

118. WASTEWATER MANAGEMENT AUTHORITY

- 118.1 Subsequent to the enactment of the Wastewater Management Authority Act 2000 the Wastewater Management Authority (WMA) was set up in 2001. It strives to protect the environment, public health and vitality of the population as well as contributes to the socioeconomic growth for a sustainable island.
- 118.2 The objects of the WMA, *inter alia*, are to: be responsible for the wastewater sector in Mauritius; promote the treatment and reuse of wastewater; conduct and undertake research for the implementation and development of wastewater projects; ensure proper functioning, inspection and maintenance of house sewers and wastewater systems; and control and monitor pollution, private sewers and the use of equipment in relation to wastewater systems.
- 118.3 For the execution of the policy of the Board and for the control and management of its day-to-day business, a General Manager is positioned at the helm of the Authority. He oversees the operations of the WMA which fundamentally branch out to three divisions, namely, the Executive Management, Technical Department and Administrative Department. The Executive Management comprises the General Manager and the Deputy General Managers. Led by the Divisional Managers, the Technical Department is segregated into five sections, *viz*, Project Management Unit, Planning and Design Department, Operations and Maintenance Department, Mechanical and Electrical Department and Pollution Control Unit. Being the support arm of the WMA, the Administrative Department encompasses the services relating to general administration and facilities management, human resources, finance, information technology, procurement, public relations and customer care.
- 118.4 In the context of this Report, the staff side has staked its claims mainly for the: adjustment, upgrading and alignment of salaries; creation and restyling of grades; review of allowances; extension of certain allowances to specific grades and the introduction of new ones. Union members have also submitted a number of other demands relating to the grant of duty exemption on a car and a review of the present mode of appointment to higher grades.
- 118.5 Management, for its part, has shaped its proposals around the: creation/restyling of a few grades; restructuring certain cadres; salary adjustments; and reviewing the quantum of risk and hazard allowances while extending these benefits to additional grades. The introduction of an appropriate allowance to the officers of the Engineering Cadre was also one of the key concerns of the WMA. Besides, during meeting, Management particularised on both the stigma attached to wastewater and its impact on the Authority, principally regarding the challenges in attracting and retaining talent, as well as the high rate of absenteeism, especially among General Workers, Treatment Plant Workers (Shift), and Pipe Cleaners.
- 118.6 The Bureau provided comprehensive explanations on its stance regarding each demand and clarified issues related to general Conditions of Service. Regarding

the Union's proposal to restructure the Civil Engineering Cadre into the Project Manager Cadre and introduce an additional layer, the Bureau found no justification for such changes, as the existing appellation and structure remain appropriate.

- 118.7 It was also averred that the role of the Secretary to the Board extends beyond note-taking to include governance-related duties. On this basis, a request was made to change the appellation of this grade. The Bureau maintains that the current job title is appropriate and considers that the scheme of service be revised to better reflect governance-related responsibilities.
- 118.8 After evaluation of all submissions along with their implications, the Bureau is making recommendations for those deemed meritorious, with the goal of improving the operational efficiency of the WMA.

Principal Land Surveyor (New Grade)

- 118.9 To demonstrate its commitment in the delivery of accurate and reliable surveying services, Management has requested for a grade of Principal Land Surveyor on the establishment of the Authority. We are recommending in this direction.

Recommendation 1

- 118.10 We recommend the creation of a grade of Principal Land Surveyor. Appointment thereto should be made by selection from among officers in the grade of Senior Land Surveyor reckoning at least four years' service in a substantive capacity in the grade.**

- 118.11 Incumbent would be required, among others, to: be responsible for the proper administration of the Wayleave Unit; supervise, coordinate and monitor the work of subordinate staff; be in charge of all surveys related to the acquisition of land and right of way for sewerage projects at national level; draw up memoranda of surveys and ensure that they are in compliance with the provisions of the Land Surveyors Act, Cadastral Survey Act and all regulations made thereunder; supervise engineering survey sites of works consisting of confirmation of benchmarks, coordinates, limits of properties and taking of spot levels; assist in the implementation of sewerage projects; and attend court matters and Board of Assessment, as and when required.

Principal Technical Officer (Civil) (New Grade)

Principal Technical Officer (Mechanical and Electrical) (New Grade)

- 118.12 In order to ensure optimal workflow, uphold quality standards and facilitate the timely achievement of targets set by the Authority, Management has emphasised the importance of strengthening the interface between the Technical Officer Cadre and the Engineering Cadre. In this context, a request has been submitted to create a Principal level within the Technical Officer Cadre for both Civil as well as Mechanical and Electrical disciplines. After assessing the proposal, the Bureau is making the necessary recommendations.

Recommendation 2

- 118.13 We recommend the creation of a grade of Principal Technical Officer (Civil). Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Senior Technical Officer (Civil) reckoning at least four years' service in a substantive capacity in the grade.**
- 118.14 Incumbent would be required, *inter alia*, to: be responsible to the Lead Engineer (Civil) for the supervision of works carried out by the Authority or Contractors and ensuring that they are in accordance with work specifications; assist in the management of civil works and in the planning, execution and supervision of wastewater projects; coordinate and supervise the works of subordinate staffs; attend to site meetings and committees; and ensure that surveys and levelling in connection with works including survey of existing structures are properly carried out.
- 118.15 We also recommend the creation of a grade of Principal Technical Officer (Mechanical and Electrical). Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Senior Technical Officer (Mechanical and Electrical) reckoning at least four years' service in a substantive capacity in the grade.**
- 118.16 Incumbent would be required, among others, to: be responsible to the Lead Engineer (Mechanical and Electrical) for the supervision of mechanical and electrical works in accordance with work specifications at treatment plants and pumping stations; assist in the management of mechanical and electrical works and in the planning, execution and supervision of operation and maintenance of wastewater treatment plants and pumping stations; coordinate and supervise the works of subordinate staffs; attend to site meetings and committees; and ensure efficient operation of mechanical and electrical installations and associated facilities at treatment plants and pumping stations.

Administrative Manager (New Grade)

Human Resource Manager (New Grade)

- 118.17 Demand has been made by Management to decouple the grade of Administrative and Human Resource Manager into two new grades of Administrative Manager and Human Resource Manager, respectively. Given that, the principles underlying segregation of duties augur good governance and ensure effective resource optimisation, the Bureau is in favour thereof. Besides, after deliberations with Management, we are providing a leeway to carve a career path for serving officers of the Authority.

Recommendation 3

- 118.18 We recommend the creation of a grade of Administrative Manager. Appointment thereto should be made by selection from among officers in the grade of Administrative Officer at the WMA, possessing a Degree in**

Administration and a post-graduate Degree in Administration or Management or any related field and reckoning at least five years' experience in general administration. In the absence of qualified serving officers, appointment to the grade should be made by selection from among outside candidates possessing the required qualifications and experience.

- 118.19 Incumbent in the grade would, *inter alia*, be required to: assist the Deputy General Manager (Administration) in the formulation, coordination and implementation of the Authority's policies, goals and objectives; establish proper administrative and control procedures while ensuring compliance thereto; implement and coordinate decisions, follow-up actions and proper intersection communication; initiate and implement programmes aimed at enhancing efficiency and effectiveness; and deal with matters relating to bids, office accommodation, furniture, equipment, insurance, land acquisition, leasing, facilities management and maintenance.

Recommendation 4

- 118.20 We recommend the creation of a grade of Human Resource Manager. Appointment thereto should be made by selection from among officers in the grade of Human Resource Management Officer of the Authority, possessing a Degree in Human Resource Management and a post-graduate Degree in Human Resource Management or an equivalent qualification and reckoning at least five years' experience in a similar or higher position in the field of human resource management. In the absence of qualified serving officers, the grade should be filled from external candidates possessing the required qualifications and experience.**

- 118.21 Incumbent would be responsible to plan, coordinate and implement human resource policies, strategies, systems and processes in line with the goals and objectives of the WMA and would, among others, be required to: ensure that the HR processes and procedures are properly documented and implemented in line with legislations in force; deal with employment relations matters and as representative of the Authority, attend relevant legal institutions; look into disciplinary cases; and represent Management in Disciplinary Committees.

- 118.22 We further recommend that the grade of Administrative and Human Resource Manager on the establishment of the WMA be abolished.**

Grades on Roster

- 118.23 The grades of Assistant Works Inspector, Field Supervisor, Driver, Driver (Wastewater Jetting Unit/Tanker), Operative and Pipe Cleaner, currently, exist on the establishment of the WMA. Aiming to provide a 24/7 service in matters of wastewater throughout the island, request has been made to place the aforementioned grades on roster. The Bureau supports this approach and recommends in that perspective.

Recommendation 5

- 118.24** We recommend the creation of the grades of Field Supervisor (Roster – Day and Night), Driver (Roster – Day and Night), Driver (Wastewater Jetting Unit/Tanker) (Roster – Day and Night), Operative (Roster – Day and Night) and Pipe Cleaner (Roster – Day and Night) on the establishment of the Wastewater Management Authority.
- 118.25** We also recommend that incumbents in the grades of Field Supervisor, Driver, Driver (Wastewater Jetting Unit/Tanker), Operative and Pipe Cleaner should be given the option to join the new grades of Field Supervisor (Roster – Day and Night), Driver (Roster – Day and Night), Driver (Wastewater Jetting Unit/Tanker) (Roster – Day and Night), Operative (Roster – Day and Night) and Pipe Cleaner (Roster – Day and Night) and, on joining the respective grade, be granted two additional increments at the point reached in their respective salary scale, subject to the top salary of the grades.
- 118.26** We further recommend that the grades of Field Supervisor, Driver, Driver (Wastewater Jetting Unit/Tanker), Operative, Pipe Cleaner and General Worker be made evanescent.
- 118.27** We additionally recommend that consequential amendments should be brought to the relevant schemes of service where deemed necessary.

Inspectorate Cadre

- 118.28** Following the restructuring of the Inspectorate Cadre in the Civil Service under the heading: Inspectorate Cadre at the Ministry of National Infrastructure in Volume 2 Part I of this Report, broad provisions have been developed to ease recruitment challenges faced by various organisations. To ensure uniformity and fairness in implementation, these provisions should equally apply to the Inspectorate Cadre at the WMA.

Recommendation 6

- 118.29** We recommend that grades in the Inspectorate Cadre be restyled as hereunder:

Grade	Restyled to
Chief Works Inspector	Chief Inspector of Works
Senior Works Inspector	Senior Inspector of Works
Works Inspector	Inspector of Works
Assistant Works Inspector	Assistant Inspector of Works

118.30 We also recommend:

- (i) the creation of a grade of Assistant Inspector of Works (Roster – Day and Night);
- (ii) that the grade of Assistant Inspector of Works *formerly Assistant Works Inspector* be made evanescent;
- (iii) that incumbents in the grade of Assistant Inspector of Works (Personal) *formerly Assistant Works Inspector* should be given the option to join the new grade of Assistant Inspector of Works (Roster – Day and Night) and, on joining the grade, be granted two additional increments at the point reached in their salary scale, subject to the top salary of the grade; and
- (iv) the new grade of Assistant Inspector of Works (Roster – Day and Night) should be made evanescent once the officers in the grade of Assistant Inspector of Works (Personal) *formerly Assistant Works Inspector* have exercised their option as outlined at part (iii) above.

118.31 We additionally recommend the creation of a grade of Trainee Inspector of Works. Trainees should be enlisted from among candidates who hold a Cambridge School Certificate with credit in at least five subjects or an equivalent qualification.

118.32 Incumbents would be required to undergo on-the-job training for a period of at least two years.

118.33 We further recommend that Management should make necessary arrangement with relevant Training Institutions for the Trainees to follow a course leading to a Brevet in Building or Construction or an equivalent qualification to better equip them to perform their duties effectively.

118.34 We also recommend the creation of a grade of Inspector of Works (Roster – Day and Night). Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Assistant Inspector of Works (Roster – Day and Night) (Personal). Thereafter, upon complete phasing out of the grade of Assistant Inspector of Works (Roster – Day and Night) (Personal), appointment thereto should be made from Trainees Inspector of Works who have successfully completed their on-the-job training and acquired the prescribed qualifications.

IT Analyst***formerly Systems Administrator***

118.35 The Bureau has examined the schemes of service and Job Description Questionnaires of existing IT grades bearing different appellations across Parastatal Bodies and has noted significant overlapping of duties and responsibilities. For the sake of harmonisation, we are restyling these grades to appropriate appellations.

Recommendation 7

118.36 We recommend that the grade of Systems Administrator be restyled to IT Analyst.

Driving Allowance

118.37 In making their demand to inch up the quantum of the Driving Allowance, the staff side has pointed out that the Senior Technical Assistants (Shift) have been authorised by Management to drive their private vehicle to attend to different sites of work against refund of mileage. Meanwhile, Management has also proposed an enhanced rate for the Driving Allowance but has clearly stated that Senior Technical Assistants (Shift) are required to operate the organisation's vehicles. Given these considerations, we are keeping up with the current provision.

Recommendation 8

118.38 We recommend that:

- (i) Technical Assistants (Shift) and Senior Technical Assistants (Shift) who are required to drive the organisation's vehicle in the performance of their duties to attend different sites of work, should be paid a monthly allowance equivalent to one increment at the initial of their respective salary scale, provided they drive on an average of at least three times per week; and**
- (ii) officers in the grades of Technical Assistant (Shift) and Senior Technical Assistant (Shift), in post as at the eve of the publication of the 2026 Report, drawing a higher quantum of the above allowance, should continue to draw same on a personal basis.**

Retention Allowance

118.39 A Retention Allowance equivalent to two increments at the salary point reached in their respective salary scale is currently being paid to employees of the Authority. In our last report, we also notified on the prescribed timelines for the payment of the Retention Allowance. However, for this review, Management has brought up the issue of recruitment and retention owing to the stigma attached to wastewater. After considering all relevant factors and the fact that the employees of the WMA have to work with extra vigour while being exposed to foul odour and raw sewage, the Bureau is maintaining the extant allowance.

Recommendation 9

118.40 We recommend that a Retention Allowance equivalent to two increments at the salary point reached in their respective salary scale should continue to be paid to incumbents in the grades listed underneath and who are exposed to foul odour and raw sewage on a regular basis:

- Divisional Manager**
- Lead Engineer (Civil)**
- Lead Engineer (Mechanical and Electrical)**

- **Laboratory Manager**
- **Principal Land Surveyor**
- **Senior Scientific Officer**
- **Senior Land Surveyor**
- **Engineer/Senior Engineer (Civil)**
- **Engineer/Senior Engineer (Electrical)**
- **Engineer/Senior Engineer (Mechanical)**
- **Engineer/Senior Engineer (Mechatronics)**
- **Process Engineer/Senior Process Engineer (Wastewater Treatment)**
- **Scientific Officer**
- **Land Surveyor**
- **Principal Technical Design Officer**
- **Principal Technical Officer (Civil)**
- **Principal Technical Officer (Mechanical and Electrical)**
- **Senior Technical Officer (Civil)**
- **Senior Technical Officer (Mechanical and Electrical)**
- **Chief Inspector of Works**
formerly Chief Works Inspector
- **Senior Technical Design Officer**
- **Senior Works Inspector**
- **Safety and Health Officer/Senior Safety and Health Officer**
- **Technical Officer (Civil)**
- **Technical Officer (Mechanical and Electrical)**
- **Senior Laboratory Technician**
- **Senior Technical Assistant (Shift)**
- **Inspector of Works (Roster – Day and Night)**
- **Inspector of Works**
formerly Works Inspector
- **Laboratory Technician**
- **Technical Design Officer**
- **Assistant Works Inspector (Roster – Day and Night) (Personal)**
- **Laboratory Assistant**

- **Assistant Inspector of Works (Personal)**
formerly Assistant Works Inspector
- **Technical Assistant (Electrical) (Shift)**
- **Technical Assistant (Electronic/Instrumentation) (Shift)**
- **Technical Assistant (Mechanical) (Shift)**
- **Head Operative**
- **Head Survey Field Worker**
formerly Head Survey and Field Worker
- **Operative (Roster – Day and Night)**
- **Driver (Wastewater Jetting Unit/Tanker) (Roster – Day and Night)**
- **Laboratory Auxiliary**
formerly Laboratory Attendant
- **Driver (Wastewater Jetting Unit/Tanker) (Personal)**
- **Operative (Personal)**
- **Field Supervisor (Roster – Day and Night)**
- **Driver (Roster – Day and Night)**
- **Field Supervisor (Personal)**
- **Pipe Cleaner (Roster – Day and Night)**
- **Driver (Personal)**
- **Survey Field Worker/Senior Survey Field Worker**
- **Pipe Cleaner (Personal)**
- **Treatment Plant Worker (Shift)**
- **General Worker (Roster – Day and Night)**
- **General Worker (Personal)**

118.41 We further recommend that incumbents in the above mentioned grades who leave the service prior to the age at which they may retire without the approval of the Board should refund the full amount of the Retention Allowance paid to them. Moreover, employees retiring from the service on reaching the age at which they may retire without the approval of the Board or thereafter, should refund only that part of the Retention Allowance which they would have earned under this scheme after reaching the age at which they may retire with the approval of the Board. However, in the event an officer retires as per his compulsory retirement age or on medical ground, no refund should be made.

Risk and Hazard Allowance

- 118.42 A Risk and Hazard Allowance is, presently, paid to certain category of employees who are regularly exposed to insalubrious and risky conditions. For this review, both Management and the staff side made common request such that the Risk and Hazard Allowance be extended to other grades, who by way of their posting are exposed to unhygienic conditions owing to wastewater.
- 118.43 Besides, the Bureau has been apprised that while some employees are exposed to wastewater, a few others are directly involved in handling it as part of their duties. This direct involvement has reportedly led to health-related absenteeism, impacting heavily on the operational efficiency of the WMA. To address this concern, data was elicited on absenteeism rates from the Authority. The statistical findings revealed a significant level of absenteeism, posing challenges to the continuity of wastewater management operations.
- 118.44 The Bureau, recognising the occupational challenges posed by wastewater exposure, has deemed it necessary to take proactive measures to both support affected employees as well as enhance operational efficiency of the WMA. As part of this initiative, the Risk and Hazard Allowance is being extended to additional grades, ensuring fair compensation for employees regularly exposed to insalubrious conditions. Furthermore, to address the high rate of absenteeism resulting from health risks associated with wastewater management, targeted incentives are being brought forth to encourage workplace attendance. These strategic steps are designed to not only acknowledge the demanding nature of these roles but also to foster a more motivated workforce and improve service reliability in wastewater management operations. We are recommending accordingly.

Recommendation 10

- 118.45 **We recommend that employees in the grades of Pipe Cleaner (Personal), Pipe Cleaner (Roster – Day and Night), Treatment Plant Worker (Shift), General Worker (Personal) and General Worker (Roster – Day and Night), who, by nature of their duties, are involved in directly handling wastewater and which may affect their health should be paid, over and above the Retention Allowance, a Special Risk and Hazard Allowance of Rs 1680 per month.**
- 118.46 **We further recommend that employees in the grades listed underneath, who are regularly exposed to insalubrious and risky conditions which may affect their health should, over and above the Retention Allowance, continue to be paid a monthly Risk and Hazard Allowance equivalent to two increments at the salary point reached in their respective salary scale:**
- **Technical Assistant (Electrical) (Shift)**
 - **Technical Assistant (Electronic/Instrumentation) (Shift)**
 - **Technical Assistant (Mechanical) (Shift)**
 - **Driver (Wastewater Jetting Unit/Tanker) (Roster – Day and Night)**

- **Driver (Wastewater Jetting Unit/Tanker) (Personal)**
- **Field Supervisor (Roster – Day and Night)**
- **Field Supervisor (Personal)**
- **Operative (Personal)**
- **Operative (Roster – Day and Night)**
- **Driver (Personal)**
- **Driver (Roster – Day and Night)**

118.47 We also recommend that, as may be determined by Management, employees, regardless of grades, who are exposed to wastewater conditions by way of their posting, should be paid a monthly Risk and Hazard Allowance equivalent to two increments at the salary point reached in their respective salary scale. However, this allowance should be paid on a *pro rata* basis whenever the employees are required to work for less than a month at a particular posting.

Night Duty Allowance

118.48 Presently, a night duty allowance equivalent to 25% of the normal rate per hour for hours between 2300 hours and 0500 hours, including up to a maximum of two hours lying-in period is paid to Treatment Plant Workers (Shift), Technical Assistants (Shift) and Senior Technical Assistants (Shift) who effectively perform night shift. Given its appropriateness, we are upholding the payment of Night Duty Allowance.

Recommendation 11

118.49 We recommend the payment of a monthly Night Duty Allowance equivalent to 25% of the normal rate per hour for hours between 2300 hours and 0500 hours including a maximum of two hours lying-in period to Technical Assistants (Shift), Senior Technical Assistants (Shift) and Treatment Plant Workers (Shift), who effectively perform night shift.

Personal Protective Equipment

118.50 Handling human waste, sewage or untreated wastewater may pose a risk to the health of employees. Generally, these employees require proper personal protective equipment and hygiene precautions to prevent themselves from contracting waterborne and other disease related to wastewater. In that regard, **the Bureau holds that, for the security and good health of its employees, Management should ensure the provision of proper personal protective equipment (PPE) so as to enable them to carry out their duties in a safe manner.**

Special Professional Retention Allowance

118.51 Provision had previously been made for officers of the Engineering Cadre of the WMA to benefit from the Special Professional Retention Allowance (SPRA) up to 31 December 2016. In continuation of this measure, the last PRB Report

introduced a provision exempting officers who retire or leave the service before their compulsory retirement age from refunding the SPRA. **This provision remains in force, as reaffirmed by the recommendation set out in the Chapter on Observations and General Provisions of this Volume.**

Special Allowance for Officers of the Engineering Cadre at the WMA

- 118.52 The Engineering Cadre within the Operations and Maintenance Divisions of the WMA plays a critical role in ensuring uninterrupted service delivery. Given that WMA operates on a 24-hour basis throughout the year, officers in the Engineering Cadre are frequently required to work beyond normal hours, responding promptly to emergencies and complaints to mitigate public health risks and maintain sanitary standards.
- 118.53 Additionally, officers who are responsible for project monitoring and follow-up, are required to be present at various sites at different times, often extending their duties beyond normal working hours and weekends. Their responsibilities also persist during natural calamities to ensure the continuity of operations.
- 118.54 Given the critical role of engineers in wastewater management, the Bureau acknowledges the necessity of a fair and structured compensation that reflects the complexity, urgency, and essential nature of their duties. We are therefore recommending in this perspective.

Recommendation 12

- 118.55 We recommend that officers of the Engineering Cadre of the WMA who are regularly called upon to handle wastewater projects and perform duties after normal working hours should be paid a special monthly allowance equivalent to two increments at the salary point reached in the Master Salary Scale, subject to satisfactory performance and upon recommendation of the Responsible/Supervising Officer.**

Movement Beyond Top Salary

- 118.56 Officers in the grades of Senior Financial Operations Officer (Future Holder), Senior Internal Audit Officer (Future Holder) and Senior Procurement and Supply Officer (Future Holder) possessing the relevant qualifications 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.**

Abolition of Grade

- 118.57 Following Management's request, **we are abolishing the grade of Mechanical Engineer/Senior Mechanical Engineer (Personal to officers in post as at 30.06.08).**

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SALARY SCHEDULE

WMA 1 :	Rs 24845 x 300 - 25445 Trainee Inspector of Works (New Grade)
WMA 2 :	Rs 26045 x 300 - 26645 Trainee Technical Design Officer
WMA 3 :	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 (Personal)
WMA 4 :	Rs 18700 x 200 - 18900 x 225 - 20925 x 250 - 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365 General Worker (Roster – Day and Night)
WMA 5 :	Rs 21675 x 250 - 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190 Treatment Plant Worker (Shift)
WMA 6 :	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615 Stores Attendant
WMA 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>
WMA 8 :	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 Pipe Cleaner (Personal)
WMA 9 :	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Survey Field Worker/Senior Survey Field Worker
WMA 10 :	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Driver (Personal)
WMA 11 :	Rs 24845 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Pipe Cleaner (Roster – Day and Night) (New Grade)

118. WASTEWATER MANAGEMENT AUTHORITY (Contd)

WMA 12 : 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 (Personal)

WMA 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

formerly Senior/Head Office Attendant

WMA 14 : Rs 35840 x 725 - 37290 x 925 - 38215

Trainee Engineer

WMA 15 : 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 (Roster – Day and Night) (New Grade)

WMA 16 : 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

Field Supervisor (Roster – Day and Night) (New Grade)

WMA 17 : 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

WMA 18 : Rs 25145 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

Operative (Personal)

WMA 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 - 40110

Driver (Wastewater Jetting Unit/Tanker) (Personal)

WMA 20 : 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

Laboratory Auxiliary

formerly Laboratory Attendant

WMA 21 : 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 - 42050

Operative (Roster – Day and Night) (New Grade)

118. WASTEWATER MANAGEMENT AUTHORITY (Contd)

- WMA 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 - 42050**
Driver (Wastewater Jetting Unit/Tanker) (Roster – Day and Night) (New Grade)
- WMA 23 : Rs 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 43990**
Head Survey Field Worker
formerly Head Survey and Field Worker
- WMA 24 : 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
- WMA 25 : 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 - 45930**
Clerk (Revenue Collection) (Personal to officers in post as at 30.06.08)
- WMA 26 : Rs 30615 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930**
Head Operative
- WMA 27 : 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 - 46900 x 1050 - 47950**
Technical Assistant (Electrical) (Shift)
Technical Assistant (Electronic/Instrumentation) (Shift)
Technical Assistant (Mechanical) (Shift)
- WMA 28 : 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 - 47950**
Land Survey Technician
- WMA 29 : 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**
Assistant Inspector of Works (Personal)
formerly Assistant Works Inspector
Laboratory Assistant
- WMA 30 : 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

118. WASTEWATER MANAGEMENT AUTHORITY (Contd)

WMA 31 : 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
Assistant Procurement and Supply Officer
Cashier

WMA 32 : 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 - 46900 x 1050 - 49000 x 1100 - 50100

Assistant Inspector of Works (Roster – Day and Night) (New Grade)

WMA 33 : 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

Laboratory Technician
Technical Design Officer

WMA 34 : Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400

Inspector of Works
formerly Works Inspector

WMA 35 : Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400

Senior Technical Assistant (Shift)

WMA 36 : 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

WMA 37 : 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

WMA 38 : 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 - 55950

Customer Care Officer

WMA 39 : 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
Inspector of Works (Roster – day and night) (New Grade)
Procurement and Supply Officer

118. WASTEWATER MANAGEMENT AUTHORITY (Contd)

- WMA 40 : 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
- WMA 41 : Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400**
Senior Laboratory Technician
- WMA 42 : 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)
Senior Procurement and Supply Officer (Future Holder)
- WMA 43 : 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**
Human Resource Officer
ICT Technician
Technical Officer (Civil)
Technical Officer (Mechanical and Electrical)
- WMA 44 : Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
Senior Inspector of Works
formerly Senior Works Inspector
Senior Technical Design Officer
- WMA 45 : Rs 40110 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350**
Principal Laboratory Technician
- WMA 46 : 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
Senior Procurement and Supply Officer (Personal)
- WMA 47 : 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

118. WASTEWATER MANAGEMENT AUTHORITY (Contd)

- WMA 48 : Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050**
Office Superintendent
- WMA 49 : 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**
Planning and Transport Coordinator
- WMA 50 : Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
Chief Inspector of Works
formerly Chief Works Inspector
Senior Technical Officer (Civil)
Senior Technical Officer (Mechanical and Electrical)
- WMA 51 : Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 69800**
Superintendent, Procurement and Supply
- WMA 52 : Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 69800**
Principal Technical Design Officer
- WMA 53 : Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500**
Head, Procurement and Supply
- WMA 54 : 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
Legal Officer
Public Relations Coordinator
Public Relations and Customer Care Officer
- WMA 55 : 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
Land Surveyor
Scientific Officer

118. WASTEWATER MANAGEMENT AUTHORITY (Contd)

- WMA 56 : 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
 Human Resource Management Officer
- WMA 57 : Rs 50100 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750**
 Principal Technical Officer (Civil) (New Grade)
 Principal Technical Officer (Mechanical and Electrical) (New Grade)
- WMA 58 : 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**
 Administrative Manager (New Grade)
 Internal Auditor/Senior Internal Auditor
- WMA 59 : 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 (Civil)
 Engineer/Senior Engineer (Electrical)
 Engineer/Senior Engineer (Mechanical)
 Engineer/Senior Engineer (Mechatronics)
 Process Engineer/Senior Process Engineer (Wastewater Treatment)
- WMA 60 : Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
 Secretary to the Board
 Senior Accountant
 Senior Land Surveyor
 Senior Scientific Officer
- WMA 61 : Rs 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
 Human Resource Manager (New Grade)
- WMA 62 : Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000**
 Financial Manager
 IT Manager
formerly Information Technology Manager
 Laboratory Manager
 Principal Land Surveyor (New Grade)
- WMA 63 : Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500**
 Lead Engineer (Civil)
 Lead Engineer (Mechanical and Electrical)

118. WASTEWATER MANAGEMENT AUTHORITY (Contd)

WMA 64 : Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000

Divisional Manager

WMA 65 : Rs 118000 x 4000 - 130000

Deputy General Manager (Administration)

Deputy General Manager (Technical)

WMA 66 : Rs 150000

General Manager

