

94. SENIOR CITIZENS COUNCIL

- 94.1 The Senior Citizens Council (SCC) was set up by the Senior Citizens Council Act No. 66 of 1985 with the vision to promote the concept of successful ageing and encourage senior citizens to lead an active and healthy life in dignity and in full enjoyment of their rights and independence. It operates under the *aegis* of the Ministry of Social Integration, Social Security and National Solidarity (Social Security and National Solidarity Division).
- 94.2 Its main objectives are to determine the areas in which the welfare of senior citizens needs to be improved as well as promote generally activities and projects for their welfare; advise Government on matters relating to the welfare of senior citizens; and set up and manage homes, day care centres, recreation centres and other institutions for the elderly.
- 94.3 An Administrative Secretary is responsible for the day-to-day running, management and administration of the Council as well as supervision of staff. The core activities of the SCC are carried out by Elderly Welfare Assistants and Senior Elderly Welfare Assistants, while incumbents in other grades provide support at administrative level.
- 94.4 In the context of this review exercise, both Management and the Union requested for the creation and restyling of grades. The staff side made additional representations pertaining to the merger of existing grades; upgrading in qualifications and salary; and payment of Uniform Allowance. Explanations were provided on the proposals which could not be retained and the justifications thereof.
- 94.5 Given that the SCC is a new organisation under the purview of the Bureau, there was need to rationalise the structure and salary scale of the different grades which were previously determined by the parent Ministry. After examining the requests, the Bureau is making appropriate recommendations with a view to enabling the Council to deliver on its mandate effectively.

Elderly Support Officer/Senior Elderly Support Officer
formerly Elderly Welfare Assistant
Senior Elderly Welfare Assistant

- 94.6 During consultative meetings, request was made for the grades of Elderly Welfare Assistant and Senior Elderly Welfare Assistant to be merged and restyled to better reflect the nature of duties and also due to the fact that officers in both grades are performing almost similar duties.
- 94.7 A perusal of the Job Description Questionnaires filled in by incumbents in both grades indicates that they are, indeed, performing the same duties. Additionally, there is no supervisory element in the duties of the Senior Elderly Welfare Assistant. From information obtained in the Job Description Questionnaires, it is noted that officers are posted in day care centres and they work under the

supervision of officers in the Social Security Officer Cadre at the Ministry of Social Integration, Social Security and National Solidarity (Social Security and National Solidarity Division).

- 94.8 In view thereof and considering the limited career prospects of the incumbents as well as the nature of duties being performed, we are recommending accordingly.

Recommendation 1

94.9 We recommend that:

- (i) **the grades of Elderly Welfare Assistant and Senior Elderly Welfare Assistant be merged and restyled Elderly Support Officer/Senior Elderly Support Officer;**
- (ii) **appointment to the grade of Elderly Support Officer/Senior Elderly Support Officer *formerly Elderly Welfare Assistant and Senior Elderly Welfare Assistant* should, henceforth, be made by selection from among candidates possessing the Certificate of Primary Education or the Primary School Achievement Certificate and have read up to Grade Nine or an equivalent qualification; and**
- (iii) **the scheme of service of the merged grade of Elderly Support Officer/Senior Elderly Support Officer *formerly Elderly Welfare Assistant and Senior Elderly Welfare Assistant* should be amended to integrate the duties of the grades of Elderly Welfare Assistant and Senior Elderly Welfare Assistant.**

Assistant Financial Operations Officer (New Grade)

Management Support Officer (New Grade)

- 94.10 The support staff of the SCC comprises only officers in the grade of Clerk/Word Processing Operator. During consultations, Management emphasised on the need to strengthen the organisational structure and requested for the creation of a combined grade to look into both finance and human resource issues. Management was apprised that these functions are segregated in the Public Sector for good governance. Hence, after discussions, request was made for the creation of separate grades for finance and human resource functions. In view of the staff size and budget of the organisation, we are making appropriate provisions.

Recommendation 2

- 94.11 We recommend the creation of a grade of Assistant Financial Operations Officer. Appointment thereto and the duties should be in line with the recommendations made in the Chapter on Observations and General Provisions of this Volume.**

- 94.12** We also recommend the creation of a grade of Management Support Officer. Appointment thereto and the duties should be in line with recommendations made in the Chapter on Observations and General Provisions of this Volume.
- 94.13** We additionally recommend that the grade of Assistant Secretary be made evanescent. We are providing a personal salary to officer in post.

Elderly Support Officer/Senior Elderly Support Officer – Loan Facilities
formerly Elderly Welfare Assistant
Senior Elderly Welfare Assistant

Recommendation 3

- 94.14** We recommend that officers in the grade of Elderly Support Officer/Senior Elderly Support Officer *formerly Elderly Welfare Assistant and Senior Elderly Welfare Assistant* who hold a substantive appointment and who are regularly required to perform extensive field duties be granted loan facilities for the purchase of a car as per provision made at paragraph 16.2.58 (g) in Chapter Travelling and Car Benefits of Volume 1 of this Report.

94. SENIOR CITIZENS COUNCIL
SALARY SCHEDULE

- SCC 1 :** 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 Attendant
- SCC 2 :** Rs 23345 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
Elderly Support Officer/Senior Elderly Support Officer
formerly Elderly Welfare Assistant
Senior Elderly Welfare Assistant
- SCC 3 :** 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
- SCC 4 :** 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
Assistant Secretary (Personal to officer in post as at 31.12.25)
Management Support Officer (New Grade)

94. SENIOR CITIZENS COUNCIL (Contd)

SCC 5 : 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 Financial Operations Officer (New Grade)

SCC 6 : 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

Administrative Secretary

