

## 115. UNIVERSITY OF TECHNOLOGY, MAURITIUS

- 115.1 The University of Technology, Mauritius (UTM) operates under the *aegis* of the Ministry of Tertiary Education, Science and Research. The main objects of the University are, *inter alia*, to provide multi-level tertiary education that is part-time and distance education in addition to full-time study; provide research, development, consultancy and other services; promote entrepreneurship among its students; and give a regional and international dimension to its teaching, research, consultancy and other activities.
- 115.2 Since its inception, the UTM has been offering a range of academic programmes, consultancy services and scholarly activities in various fields. As per its Strategic Plan 2023 – 2028, the vision and mission of the UTM have been revisited with a view to positioning itself as a leading internationally recognised University driven by innovation for a sustainable future. A Doctoral School has been set up in 2023, in collaboration with the four functional schools provided under the UTM Act, to facilitate the development of a research culture unique to the University and to respond to the needs of the country.
- 115.3 The overall responsibility of the University befalls the Director-General, who is the principal executive and academic officer of the Institution. He is supported in the performance of his duties by the Registrar, who is responsible for the administration of the University, academics and non-academics in various grades, as well as employees belonging to the Workmen's group.
- 115.4 Both Management and Union have requested, among others, for the creation/restyling of grades; and grant of enhanced conditions of service including 70% duty remission to a few grades. During consultative meetings, they were informed of the outcome of their proposals and those which need to be looked into administratively.
- 115.5 After reassessing the present structure of the UTM and examining the proposals of the Union and Management, we are providing for the creation of grades based on their functional requirements and abolishing those that have become redundant. In a few cases, we hold that vacant positions should be filled in a first instance prior to consolidating the structure. We are also reviewing certain provisions to reflect the present arrangements, extending that of academic attainment to Professors and retaining those that are still valid.

### IT Cadre

- 115.6 The Information Services Department is currently manned by officers in the grades of Systems Analyst, Systems Engineer, Computer Programmer and Computer Support Officer under the responsibility of the Head of Information Services. Management requested for the creation of a grade of IT Officer/Systems Administrator, whereas Union proposed for the establishment of a level of ICT Officer/Senior ICT Officer.

- 115.7 We consider that there is a need to consolidate the Department with a three-level structure for an effective delivery of services, while restyling the grade of Head of Information Services to an appropriate appellation to better reflect its level and nature of operations. We are also providing for a position to assist the incumbent in the performance of his duties as well as to carve an avenue of promotion for officers in the professional grades. We are recommending accordingly.

**Manager, Information Services**  
***formerly Head of Information Services***

**Recommendation 1**

- 115.8 We recommend that the grade of Head of Information Services be restyled **Manager, Information Services** and necessary amendments be brought to the UTM Act with respect thereto.

**Assistant Manager, Information Services (New Grade)**

**Recommendation 2**

- 115.9 We recommend the creation of a grade of **Assistant Manager, Information Services**. Appointment thereto should be made by selection from among candidates possessing a Degree in Computer Science or Information Services and a Master's Degree in the relevant field or an equivalent qualification and reckoning at least three years' post-qualification experience in information services.
- 115.10 Incumbent would be required, *inter alia*, to: assist the Manager, Information Services *formerly Head of Information Services* in the performance of his duties; supervise and monitor the work of IT Analysts *formerly Systems Analysts*, Systems Engineers and subordinate staff under his responsibility; advise on all IT related matters and formulate and implement IT strategies; ensure the efficient and effective use of IT equipment; and assist in the formulation and implementation of IT equipment maintenance and replacement policy as well as in the management of IT projects; and promote the usage of state-of-the art information and communication technologies to achieve the objectives of the University.

**Visual Communication Designer (New Grade)**

- 115.11 Management submitted that there is a dire need for a grade to look into the creation and design of marketing materials, amongst others. In that context, request has been made for a new level of Visual Communication Designer. After examination, we consider that the request is justified.

**Recommendation 3**

- 115.12 We recommend the creation of a grade of **Visual Communication Designer**. Appointment thereto should be made by selection from among candidates possessing a Degree in Visual Communication or Graphic Design or Applied

**Arts or an equivalent qualification and reckoning at least two years' post-qualification experience in graphic design and multimedia.**

- 115.13 Incumbent would be required, among others, to: develop and propose creative ideas for graphic and multimedia design projects; design artworks for print and web based purposes; create scenarios, design layouts and produce web enhanced pedagogical materials; and provide support and training when required.

#### **Senior Procurement and Supply Officer (New Grade)**

- 115.14 The Procurement Unit is currently manned by officers in the grade of Procurement and Supply Officer and an Acting Assistant Procurement and Supply Officer. Management has proposed for the creation of a position of Manager, Procurement and Supply to head the Unit along with that of Stores Attendant.
- 115.15 During consultations, Management was apprised that there is need to consider the career escalation of serving officers in the grade of Procurement and Supply Officer. To this end and considering that Management highlighted the need to harmonise the pay and grading structures in the higher education institutions, we consider that a grade of Senior Procurement and Supply Officer would be more appropriate at this stage.

#### **Recommendation 4**

- 115.16 We recommend the creation of a grade of Senior Procurement and Supply Officer. Appointment thereto should be in line with the recommendation made in the Chapter on Observations and General Provisions of this Volume.**
- 115.17 Incumbent would be responsible of the Procurement Unit and be required, among others, to: prepare and implement a procurement plan; perform procurement, warehousing and stock keeping and stock control duties in compliance with provisions laid down in the Financial Management Kit and regulations made under the Public Procurement Act and other regulations in force; assist in the appraisal and review exercise related to procurement, supply and warehousing operations; and be responsible for stock taking of inventory of assets.

#### **Stores Attendant (New Grade)**

- 115.18 Management further submitted that a support level at the Procurement Unit is warranted to carry out lower level duties. In view of the functional need of such grade, we are providing for its creation.

#### **Recommendation 5**

- 115.19 We recommend the creation of a grade of Stores Attendant. Appointment thereto should be made by selection from among candidates possessing the Certificate of Primary Education or Primary School Achievement Certificate and having a good knowledge of procurement and supply duties and who are familiar with common items of stores.**

115.20 Incumbent would be responsible to the officer-in-charge of stores for, *inter alia*: opening and closing of stores apertures as required; cleaning the stores premises; collecting, loading, unloading and conveying stores items; handling all stores items; collecting and dispatching stores correspondence as required; assisting in any work relating to surveys and inventories; and placing and arranging items of stores on shelves and maintain them clean and in order.

### Library Officer

115.21 At present, the grade of Library Officer (Roster) is vacant. Management informed that there is no need a roster pattern of work for the latter. Proposals was therefore made for its abolition and to restore the grade Library Officer (Personal).

115.22 In view of the present work pattern at the Resource Centre, **we are restoring the grade of Library Officer (Personal) against abolition of that of Library Officer (Roster).**

### Archives Unit

115.23 At present, the Archives Unit is operated by officers in the grades of Management Support Officer, Library Attendant and other officers as and when their services are required. In the 2021 PRB Report, provision was made for an enlargement of the duties of the grade of Library Officer (Roster) to cater for duties relating to archiving. During consultations, Management informed that same has not been implemented. In the given circumstances, the Union requested for the creation of a grade of Archives Officer.

115.24 After examination, **we consider that the existing arrangement is appropriate. Management may, however, consider the payment of an *ad hoc* allowance to the officers concerned who are effectively required to perform these duties.**

### Printing Services

115.25 Management submitted that printing services are presently being outsourced. They consider that for a smooth running of activities, a Printing Unit should be imperatively established. Demand has, therefore, been made for the creation of the grades of Printing Operator and Printing Officer to enable the new unit to operate.

115.26 During consultations, Management was apprised that it should expedite the setting up of the Printing Unit and providing it with the necessary printing equipment. **In tandem, it can initiate action for the creation of relevant grades in between an overall review exercise.**

### Abolition of Grades

115.27 Management informed that the evanescent grades of Library Clerk (Personal), Stores Officer (Personal) and Administrative Officer (Personal) are vacant, while that of Clerk which has never been filled, is no longer required. We are, therefore, recommending for their abolition.

**Recommendation 6**

**115.28 We recommend that the grades of Library Clerk (Personal), Stores Officer (Personal), Administrative Officer (Personal) and Clerk be abolished.**

**Promotion Exercise**

115.29 Representations were made by Union for the conduct of promotional exercises for non-academics on a regular basis or when the need arises. We consider that for a proper functioning of the University, **Management should take necessary action for the conduct of a Human Resource Planning exercise with a view to filling vacant posts and carrying out promotional exercises.**

**Movement Beyond Top Salary**

115.30 Administrative Officers are currently allowed to move incrementally in the Master Salary Scale up to salary point Rs 69800 provided they satisfy certain conditions. We are maintaining this provision whilst revising the salary point.

**Recommendation 7**

**115.31 We recommend that Administrative Officers should continue to be allowed to move incrementally in the Master Salary Scale up to salary point Rs 86750 provided they satisfy the performance criteria in line with recommendation made in the Chapter on Observations and General Provisions of this Volume.**

115.32 Human Resource Officer/Senior Human Resource Officers and Senior Procurement and Supply Officers should be allowed to move incrementally beyond their top salary subject to satisfying certain criteria. **Recommendations thereto related have been made in the Chapter on Observations and General Provisions of this Volume.**

**Allowance for Making Tea**

115.33 Provision exists for the payment of an allowance to employees of the Workmen's Group for making and serving tea/coffee. We consider that same should continue.

**Recommendation 8**

**115.34 We recommend that employees in the Workmen's Group at the UTM should be paid an allowance in line with the recommendation made in the Chapter on Observations and General Provisions of this Volume for making and serving tea/coffee for official meetings/committees/functions.**

**Allowance to Head of Department and Head of School**

115.35 At present, academics are, on a rotational basis designated as Head of Department or assigned duties of Head of School against payment of a monthly allowance. Management informed during consultations that this arrangement still prevails. We are therefore maintaining this provision.

**Recommendation 9**

**115.36 We recommend that academics designated as Head of Department should be paid a monthly allowance of Rs 2200.**

**115.37 We further recommend that academics assigned the duties of Head of School should be paid a monthly allowance of Rs 2860.**

**Special Provision for Academics****Recommendation 10**

**115.38 We recommend that academics in the grades of Lecturer, Senior Lecturer and Associate Professor drawing salary in a scale the maximum of which is not less than Rs 86750 and not more than Rs 122000 should be allowed to move incrementally up to a maximum of two increments in the Master Salary Scale provided they satisfy the performance criteria in line with the recommendation made in the Chapter on Observations and General Provisions of this Volume.**

**Academic Attainment**

**115.39 Academics in the grades of Lecturer, Senior Lecturer and Associate Professor are presently granted additional increments for academic attainment subject to satisfying certain conditions. We are extending this benefit to Professors of the UTM in line with what has been recommended for their counterparts in other higher education institutions. Additionally, the guidelines provided in the last PRB Report for a uniform implementation of the provision are being reiterated.**

**Recommendation 11**

**115.40 We recommend that Lecturers, Senior Lecturers and Associate Professors holding a PhD Degree and reckoning academic attainment through teaching, research and publications, and administrative contributions and having stayed on top of their revised salary scales for at least 12 months, should be allowed to move incrementally up to a maximum of two increments in the Master Salary Scale.**

**115.41 For an effective and uniform implementation of the above recommendation in all Higher Education Institutions, the following should continue to serve as guidelines when assessing academic attainment:**

- (i) Management should initiate action for the grant of additional increments upon receipt of written request from eligible officers;**
- (ii) academics should be assessed on all the three measures of academic attainment i.e teaching, research and publications, and administrative contributions as per the criteria for assessment recommended by the Higher Education Commission, to be eligible for the grant of additional increments;**

- (iii) for the purpose of earning increments, academic attainment in one grade shall not be transferable on promotion to a higher grade in the same Cadre; and
- (iv) Management should decide whether the assessment should be quantitative or qualitative or a combination of both quantitative and qualitative, and the decision should be communicated to the academics well before the conduct of the assessment exercise. In this regard, the Higher Education Commission should ensure a consistent implementation thereof in all the Higher Education Institutions.

**115.42** We additionally recommend that for implementation of the recommendations on academic attainment, the new salary point reached by virtue of the provision made at paragraph 115.38 above shall deem to be the new top salary.

**115.43** We further recommend that Professors should be allowed to move incrementally in the Master Salary Scale up to a maximum of two increments subject to satisfying the following conditions:

- (i) have drawn their revised salary for at least 12 months; and
- (ii) reckon, in their capacity of Professor, academic attainment through research and publications, and administrative contributions as below:
  - (a) a minimum of three research publications in scholarly journals listed in databases such as Scopus or equivalent and/or chapters in book from recognised/international publishers;
  - (b) supervised at least two PhD Degree theses;
  - (c) led at least two internally/externally funded projects OR at least one consultancy project and one internally/externally funded project; and
  - (d) reckon experience in:
    - (i) the organisation of conferences/seminars/workshops/policy dialogues;
    - AND**
    - (ii) chairing of University Committees OR held a senior management position in a university/higher education institution.

#### **Duty Remission Facilities for Senior Lecturers**

##### **Recommendation 12**

**115.44** We recommend that Senior Lecturers reckoning at least 14 years' service in the Cadre should be entitled to car benefits as per provision at paragraph

**16.2.17 (No. 2) under the Chapter Travelling and Car Benefits of Volume 1 of this Report, though drawing a salary in a scale the maximum of which is less than Rs 118000.**

## **Incentive Scheme**

### **Recommendation 13**

**115.45 We recommend that the provisions regarding the Incentive Scheme be maintained as hereunder:**

- (a) the University of Technology, Mauritius in consultation with the Higher Education Commission, may, subject to availability of funds:**
  - (i) evolve and implement incentive schemes for academic staff engaged in multi-disciplinary research and research likely to contribute to wealth creation, policy formulation and transfer of technology or for the environmental, social and cultural development of Mauritius;**
  - (ii) consider the advisability of granting an allowance to academics for supervising MPhil/PhD students; and**
  - (iii) consider the advisability or otherwise of granting an allowance to academics regularly lecturing at Master's level;**
- (b) the University of Technology, Mauritius may consider the grant of a higher entry point in the salary scale to academics who, on recruitment, possess qualifications higher than those prescribed for the respective grades and for wide proven experience in their field as per provision made at paragraph 16.9.8 under the Chapter Incremental Credit and Incremental Movement of Volume 1 of this Report;**
- (c) academics in post as at 31 December 2025, who as at that date possessed a PhD Degree recognised by the Board should be eligible, on a personal basis, for four pensionable months of service for every three years of post-doctoral effective service, subject to a maximum of 40 months; and**
- (d) the University of Technology, Mauritius in consultation with the State Insurance Company of Mauritius Ltd should evolve an appropriate scheme to allow those academics who join the University after a long period of study and who consequently would not complete the years of service required to earn full pension, to purchase additional years of service at the start of their career.**

## **Private Work for Registered Professionals**

### **Recommendation 14**

**115.46 We recommend that full-time academic staff, who are registered professionals should be allowed to exercise their profession, provided that**



**it is done outside their normal working hours and is not in conflict with their work at the University.**

### **Sabbatical Leave**

115.47 During consultations, Management informed that a Sabbatical Leave scheme for academics has been set up. We are therefore reiterating prevailing provisions.

### **Recommendation 15**

**115.48 We recommend that Sabbatical Leave should:**

- (i) be granted to academics once after every eight years of effective service;**
- (ii) be earned at the rate of one month for every year of effective residential service; and**
- (iii) be computed on a cumulative basis.**

**115.49 We further recommend that for academics who have already benefited from approved study leave for a period exceeding three months, the counter for eligibility to Sabbatical Leave be reset to zero.**

### **Political Activities**

### **Recommendation 16**

**115.50 We recommend that the present provision of not allowing full-time academic staff and non-academic staff of the University of Technology, Mauritius from participating in active politics be maintained.**

## **115. UNIVERSITY OF TECHNOLOGY, MAURITIUS SALARY SCHEDULE**

**UTM 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

**UTM 2 : Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365**

Printing Assistant

**UTM 3 : Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765**

Handy Worker

**UTM 4 : Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615**

Stores Attendant (New Grade)

**115. UNIVERSITY OF TECHNOLOGY, MAURITIUS (Contd)**

- UTM 5 : Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600**  
Library Auxiliary (Personal)  
*formerly Library Attendant (Personal)*
- UTM 6 : Rs 23945 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720**  
Library Auxiliary (Roster – Day and Night)  
*formerly Library Attendant (Roster – Day and Night)*
- UTM 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  
*formerly Office Attendant*
- UTM 8 : Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290**  
Driver/Office Auxiliary (Personal)  
*formerly Driver/Office Attendant (Personal)*
- UTM 9 : 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**  
Electrician  
Handy Worker (Skilled)
- UTM 10 : 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  
*formerly Senior/Head Office Attendant*
- UTM 11 : Rs 24845 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140**  
Driver/Office Auxiliary (Roster - Day and Night)  
*formerly Driver/Office Attendant (Roster - Day and Night)*
- UTM 12 : 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/Telephone Operator
- UTM 13 : 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 - 39140 x 970 - 42050**  
ICT Laboratory Auxiliary  
*formerly Computer Laboratory Attendant*

**115. UNIVERSITY OF TECHNOLOGY, MAURITIUS (Contd)**

- UTM 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 - 44960**  
Overseer
- UTM 15 : 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
- UTM 16 : 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 - 39140 x 970 - 46900**  
Library Clerk (Roster)
- UTM 17 : 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**  
Technical Assistant (Maintenance)
- UTM 18 : Rs 26345 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 - 47950**  
Technical Assistant (Maintenance) (Personal)
- UTM 19 : 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 x 1050 - 49000**  
Computer Support Officer (Personal)
- UTM 20 : 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
- UTM 21 : 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
- UTM 22 : 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 - 51200**  
Computer Support Officer (Roster – Day and Night)
- UTM 23 : 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**  
Nursing Officer  
Sports Officer/Senior Sports Officer

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<b>UTM 24</b>	<b>:</b>	<b>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</b> Confidential Secretary
<b>UTM 25</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 - 55950</b> Accounts Officer Procurement and Supply Officer
<b>UTM 26</b>	<b>:</b>	<b>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</b> Officer Management Assistant <i>formerly Higher Executive Officer</i>
<b>UTM 27</b>	<b>:</b>	<b>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</b> Human Resource Officer/Senior Human Resource Officer
<b>UTM 28</b>	<b>:</b>	<b>Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850</b> Senior Procurement and Supply Officer (New Grade)
<b>UTM 29</b>	<b>:</b>	<b>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</b> Library Officer Maintenance Officer
<b>UTM 30</b>	<b>:</b>	<b>Rs 32190 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</b> Computer Programmer
<b>UTM 31</b>	<b>:</b>	<b>Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350</b> Senior Accounts Officer
<b>UTM 32</b>	<b>:</b>	<b>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</b> Safety and Health Officer/Senior Safety and Health Officer
<b>UTM 33</b>	<b>:</b>	<b>Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050</b> Office Superintendent

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- UTM 34 : 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 - 67900**  
Technician/Senior Technician (Personal)
- UTM 35 : Rs 32190 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 - 67900 x 1900 - 71700**  
Technician/Senior Technician (Roster – Day and Night)
- UTM 36 : 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 Officer  
Admissions Officer  
Examinations Officer  
Human Resource Management Officer  
Public Relations and Marketing Officer  
Quality Assurance Officer  
Student Affairs Officer  
Visual Communication Designer (New Grade)
- UTM 37 : 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 Systems Analyst*  
Librarian
- UTM 38 : Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750**  
Systems Engineer
- UTM 39 : 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 - 86750**  
Administrative Officer (ex-SMEDA) (Personal)
- UTM 40 : 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 - 86750**  
Accountant/Senior Accountant  
Human Resource Management Officer (Personal)  
Internal Auditor/Senior Internal Auditor
- UTM 41 : 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**  
Lecturer

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<b>UTM 42</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> Assistant Manager, Information Services (New Grade) Head of Resource Centre Facilities Manager
<b>UTM 43</b>	<b>:</b>	<b>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</b> Assistant Registrar
<b>UTM 44</b>	<b>:</b>	<b>Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500</b> Head of Finance Head of Quality Assurance Manager, Information Services <i>formerly Head of Information Services</i> Planning and Development Officer Senior Lecturer
<b>UTM 45</b>	<b>:</b>	<b>Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000</b> Senior Lecturer (Personal to officers in post as at 31.12.15)
<b>UTM 46</b>	<b>:</b>	<b>Rs 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 122000</b> Manager of Consultancy and Technology Transfer Centre
<b>UTM 47</b>	<b>:</b>	<b>Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 122000</b> Associate Professor
<b>UTM 48</b>	<b>:</b>	<b>Rs 89250 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 138000</b> Head of School
<b>UTM 49</b>	<b>:</b>	<b>Rs 138000</b> Professor Registrar
<b>UTM 50</b>	<b>:</b>	<b>Rs 150000</b> Deputy Director-General

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**UTM 51 : Rs 206000**  
Director-General

