

1.8 THE DISTRICT COUNCIL OF GRAND PORT

- 1.8.1 The District Council of Grand Port operates under the portfolio of the MoLG and is responsible for overseeing the administration of villages within its boundaries and delivering services for the benefit of the local community.
- 1.8.2 The representations from the staff side pertain mainly to: reviewing the mode of employment of Sewing Teachers from a part-time basis to a full-time one, with an adjustment in their salary; enhancing their Conditions of Service through the grant of new allowances; increasing the establishment size and filling of vacant posts to cope with the increasing workload; reinforcing certain cadres with the creation of levels; granting transport facilities to Burial Ground Attendants whenever they are called upon to work at night; and make arrangements for employees involved in spraying of pesticides/herbicides to undergo a medical examination on a periodic basis.
- 1.8.3 Management's submissions comprise mainly: the creation of a few grades to align with what obtains in Municipal Councils with a view to coping with the increasing workload; abolition of the grade of Handy Worker or restyling to Handy Worker (Special Class); and implementation of 'Work from Home' at the Council.
- 1.8.4 The proposals of Management and the staff side were discussed during the consultative meetings. In a few instances, additional information was sought from the parties for further examination. Requests for creation of grades or strengthening of the structure were studied after obtention of views of the MoLG. Certain issues which cut across the Local Authorities have been addressed in the Chapter on Observations and General Provisions of this Volume.
- 1.8.5 The present structure of the Council is adequate to enable it to deliver effectively and efficiently on its mandate. However, we are abolishing the grade of Supervisor, Sewing Classes which is no longer required at the Council on a full-time basis and providing one on a part-time basis. We are also making a specific recommendation regarding the remuneration of the grade of Sewing Teacher (Part-time) in the Chapter on Observations and General Provisions of this Volume.

Abolition of Grade

Recommendation 1

- 1.8.6 **We recommend that the grade of Supervisor, Sewing Classes on a full-time basis be abolished.**

ADMINISTRATION DEPARTMENT

SALARY SCHEDULE

GP AM 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

ADMINISTRATION DEPARTMENT (Contd.)

GP AM 2	:	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 Surveillant
GP AM 3	:	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 Attendant/Senior Attendant</i>
GP AM 4	:	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 <i>formerly Head Attendant</i>
GP AM 5	:	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
GP AM 6	:	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 - 44960 Word Processing Operator (Personal to officers in post as at 31.12.12)
GP AM 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 Clerical Officer
GP AM 8	:	Rs 28545 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 Senior Word Processing Operator
GP AM 9	:	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 QB 47950 x 1050 - 49000 Library Clerk/Senior Library Clerk
GP AM 10	:	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

ADMINISTRATION DEPARTMENT (Contd.)

- GP AM 11 : Rs 30615 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**
Committee Clerk
- GP AM 12 : 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 - 54500 x 1450 - 55950**
Usher/Prosecutor/Senior Usher/Prosecutor
- GP AM 13 : 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
- GP AM 14 : Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**
Senior Committee Clerk
- GP AM 15 : 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
- GP AM 16 : 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 - 58850**
Internal Audit Officer/Senior Internal Audit Officer
formerly Internal Control Officer/Senior Internal Control Officer
- GP AM 17 : Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850**
Human Resource Officer/Senior Human Resource Officer
- GP AM 18 : 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**
ICT Technician
formerly Assistant IT Officer
Library Officer
- GP AM 19 : 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

ADMINISTRATION DEPARTMENT (Contd.)

GP AM 20	:	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200 Principal Internal Audit Officer <i>formerly Principal Internal Control Officer</i>
GP AM 21	:	Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050 Office Superintendent
GP AM 22	:	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 Local Disaster Management Coordinator
GP AM 23	:	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 Assistant Chief Executive
GP AM 24	:	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 Human Resource Management Officer
GP AM 25	:	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 - 86750 IT Analyst/Senior IT Analyst <i>formerly IT Officer/Systems Administrator</i>
GP AM 26	:	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 Internal Auditor/Senior Internal Auditor (Possessing the ACCA Final or equivalent) (Personal to officer in post as at 30.06.08)
GP AM 27	:	Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Attorney Barrister
GP AM 28	:	Rs 77750 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Deputy Chief Executive
GP AM 29	:	Rs 138000 Chief Executive

FINANCE DEPARTMENT**SALARY SCHEDULE**

GP FI 1	:	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615 Stores Attendant
GP FI 2	:	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 Cashier
GP FI 3	:	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
GP FI 4	:	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 Financial Operations Officer/Senior Financial Operations Officer Procurement and Supply Officer/Senior Procurement and Supply Officer
GP FI 5	:	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200 Principal Financial Operations Officer Principal Procurement and Supply Officer
GP FI 6	:	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
GP FI 7	:	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 Principal Accountant
GP FI 8	:	Rs 89250 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT**SALARY SCHEDULE**

GP PI 1	:	Rs 24845 x 300 - 25445 Trainee Inspector of Works (New Grade)
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PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

GP PI 2	:	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365 Lorry Attendant <i>formerly Lorry Loader (Personal)</i>
GP PI 3	:	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 Handy Worker
GP PI 4	:	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190 Assistant Mechanic Assistant Plumber and Pipe Fitter Tradesman's Assistant (Carpenter) Tradesman's Assistant (Electrician) Tradesman's Assistant (Mason) Tradesman's Assistant (Mechanic) Tradesman's Assistant (Painter) Tradesman's Assistant (Plumber and Pipe Fitter) Tradesman's Assistant (Welder)
GP PI 5	:	Rs 22745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615 Handy Worker (Special Class)
GP PI 6	:	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Gardener
GP PI 7	:	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720 Plant and Equipment Operator
GP PI 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 (Personal)
GP PI 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 Automobile Electrician Carpenter Electrician Mason Mechanic Painter Plumber and Pipe Fitter Welder

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

GP PI 10	:	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)
GP PI 11	:	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 - 41080 Driver, Heavy Mechanical Unit (Personal)
GP PI 12	:	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 - 42050 Driver, Heavy Mechanical Unit (Roster)
GP PI 13	:	Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930 Chief Tradesman (Electrician) Chief Tradesman (Mason) Foreman
GP PI 14	:	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)
GP PI 15	:	Rs 33600 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 Supervisor (Lighting Section) Workshop Supervisor
GP PI 16	:	Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400 Inspector of Works
GP PI 17	:	Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600 Senior Inspector of Works
GP PI 18	:	Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Chief Inspector of Works
GP PI 19	:	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 Land Surveyor

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

GP PI 20 : 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 - 77750
Civil Engineer

GP PI 21 : 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 - 102500
Head, Public Infrastructure Department

**LAND USE AND PLANNING DEPARTMENT
SALARY SCHEDULE**

GP LP 1 : 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 Building Inspector
Planning and Development Assistant

GP LP 2 : Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400
Building Inspector

GP LP 3 : 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
Planning and Development Inspector

GP LP 4 : Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600
Senior Building Inspector

GP LP 5 : 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 - 77750
Town Planner
formerly Planning and Development Officer

GP LP 6 : 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 - 99750
Head, Land Use and Planning Department

WELFARE DEPARTMENT**SALARY SCHEDULE**

GP WL 1	:	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
GP WL 2	:	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 QB 43020 x 970 - 45930 Infant School Teacher
GP WL 3	:	Rs 28545 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 QB 55950 x 1450 - 57400 Welfare Officer
GP WL 4	:	Rs 34160 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 - 60600 Senior Welfare Officer
GP WL 5	:	Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Principal Welfare Officer
GP WL 6	:	Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Chief Welfare Officer

VILLAGE COUNCILS**PART-TIME WORKERS**

GP VC 1	:	Rs 115 per hour Library Auxiliary <i>formerly Library Attendant</i>
GP VC 2	:	Rs 690 per session of 3 hours Supervisor, Sewing Classes
GP VC 3	:	Rs 12550 Village Hall Attendant
GP VC 4	:	Rs 13600 Village Hall Attendant (Personal to post holder as at 01.07.93)

VILLAGE COUNCILS (Contd.)**PART-TIME WORKERS**

GP VC 5	:	Rs 15945 Hindi Teacher (ii)
GP VC 6	:	Rs 16740 Sewing Teacher
GP VC 7	:	Rs 19400 Village Hall and TV Attendant

PUBLIC HEALTH DEPARTMENT**SALARY SCHEDULE**

GP PH 1	:	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 Refuse Collector (Roster)
GP PH 2	:	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Burial Ground Attendant (Roster)
GP PH 3	:	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Chemical Sprayer Operator
GP PH 4	:	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 Incinerator Operator
GP PH 5	:	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 - 41080 Field Supervisor (Scavenging) (Roster)
GP PH 6	:	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 QB 57400 Health Inspector
GP PH 7	:	Rs 38215 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 Senior Health Inspector

PUBLIC HEALTH DEPARTMENT (Contd.)

GP PH 8 : Rs 45930 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900

Principal Health Inspector

GP PH 9 : Rs 57400 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750

Chief Health Inspector

