called upon to teach Grade 12 and Grade 13 subjects in scarcity areas for at least eight periods weekly. Since this arrangement is still valid, the quantum of the allowance is being revised.

Recommendation 2**12. We recommend that:**

- (i) the monthly allowance paid to Educators (Private Secondary Schools) who do not possess the qualifications required to cross the QB and who are called upon to teach Grade 12 and Grade 13 subjects in scarcity areas for at least eight periods weekly, be revised to Rs 2730; and

- (ii) on obtention of the qualifications required to cross the QB, these Educators (Private Secondary Schools) would be eligible to:
 - (a) a salary point arrived at after adding the allowance to the basic salary; OR
 - (b) draw the higher salary point where the sum thus obtained is between two salary points and would draw the new determined salary or Rs 37290, whichever is higher.
13. We also recommend that the above monthly allowance should be paid on a *pro-rata* basis to Educators (Private Secondary Schools) who do not possess the qualifications to cross the QB and are called upon to teach Grade 12 and Grade 13 subjects in scarcity areas for a minimum of four periods weekly.

Head of Department

14. Heads of Department are required to advise the Rector on matters relating to their respective specialities e.g. syllabus, choice of books, laboratory equipment, time table, internal examinations, among others.
15. A list of subjects and subject combinations has been established by the PSEA for which a Headship Allowance is paid. The criteria for eligibility to the position of Head of Department, as set out by the PSEA, is as follows: -
- (i) there should be two or more Educators (Private Secondary Schools) with a full time-table in the Department;
 - (ii) Educators (Private Secondary Schools) are teaching the subject for at least 1000 minutes weekly; and
 - (iii) the total teaching time in the Department should not be less than the full workload of a full-time teacher or approximately 1190 minutes per week.
16. A request from the Union was transmitted by the PSEA for an alignment of all departments eligible to have a Head of Department and to harmonise practices in both State and Private Secondary Schools. The Bureau considers that this request, being an implementation issue, should be examined at the level of the PSEA and the parent Ministry. Meanwhile, we are revising the Headship Allowance.

Recommendation 3

17. We recommend that the Private Secondary Education Authority and the Ministry of Education and Human Resource should set up a Committee to look into the issue of harmonisation of Headship Allowance in Private Secondary Schools.
18. We also recommend that assignment of duties of Head of Department should continue to be made from among Educators (Private Secondary Schools), possessing qualifications required to cross the QB, on a seniority

basis in the respective Private Secondary School and in the grade. In the absence of fully qualified candidates, Educators (Private Secondary Schools) who do not possess the qualifications to cross the QB, but reckon at least five years' post-qualification experience and teach up to Grade 11/Grade 13 and are posted respectively in Grade 11/Grade 13 colleges should also be considered.

19. We further recommend that incumbents assigned duties of Head of Department should continue to teach their subject of specialisation for approximately 840 minutes weekly and be paid a monthly Headship Allowance as hereunder: -

Head of Departments	Monthly Allowance
In schools teaching up to Grade 11	Rs 1465
In schools teaching up to Grade 13	Rs 2200
In scarcity areas (though not possessing the qualifications required to cross the QB)	Rs 2200

20. The term "approximately" at paragraphs 15 (iii) and 19 is deemed to mean a few minutes more or a few minutes less but not a period more or a period less. It has been used because of divisibility as the duration of a period may differ in different schools/colleges.

Section Leader

21. Members of the teaching staff including Grade I Teachers (Personal), Grade II Teachers (Personal), Grade II Teachers (Others) (Personal) and Educators (Private Secondary Schools) who are assigned the task of Section Leader are paid a monthly allowance. This arrangement was introduced with a view to enabling the Private Secondary Schools to have additional resources to, *inter alia*, deal with problems of indiscipline and misconduct. Hence, this provision should continue to be applicable.

Recommendation 4

22. We recommend that the present mode of assignment of duties of Section Leader should continue to prevail.
23. We also recommend that incumbents assigned the duties of Section Leader be paid a monthly allowance equivalent to one increment at the salary point reached in the respective salary scale.

Discipline

Recommendation 5

24. We recommend that Discipline within the school compound should be the concern of each and every member of the staff, both teaching and non-teaching. Every staff member should continue to participate actively in maintaining the highest level of discipline at school. They should continue to act proactively and collectively to restore discipline immediately in situation of unruliness and disorderliness.

Human Resource Planning

Recommendation 6

25. We recommend that following the publication of this Report, the Private Secondary Education Authority in collaboration with the Ministry of Education and Human Resource and the Ministry of Public Service and Administrative Reforms should carry out a Human Resource Planning exercise as per provision made in the Chapter Recruitment, Promotion and Retention in Volume 1 of this Report and make appropriate recommendations, to ensure that all Private Secondary Schools are properly manned at all levels.

Replacement Teacher

Recommendation 7

26. We recommend that the Private Secondary Education Authority should consider the possibility of providing replacement teachers whenever Educators (Private Secondary Schools) proceed on leave for a period of less than 30 days.

Part-Time Teachers

27. The salary of a Part-Time Teacher is currently computed as follows: -

$$\frac{1.25 \times S \times M}{81 \times 60}$$

$$81 \times 60$$

where S means salary

M means Number of Minutes Taught

28. The above arrangement for the remuneration and other benefits accruing to Part-Time Teachers is still valid.

General Attendant

29. Specific provisions exist for employees in the grade of General Attendant who possess additional qualifications and work exclusively in the Laboratory to move incrementally in the Master Salary Scale. This arrangement is still valid.

Recommendation 8

30. **We recommend that General Attendants who: -**
- (a) **possess at least a pass in Biology or Chemistry or Physics or Mathematics or any Science subject obtained at the Cambridge School Certificate or at the General Certificate of Education (Ordinary Level);**
 - (b) **work exclusively in the Laboratory and Computer Rooms; and**
 - (c) **have reached their top salary;**
- be allowed to proceed incrementally up to salary point Rs 42050 in the Master Salary Scale.**

Allowance to General Worker/Caretaker

31. The staff side made representations for the creation of a grade of Assistant Gatekeeper for replacement whenever the Gatekeeper is absent. The Bureau was also apprised that General Worker/Caretakers are called upon to replace the Gatekeeper whenever the latter is absent. We have examined the request and consider that there is no functional need for creation of the grade. We are, however, making an appropriate provision.

Recommendation 9

32. **We recommend that the General Worker/Caretaker who is called upon to replace the Gatekeeper for a full day's work should be paid an allowance of Rs 180 per day.**
33. A request was also made for an allowance for employees who are required to clean lavatories. **Recommendation related thereto has been made in the Chapter on Observations and General Provisions of this Volume.**

Roster System for Non-Teaching Staff

34. Provision exists for Managers of PSS to consider the advisability of setting up a roster system for non-teaching staff during school vacations. Several representations have been received that this recommendation has not been implemented. Though implementation rests upon Management, we are making this provision anew.

Recommendation 10

35. **We recommend that Managers of Private Secondary Schools should, subject to the exigencies of service, make provision for the setting up of a roster system for the non-teaching staff to attend work during school vacations.**

Services of Psychologist (Education) formerly Educational Psychologist and Safety and Health Officer/Senior Safety and Health Officer

36. Given that the grade of Psychologist (Education) *formerly Educational Psychologist* is still vacant at the PSEA, we are, once again, making specific provisions. Furthermore, the provision for the services of the Safety and Health Officer/Senior Safety and Health Officer is being maintained for a smooth functioning of operations.

Recommendation 11

37. **We recommend that pending the recruitment of Psychologist (Education) formerly Educational Psychologist, the Private Secondary Education Authority should continue to make necessary arrangements with the Ministry of Education and Human Resource to avail of the services of Psychologist (Education) formerly Educational Psychologist on a needs basis.**
38. **We also recommend that the Private Secondary Education Authority should ensure that the Safety and Health Officer/Senior Safety and Health Officer on its establishment should continue to carry out surveys; assess health and safety requirements; and recommend the implementation of health and safety measures in Private Secondary Schools.**

Protective Items**Recommendation 12**

39. **We recommend that Managers of Private Secondary Schools should continue to provide the necessary protective clothing/equipment as per the list of protective clothing/equipment issued by the Private Secondary Education Authority to employees in approved grades whose nature of work warrants the use of same.**
40. **We also recommend that the Private Secondary Education Authority should ensure compliance with the above recommendation in all Private Secondary Schools.**

Conditions of Service**Recommendation 13**

41. **All relevant Conditions of Service recommended at Chapter Conditions of Service and Benefits of Volume 1 of this Report should be applicable to all approved teaching and non-teaching staff, except where otherwise stated.**

Tour of Service of Educators who have elected domicile in Mauritius and are serving in Rodrigues for several years

42. General provisions for officers, who are domiciled in Mauritius and are required to serve on a tour of service to Rodrigues and the Outer Islands, have been provided under **Chapter Rodrigues and the Outer Islands in Volume 1** of this Report.

Relevant Conditions of Service which are applicable to the Educator (Private Secondary Schools), who is domiciled in Mauritius and who is required to serve on a tour of service in Rodrigues, are being replicated for ease of reference.

Recommendation 14

43. We recommend that:

- (i) the duration of a tour of service in Rodrigues should generally be of 12 months' duration;
- (ii) payment of the monthly disturbance allowance should be 25% of gross salary for the duration of a tour of service;
- (iii) payment of the disturbance allowance should, save in exceptional circumstances and subject to the approval of the MPSAR, be limited to three tours of service only; and
- (iv) Mauritian officers posted in Rodrigues on a tour of service should continue to benefit from rent-free accommodation or quarters.

SPECIFIC CONDITIONS

Vacation Leave

44. This section should be read along with the **Chapter on Leave in Volume 1** of this Report.
45. The provisions for vacation leave for teaching personnel are different from those in other areas in the Public Sector in view of the specificities of the Education Sector. After examining all requests from both the staff side and Management, we are making appropriate provisions in the ensuing paragraphs.

Recommendation 15

46. We recommend that the present vacation leave earning rate and ceiling for teaching staff should be in accordance with the provisions of the Chapter on Leave of Volume 1 of this Report.
47. We recommend that the teaching personnel:
- (i) subject to the exigencies of service, may be granted a maximum of up to 19 days' vacation leave during term time; and
 - (ii) who do not take advantage of the annual vacation leave entitlement during term time in a calendar year should be allowed to accumulate up to the normal vacation leave ceiling. Additionally, the maximum vacation leave which may be accumulated over and above the vacation leave ceiling should not exceed 50% of the maximum accumulated vacation leave entitlement for the incumbent. Such leave may be taken as leave prior to retirement. If the services of the officer are required during the leave prior to retirement, they

should be refunded the accumulated vacation leave at the rate of 1/30 of the last monthly salary per day at the time of retirement.

48. We also recommend that notwithstanding provision at paragraph 47 (i) above, vacation leave exceeding 19 days during term time may be granted, subject to the exigencies of service, to officers for:
- (i) medical treatment overseas for self or to accompany an immediate member of the family for treatment abroad when such treatment cannot be dispensed locally;
 - (ii) convalescence purposes;
 - (iii) after maternity leave;
 - (iv) attending to one's own graduation ceremony or that of an immediate member of the family abroad;
 - (v) the wedding of the officer or the officer's children;
 - (vi) proceeding on pre-retirement leave;
 - (vii) a male officer, following his wife's confinement;
 - (viii) demise of a close relative such as child, parent or spouse; and
 - (ix) any other case, (a) once for officers reckoning less than 20 years' service; and (b) not more than twice for those reckoning over 20 years' service inclusive of (a).
49. We further recommend that vacation leave is granted only for reasons specified at paragraph 48 above during third term.
50. The term "immediate member of the family" for the purpose of paragraph 48 above is deemed to mean the officer's father, mother, brother, sister, husband, wife, son, daughter, father-in-law and mother-in-law.
51. We additionally recommend that members of the teaching personnel should attend to training courses/seminars, talks, workshops organised during school vacation.

Casual Leave

52. In line with what obtains for public officers in general, teaching personnel are also eligible to 11 working days of casual leave annually. Specific provisions exist for members of the teaching personnel who, during a whole calendar year, are assigned full responsibility of classroom teaching and who effectively perform teaching duties, to be refunded annually their unutilised casual leave up to a maximum of 10 days at the rate of 1/66 of their last monthly salary per day in the corresponding year. This arrangement should continue to prevail.

Recommendation 16

53. We recommend that members of the teaching personnel who, during a whole calendar year, are assigned full responsibility of classroom teaching and who effectively perform teaching duties, should continue to be refunded annually their unutilised casual leave up to a maximum of 10 days at the rate of 1/66 of their last monthly salary per day in the corresponding year.
54. We also recommend that up to a maximum of 10 days of unutilised casual leave in respect of those members of teaching personnel who proceed on retirement or pass away while in service should be refunded on a *pro-rata* basis in that particular year.

Loan Facilities to purchase Laptop/PC

55. Provision was made in the last Report for teaching personal to be granted loan facilities for the purchase of a Laptop/PC. The Bureau was apprised that this recommendation has not yet been implemented. We are, therefore, maintaining this provision.

Recommendation 17

56. We again recommend that teaching personnel should be provided with loan facilities up to a maximum of Rs 25000 at an interest rate of 2% per annum for a duration of 24 months for the purchase of a Laptop/PC, as appropriate.
57. For the purpose of this section on SPECIFIC CONDITIONS, the term “teaching personnel” is deemed to be officers in the following grades:
- (i) Senior Educator (Private Secondary Schools);
 - (ii) Educator (Private Secondary Schools);
 - (iii) Educator (Private Secondary Schools) (Personal to holders in post as at 30.06.03);
 - (iv) Grade I Teacher (Personal);
 - (v) Grade II Teacher (Personal); and
 - (vi) Grade II Teacher (Others) (Personal).

Contribution**Retirement Age****Accrual Rate and Qualifying Period**

58. At present:
- (i) an employee of the PSS contributes the difference between 6% of his pensionable salary rounded to the nearest rupee or redundancy allowance and the contributions payable by him to the National Pension Scheme. The existing arrangement for service prior to respective commencement date of this scheme is still maintained. The PSEA contributes the balance of the cost of the scheme;

- (ii) for employees of the PSS joining on or after 01 July 2008:
 - (a) the normal retirement age of an employee is 65 years but employees have the right to retire at the age of 60. Upon recommendation of the employer and on approval of the PSEA, an employee may retire at the age of 55;
 - (b) the quantum of pension is computed at the rate of 1/690th of pensionable emoluments on retirement for every month of pensionable service, subject to a maximum of 460/690th; and
 - (c) the normal qualifying period to benefit from full pension for such employees is 38 $\frac{1}{3}$ years (460 months).

59. The provisions listed at paragraph 59 above remain valid.

Accrual Rate

60. The retirement benefits of employees in post as at 30 June 2008 are computed on the basis of the provisions in force prior to the coming into effect of the modified Defined Benefit (DB) Pension Scheme.

Recommendation 18

- 61. We recommend that the retirement benefits of employees in post as at 30 June 2008 should continue to be computed on the basis of the provisions in force prior to 01 July 2008.**

Discounted Salaries for Employees not Opting for Pension Reforms

62. For employees who did not opt for the Pension Reforms effective as from 01 July 2008 but instead opted for the pension arrangements in force prior to the coming into effect of the 2008 PRB Report, the new salary structures recommended are implemented at a discounted rate of 92% of the salary recommended. This arrangement remains valid.

Recommendation 19

- 63. We recommend that the provision regarding discounted salaries at the rate of 92% of the recommended salary for employees who did not opt for Pension Reforms on 01 July 2008 be maintained.**

Pensions in Payment

64. Presently, pensions in payment in respect of employees of Private Secondary Schools who opted for the Modified Pension Scheme and who would retire after 01 July 2008, is computed in line with provisions for officers in the Public Service.

Recommendation 20

65. We recommend that employees of Private Secondary Schools who opted for the Modified Pension Scheme and who would proceed on retirement after 01 July 2008, should be computed in line with provisions for officers in the Public Service.

Refund of Contribution**Recommendation 21**

66. We recommend that in the event an employee of the Private Secondary Schools leaves or otherwise ceases to be in the employment of the Private Secondary Schools and no portable benefit is transferable and no pension, gratuity or other allowance is payable to him in respect of his past service in the Private Secondary Schools, the employee should be refunded 100% of the additional contribution made to the Modified Pension Scheme as from 01 July 2008 together with compound interest at the rate of 4% per annum, provided he has effectively contributed to the scheme for at least a year.

Pension Reforms – Defined Contribution Pension Scheme

67. In the 2013 PRB Report, a Defined Contribution (DC) Pension Scheme for new entrants in the Public Sector was set up. This scheme is also applicable to officers of the Private Secondary Schools.

Special Provision for officers in post as at 30 June 2008 who reckon at least 33 1/3 years of pensionable service**Recommendation 22**

68. We recommend that, employees in post as at 30 June 2008, should on retirement be granted a one-off payment equivalent to 2% of their annual pensionable emoluments for each completed year of pensionable service beyond 33 $\frac{1}{3}$ years of pensionable service as from 01 January 2013, provided that such officers:
- (a) have attained the optional retirement age (that is 60 years);
 - (b) reckon at least 33 $\frac{1}{3}$ years of pensionable service; and
 - (c) have opted for the Pension Reforms on 01 July 2008 and contributed effectively to the Pension Scheme.

Funeral Grant

69. Presently, a one-off Funeral Grant of Rs 10000 is paid to the person who has borne the funeral costs on the demise of an officer holding a substantive position. The recipient of the Funeral Grant is usually the heir or close relative (father, mother, brother, sister, husband, wife, son, daughter, father-in-law, mother-in-law) of the defunct.
70. Since the underlying principles of the Funeral Grant is to provide some financial assistance when the worst happens, the Bureau is maintaining the provision whilst

enhancing the quantum of the grant. Furthermore, the Bureau considers that on the demise of an officer whether he/she is substantively appointed or not, the funeral burden would be the same. Hence, on compassionate grounds, the Bureau is extending the current provision to any officer who passes away while in employment.

Recommendation 23

71. **We recommend that where an officer passes away while in service, his heir or near relative (father, mother, brother, sister, husband, wife, son, daughter, father-in-law, mother-in-law) who has borne the funeral expenses should be paid a Funeral Grant of Rs 12000.**

Abolition of Grade

72. The PSEA has submitted that the grade of Library Clerk (Personal to holders in post as at 30.06.93) is vacant and would no longer be required. **We are, therefore, abolishing the grade.**

PRIVATE SECONDARY SCHOOLS

SALARY SCHEDULE

PSS 1	:	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30615 General Worker/Caretaker
PSS 2	:	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365 Gatekeeper Sanitary Attendant
PSS 3	:	Rs 22745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615 Handy Worker (Special Class)
PSS 4	:	Rs 22745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 Handy Worker/Groundsman/Gardener (Personal to holders in post at 30.06.98)
PSS 5	:	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Gardener
PSS 6	:	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 - 38215 General Attendant

PRIVATE SECONDARY SCHOOLS (Contd)

- PSS 7 : 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**
Clerk/Word Processing Operator
- PSS 8 : 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 x 1050 - 49000**
Library Clerk/Senior Library Clerk
- PSS 9 : 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**
College Clerk
- PSS 10 : Rs 27585 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 QB 49000 x 1100 - 54500 x 1450 - 55950**
Grade II Teacher (Others) (Personal)
- PSS 11 : Rs 27585 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 - 55950**
Grade II Teacher (Personal)
- PSS 12 : 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**
Library Officer
- PSS 13 : 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**
Grade I Teacher (Personal)
- PSS 14 : 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 - 57400 QB 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750**
Educator (Private Secondary Schools)
- PSS 15 : 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 QB 66050 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750**
Educator (Private Secondary Schools) (Personal to holders in post as at 30.06.03)

PRIVATE SECONDARY SCHOOLS (Contd)

PSS 16 : Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750

Senior Educator (Private Secondary Schools)

PSS 17 : Rs 51200 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750

Deputy Rector

PSS 18 : Rs 66050 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500

Rector

