

2.1 Central Administration

- 2.1.1 The Central Administration is responsible to formulate and implement policies and coordinate the activities of all Commissions in the RRA. It also oversees the effective management of human and capital resources while ensuring good governance and creation of a modern, well-structured and efficient public service.
- 2.1.2 The different departments/units under the purview of the Central Administration are: the Human Resources, Finance, Health and Safety, Internal Control, Procurement and Supply, Legal Services, Economic Planning and Monitoring, Statistics, Registration of Deeds and Conservation of Mortgages and Transport.
- 2.1.3 As administrative head, the Island Chief Executive is assisted by the Departmental Heads and other heads of Sections/Divisions/Units for the efficient administration of the RRA.
- 2.1.4 For this review exercise, both Management and Unions have made, among others, representations for: creation of the grades of Deputy Island Chief Executive and Deputy Departmental Head. Union has, in addition, requested: to restyle and upgrade the grades of the Administrative Cadre; review upward the salary of several grades; establishment of a Senior Executive Service; for operations of the Central Administration to be organised under two executive arms (Public Service Division and Finance and Economic Planning Division); and for the establishment of an Administrative Reforms Committee, such that additional powers be devolved on the Island Chief Executive for administrative/HR issues.
- 2.1.5 The proposals of both parties have been examined and those justified have been retained. During consultations, they were informed of issues which should be considered administratively by Management, while for some, the RRA should consult relevant authorities prior to addressing same, as they do not strictly fall under the Bureau's purview.

Island Chief Executive

- 2.1.6 The post of Island Chief Executive is presently filled either on contractual terms or on assignment basis. The present mode of appointment is being maintained.

Recommendation 1

- 2.1.7 We recommend that appointment to the grade of Island Chief Executive should continue to be filled from candidates on contractual terms or on assignment basis from among officers holding a substantive post of Departmental Head.**

Duty Allowance

- 2.1.8 Request has been made for an upgrading of the salary of the Island Chief Executive in view of the additional duties and responsibilities devolving upon incumbent. After carefully examining the proposal and taking into account the

duties/responsibilities befalling comparable levels, we consider that some additional compensation may be granted. We are recommending accordingly.

Recommendation 2

2.1.9 We recommend that a monthly Duty Allowance of Rs 10000 should be paid to the Island Chief Executive for shouldering additional responsibilities.

Departmental Head

2.1.10 Presently, the position of Departmental Head is filled either on an assignment basis or contractual terms. Subject to their performance and continued relevance of their competence, the incumbents are considered for appointment in a substantive capacity after a five-year period. We are maintaining this provision.

Recommendation 3

2.1.11 We recommend that:

- (i) appointment to or filling of the position of Departmental Head should continue to be on contractual terms or on assignment basis for a period of two years; and**
- (ii) after the expiry of a five-year period, incumbents on establishment and those employed on contract may be appointed in a substantive capacity subject to their performance and the continued relevance of their competence.**

Accountant (New Grade)

2.1.12 Management has requested for a grade of Accountant for the preparation of its annual estimates, final accounts and annual and periodical reports on financial matters of the RRA, among others. We are recommending accordingly.

Recommendation 4

2.1.13 We recommend the creation of a grade of Accountant. Appointment thereto should be made by selection from among candidates who possess:

- A. a pass at the final examination required for admission to membership of one of the following bodies:**
 - (i) The Institute of Chartered Accountants of England and Wales;**
 - (ii) The Institute of Chartered Accountants of Scotland;**
 - (iii) The Institute of Chartered Accountants of Ireland;**
 - (iv) The Association of Chartered Certified Accountants;**
 - (v) The Chartered Institute of Management Accountants;**
 - (vi) The Chartered Institute of Public Finance and Accountancy;**
or an equivalent qualification; and

B. who are registered with the Mauritius Institute of Professional Accountants (MIPA) in accordance with section 51 of the Financial Reporting Act.

- 2.1.14 Incumbent would be required, *inter alia*, to: assist the Head, Finance in establishing and maintaining proper accounting and financial control systems and procedures; prepare financial statements; supervise the day-to-day running of the finance division; provide accurate and timely financial information and statistics to stakeholders as directed; and prepare and submit the annual estimates, final accounts and annual and periodical reports on financial matters of the RRA.
- 2.1.15 **We further recommend that pursuant to the creation of the grade of Accountant, consequential amendments should be brought to the scheme of service of the grade of Head, Finance.**

Senior Administrative Officer (New Grade)

- 2.1.16 Both Management and Union have requested for the creation of a grade of Deputy Departmental Head as an intermediate level between those of Departmental Head and Administrative Officer with a view to improving efficiency and providing assistance to Departmental Heads. After examining the request, we consider that there is enough justification for creation of such level, but under a more appropriate appellation of Senior Administrative Officer.

Recommendation 5

- 2.1.17 **We recommend the creation of a grade of Senior Administrative Officer. Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Administrative Officer, possessing a Degree or an equivalent qualification and who reckon at least eight years' service in a substantive capacity in the grade.**
- 2.1.18 Incumbent would be responsible to the Departmental Head and would be called upon, among others, to: assist the Departmental Head in the administration and management of any Commission; supervise and coordinate the work of Administrative Officers and other subordinate staff; assist in the formulation, coordination and implementation of Government policy, goals and objectives; and assist in the drafting and administration of legislation.

Administrative Officer

- 2.1.19 Subject to satisfying certain conditions, Administrative Officers are currently allowed to move incrementally in the Master Salary Scale up to Rs 69800. This provision is being maintained, while the salary point revised.

Recommendation 6

- 2.1.20 **We recommend that Administrative Officers should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 86750**

provided they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

Human Resource Management Cadre

2.1.21 The request for restyling the grade of Assistant Manager, Human Resources to Deputy Head, Human Resources could not be considered as the current appellation is more appropriate.

Specific Provision for Assistant Managers, Human Resources and Human Resource Executives

2.1.22 Assistant Managers, Human Resources and Human Resource Executives are allowed to move beyond the top of their respective salary scales subject to satisfying certain criteria. These provisions still hold good and are being maintained.

Recommendation 7

2.1.23 We recommend that:

- (i) **Assistant Managers, Human Resources possessing a Degree in Human Resource Management or a Degree with Human Resource Management as a major component, should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 80000; and**
- (ii) **Human Resource Executives possessing a Diploma in Human Resource Management or a Diploma with Human Resource Management as a major component or an equivalent qualification, should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 60600,**

provided they meet the performance criteria as recommended in the Chapter on Observations and General Provisions of this Volume.

General Services

2.1.24 In the last Report, provision was made for the creation of a new grade of Management Support Assistant, in line with recommendation made for the Civil Service. This recommendation has not been implemented. **Based on the submission of the Ministry of Public Service and Administrative Reforms in relation to the grade in General Services, we are abolishing the grade of Management Support Assistant at the Rodrigues Regional Assembly, as well.**

Office Management Assistant

formerly Higher Executive Officer (Rodrigues) (Personal)

2.1.25 In the context of this review exercise, the grade of Higher Executive Officer (Rodrigues) (Personal) has been restyled Office Management Assistant.

Secretarial Cadre**Confidential Secretary****Adhoc Allowance**

2.1.26 Currently, Confidential Secretaries posted to the Chief Commissioner's Office, Deputy Chief Commissioner's Office, and Island Chief Executive's Office who are required to regularly work beyond their normal hours are paid an *adhoc* allowance. This provision is still valid in the present context and is, therefore, being maintained.

Recommendation 8

2.1.27 **We recommend that, subject to the approval of the MPSAR, Confidential Secretaries posted to the Chief Commissioner's Office, Deputy Chief Commissioner's Office and Island Chief Executive's Office who are required to regularly work beyond their normal working hours should continue to be paid an *adhoc* allowance as determined by the MPSAR.**

2.1.28 **We also recommend that high officials should be advised not to unnecessarily retain their Confidential Secretaries in office for long hours beyond their normal hours of work, except where their presence in office is absolutely essential and may be justified, if necessary.**

Allowance for performing additional duties

2.1.29 The Confidential Secretary attached to the Chief Commissioner's Office is, in addition to the *adhoc* allowance, also eligible for a responsibility allowance equivalent to three increments at the point reached in the salary scale. Since this provision is still relevant, we are maintaining same.

Recommendation 9

2.1.30 **We recommend that the approval of the HPC should be sought for the payment of a responsibility allowance to the Confidential Secretary posted at the Chief Commissioner's Office.**

2.1.31 **We, additionally, recommend that this allowance may be reckoned as pensionable emoluments, subject to the approval of the High Powered Committee, on the condition that the incumbents have:**

- (i) performed in that position for a continuous period of five years;**
- (ii) not been subject to disciplinary proceedings on ground of inefficiency or inability to perform at that position or on ground of misconduct; and**
- (iii) reached the age of 55 years at the time of retirement/change in posting.**

Financial Operations Cadre

2.1.32 The Financial Operations Cadre at the RRA comprises the grades of Assistant Financial Operations Officer, Financial Operations Officer/Senior Financial

Operations Officer, Principal Financial Operations Officer, Assistant Manager, Financial Operations and Manager, Financial Operations. Officers of this Cadre are responsible, among others, for assisting and advising on a wide range of financial matters including departmental budget formulation, monitoring expenditure control, accounting, management information, financial aspects of planning and management of projects and preparation of strategic plans and financial operations.

- 2.1.33 In line with recommendations made for the Financial Operations Cadre in the Civil Service, we are providing for a Trainee position.

Trainee (Financial Operations) (New Grade)

Recommendation 10

- 2.1.34 **We recommend the creation of a grade of Trainee (Financial Operations). Appointment thereto should be made by selection from among candidates possessing the Cambridge Higher School Certificate or an equivalent qualification.**
- 2.1.35 **We also recommend that the selected candidates should be required to undergo training, both theoretical and practical, in financial operations for a duration of one year.**
- 2.1.36 **We further recommend that following the creation of the grade of Trainee (Financial Operations), consequential amendments should be brought to the scheme of service of the grade of Assistant Financial Operations Officer.**

Specific Provision for Assistant Managers, Financial Operations and Financial Operations Officer/Senior Financial Operations Officers

- 2.1.37 Assistant Managers, Financial Operations and Financial Operations Officer/Senior Financial Operations Officers are allowed to move beyond the top of their respective salary scales subject to satisfying certain criteria. These provisions still hold good and are being maintained.

Recommendation 11

- 2.1.38 **We recommend that:**

- (i) **Assistant Managers, Financial Operations possessing a Degree in Financial Management with specialisation in Public Finance or Public Sector Financial Management or Accountancy or Finance or Mathematics or Statistics or a Degree with Finance as a major component or has a pass at the final examination required for admission to membership of a recognised professional accounting body or an equivalent qualification should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 80000; and**

- (ii) **Financial Operations Officer/Senior Financial Operations Officers possessing a Diploma in Public Sector Financial Management or a Diploma in Accountancy or a Diploma in Finance or an equivalent qualification should be allowed to move incrementally in the Master Salary Scale up to the salary point Rs 60600,**

provided that they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

Internal Control Cadre

2.1.39 The Internal Control Cadre is made up of a two-level structure comprising the grades of Internal Control Officer/Senior Internal Control Officer and Principal Internal Control Officer. Officers in these grades are primarily responsible for carrying out internal audit in finance, stores, transport and other operations at the Commissions in accordance with internal audit programmes and procedures.

2.1.40 Request was made to reinforce the structure with three new levels above the grade of Principal Internal Control Officer for parity of treatment with what obtains for their counterparts in the Civil Service. After examination, it has been observed that the level of Principal Internal Control Officer is vacant. Further, from a functional perspective, it has been found that the need for additional levels is not felt at this stage and that the structure is appropriate. In line with provisions made for the Civil Service, we are restyling the grades to more appropriate appellations to better reflect the duties performed.

Restyling of grades

Recommendation 12

2.1.41 **We recommend that the grades of the Internal Control Cadre be restyled as hereunder:**

Grade	Restyled to
Principal Internal Control Officer	Principal Internal Audit Officer
Internal Control Officer/Senior Internal Control Officer	Internal Audit Officer/Senior Internal Audit Officer

Specific Provision for Internal Audit Officer/Senior Internal Audit Officers *formerly Internal Control Officer/Senior Internal Control Officers*

2.1.42 Internal Audit Officer/Senior Internal Audit Officers *formerly Internal Control Officer/Senior Internal Control Officers* are, as per prevailing provision, allowed to move beyond the top salary of the grade based on certain set criteria. In view of its relevance, this provision should continue to apply.

Recommendation 13

2.1.43 We recommend that Internal Audit Officer/Senior Internal Audit Officers formerly Internal Control Officer/Senior Internal Control Officers having successfully completed all Papers of Fundamentals (Knowledge) and having obtained passes in Papers F4, F5 and F8 of Fundamentals (skills) of the ACCA Examinations or possessing the Certificate in Business Accounting (Foundation Level) and having obtained passes in Papers P1, P7 and P8 of the Advanced Diploma in Management Accounting (Managerial Level) of the CIMA Examinations (New Syllabus) or an equivalent qualification should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 60600 provided that they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

Procurement and Supply Cadre

2.1.44 The Procurement and Supply Cadre is mainly responsible for the procurement and supply operations in the different Commissions or Departments of the RRA. It comprises officers in the grades of Assistant Procurement and Supply Officer up to Manager (Procurement and Supply).

2.1.45 Main requests from both Management and the staff side were for alignment of relevant provisions with what obtains for the Civil Service along with a review of salary scales. In line with recommendations made for the Procurement and Supply Cadre in the Civil Service, we are providing for a Trainee position.

Trainee (Procurement and Supply) (New Grade)

Recommendation 14

2.1.46 We recommend the creation of a grade of Trainee (Procurement and Supply). Appointment thereto should be made by selection from among candidates possessing a Cambridge Higher School Certificate or an equivalent qualification.

2.1.47 We also recommend that selected candidates should be required to undergo training, both theoretical and practical, in procurement and supply operations for a duration of one year.

2.1.48 We further recommend that following the creation of the grade of Trainee (Procurement and Supply), consequential amendments should be brought to the scheme of service of the grade of Assistant Procurement and Supply Officer.

Specific Provision for Assistant Managers (Procurement and Supply) and Procurement and Supply Officer/Senior Procurement and Supply Officers

2.1.49 Assistant Managers (Procurement and Supply) and Procurement and Supply Officer/Senior Procurement and Supply Officers are allowed to move beyond the

top of their respective salary scale subject to satisfying certain criteria. These provisions still hold good and are being maintained.

Recommendation 15

2.1.50 We recommend that:

- (i) Assistant Managers (Procurement and Supply) possessing a Degree in Procurement and Supply Management or Purchasing and Supply Management or an equivalent qualification should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 80000; and**
- (ii) Procurement and Supply Officer/Senior Procurement and Supply Officers possessing a Diploma in Procurement and Supply Management or Purchasing and Supply Management or a Certificate in Purchasing and Supply Management obtained prior to 30 June 2008 should be allowed to move incrementally in the Master Salary Scale up to the salary point Rs 60600,**

provided they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

Statistical Unit

2.1.51 The Statistical Unit is responsible for the collection, compilation, and dissemination of official statistics relating to economic and social activities in Rodrigues for effective policy and decision making. It also works in collaboration with Statistics Mauritius to, among others, manage and execute surveys at the local level.

2.1.52 The present structure of the Unit comprises the grades of Statistician, Senior Statistical Officer and Statistical Officer. The staff side has proposed the creation of a grade of Principal Statistical Officer. After examining the level and scope of duties and responsibilities devolving upon existing staff, **we consider that the present structure is adequate for an effective service delivery.**

Principal Safety and Health Officer (New Grade)

2.1.53 Request was made by the Union for the creation of the grade of Principal Safety and Health Officer at the Chief Commissioner's Office to head the Unit. After examining same, we are making appropriate recommendation.

Recommendation 16

2.1.54 We recommend the creation of a grade of Principal Safety and Health Officer. Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Safety and Health Officer/Senior Safety and Health Officer who reckon at least four years' service in a substantive capacity in the grade and who are conversant with current legislation and practices related to safety and health.

- 2.1.55 Incumbent would be required, among others, to ensure that assessment of risks are duly carried out and control/remedial measures are implemented in compliance with relevant legislations; assist Management in the formulation and implementation of policies, procedures and strategies for the improvement of occupational safety and health performance; organise, supervise and coordinate the work of subordinate staff and monitor their performance; and conduct, monitor and review risk assessment exercises in compliance with relevant legislations.

Social Worker, Rodrigues Regional Assembly

- 2.1.56 Officers in the grade of Social Worker, Rodrigues Regional Assembly are posted in either the Commission for Education or Commission for Health. Both Management and the staff side made requests to review this current posting for better effectiveness. We have examined the requests and the structure has been reviewed with the creation of grades in the respective Commission while making the grade of Social Worker, Rodrigues Regional Assembly evanescent. **Recommendations thereto related have been made under the Deputy Chief Commissioner's Office (Commission for Education) and Commission for Health and Others in this Volume.**

Recommendation 17

- 2.1.57 **We recommend that the grade of Social Worker, Rodrigues Regional Assembly be made evanescent. A personal salary has been provided to officers in post.**
- 2.1.58 **We also recommend that incumbents in the grade of Social Worker, Rodrigues Regional Assembly in post as at 31 December 2025 should be given the option to join the new grades of Educational Social Worker and Medical Social Worker under the Deputy Chief Commissioner's Office (Commission for Education) and Commission for Health and Others respectively.**

Transport Section

- 2.1.59 Representations were made for reinstating the grade of Transport Supervisor, which appears in the Civil Establishment (Rodrigues Regional Assembly) Order 2024 but which has been omitted in the last Report. Upon examining the issue, it is observed that the duties and responsibilities that would be performed by incumbent in the grade of Transport Supervisor already devolve upon the grade of Head, Transport and Transport Accounts Clerk, on the establishment of the Central Administration. In view of the above, the request could not be entertained.

Binding Unit

- 2.1.60 For this Report, requests received for the Binding Unit pertain mainly to: renaming the Binding Unit to 'Printing Unit'; the creation of the grades of Assistant Production Supervisor, Production Supervisor and Graphic Artist; and the implementation of Health Surveillance measures. The Bureau elicited information

on the activities and scope of operations of the Binding Unit. After careful examination, it has been confirmed that the functions of this Unit remain exclusive to binding. Nevertheless, we are recommending the provision of Health Surveillance for the officers of the Binding Unit.

Health Surveillance

Recommendation 18

2.1.61 We recommend that Management should make the necessary arrangement with the Health Authorities to enable officers of the Binding Unit to undergo regular medical/health check-up, free of charge.

Legal Services

2.1.62 The Legal Services is responsible to provide sound and independent legal advice to all the departments of the RRA. It is manned by an Attorney and a Legal Officer whose services are retained either on a full-time basis or a part-time basis or on a contractual basis, depending upon operational requirements.

2.1.63 For this review exercise, besides retaining the present arrangement, the Union has requested for the establishment of a Legal Division along with amendments to the relevant Act; and creation of a grade of Chief Legal Adviser to head the proposed new Division. An examination of the request has shown that such a grade is not warranted at this stage. As regards the setting up of Divisions/Units and bringing amendments to Act(s), these issues should be addressed by Management, as they fall under its purview. Management on its part did not make any submission with respect to the Legal Services.

2.1.64 Against this backdrop, we are maintaining the grades of Attorney and Legal Officer and payment of the all-inclusive monthly allowance (excluding travelling) to incumbents in these grades employed on a part-time basis, who are required to put in a minimum of 10 hours weekly. We are also upholding the yearly allowance payable to Attorneys employed on a full-time basis whilst revising its quantum.

Allowance to Attorney

Recommendation 19

2.1.65 We recommend that the yearly allowance payable to Attorneys employed on a full-time basis by the Rodrigues Regional Assembly, as an assistance to cover certain items of expenditure related to the exercise of their profession, be revised to Rs 26,680.

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	CENTRAL ADMINISTRATION
02 000 116	Rs 166000 Island Chief Executive
02 000 109	Rs 138000 Departmental Head
01 095 104	Rs 89250 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Head, Finance
08 077 096	Rs 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750 Head, Human Resource Management
08 070 091	Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 80000 Assistant Manager, Human Resources (Personal)
08 070 090	Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Assistant Manager, Human Resources
01 064 090	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 (New Grade)
08 064 083	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200 Senior Human Resource Executive
08 055 080	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 Human Resource Executive

Salary Code	Salary Scale and Grade
02 075 094	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Senior Administrative Officer (New Grade)
02 067 094	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 Administrative Officer (Personal)
02 061 090	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 Officer
18 062 090	Rs 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 Principal Safety and Health Officer (New Grade)
18 049 083	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
08 043 081	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 x 1750 - 60600 Citizen's Advice Bureau Organiser
08 062 085	Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Office Management Executive
08 052 079	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
08 051 074	Rs 32190 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 51200 Office Supervisor

Salary Code	Salary Scale and Grade
11 041 069	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 - 45930 Housekeeper, Chief Commissioner's Office
08 048 078	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
10 041 078	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 x 1450 - 55950 Communication/Public Relations Officer
08 040 072	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
23 039 079	Rs 27905 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 - 57400 Social Worker, Rodrigues Regional Assembly (Personal to officers in post as at 31.12.25)
10 034 071	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 Audio Visual Assistant
08 041 071	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
25 046 069	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 Foreman

Salary Code	Salary Scale and Grade
08 031 068	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
22 026 063	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
24 041 065	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 - 42050 Senior Field Supervisor
16 029 067	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 x 970 - 43990 Machine Minder (Bindery) (Rodrigues) (Personal)
24 035 064	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 (Mechanical Unit)
25 031 064	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 Electrician (Shift)
24 035 063	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 (Heavy Vehicles above 5 tons)
24 041 061	Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215 Head Gardener/Nursery Attendant Head Office Auxiliary
24 024 057	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

Salary Code	Salary Scale and Grade
25 028 061	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 Cabinet Maker Carpenter Electrician Mason
24 028 061	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 Driver (on roster)
24 032 060	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
24 027 060	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Driver
24 027 056	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720 Senior Gardener/Nursery Attendant
21 024 055	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34160 Storekeeper (Rodrigues)
24 024 054	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Gardener/Nursery Attendant
24 023 053	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 Surveillant
24 022 052	Rs 22745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615 Handy Worker (Special Class)

Salary Code	Salary Scale and Grade
24 021 052	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615 Stores Attendant
24 021 051	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190 Stone Breaker
25 021 051	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190 Tradesman's Assistant
24 020 050	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 Handy Worker
24 020 049	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365 Gateman
24 001 047	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 General Worker (Ex-SMEDA) (Personal)
FINANCIAL OPERATIONS CADRE	
01 077 094	Rs 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Manager, Financial Operations
01 070 091	Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 80000 Assistant Manager, Financial Operations (Personal)
01 070 090	Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Assistant Manager, Financial Operations

Salary Code	Salary Scale and Grade
01 064 083	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200 Principal Financial Operations Officer
01 055 080	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
01 043 072	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 - 50100 Assistant Financial Operations Officer
01 033 034	Rs 26045 x 300 - 26345 Trainee (Financial Operations) (New Grade)
INTERNAL AUDIT CADRE	
01 064 083	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>
01 043 080	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 <i>formerly Internal Control Officer/Senior Internal Control Officer</i>
PROCUREMENT AND SUPPLY CADRE	
21 077 094	Rs 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Manager (Procurement and Supply)
21 070 090	Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Assistant Manager (Procurement and Supply)

Salary Code	Salary Scale and Grade
21 064 083	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200 Principal Procurement and Supply Officer
21 055 080	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 Procurement and Supply Officer/Senior Procurement and Supply Officer
21 043 072	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 - 50100 Assistant Procurement and Supply Officer
21 033 034	Rs 26045 x 300 - 26345 Trainee (Procurement and Supply) (New Grade)
ECONOMIC PLANNING & MONITORING UNIT	
01 094 104	Rs 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Lead Analyst
01 060 094	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 Analyst/Senior Analyst, Rodrigues Regional Assembly
20 060 090	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 Statistician
20 055 078	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950 Senior Statistical Officer
20 043 072	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 Statistical Officer

Salary Code	Salary Scale and Grade
	<p style="text-align: center;">TRANSPORT SECTION</p> <p>26 055 086 Rs 34160 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 - 69800 Head, Transport</p> <p>08 031 069 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 - 45930 Transport Accounts Clerk</p> <p style="text-align: center;">LEGAL SERVICES</p> <p>Rs 41935 Attorney (RRA) (Part-Time) Legal Officer (RRA) (Part-Time)</p> <p>12 071 094 Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Attorney (RRA) Legal Officer (RRA)</p>

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