

## **7.4 Information and Communication Technology**

- 7.4.1 The Information and Communication Technology (ICT) Department, which is headed by an ICT Manager, is responsible for the running and maintenance of all ICT infrastructure; the development of new systems and software; and the overall promotion of the ICT sector in Rodrigues. The ICT Manager is assisted in his tasks by officers belonging to the grades of Assistant Systems Analyst/Senior Assistant Systems Analyst and IT Technician (Roster). The professional grades on the establishment of the Department namely Assistant ICT Manager, Programme Officer (ICT) and Systems Analyst are vacant.
- 7.4.2 In the context of this review, no proposal was made regarding the organisation structure in place. However, both Management and the staff side requested for a review and alignment of the salary of certain grades with what prevails in the Civil Service. They further requested for the grant of allowance for performing higher duties and provision of enhanced Conditions of Service to which they were informed that appropriate provision exists already.

### **Assistant Systems Analyst/Senior Assistant Systems Analyst**

- 7.4.3 By virtue of existing provision, Assistant Systems Analyst/Senior Assistant Systems Analysts possessing a Degree in Computer Science or an equivalent qualification are allowed to move beyond the top salary based on certain conditions. We are maintaining same.

### **Recommendation 1**

- 7.4.4 We recommend that Assistant Systems Analyst/Senior Assistant Systems Analysts who:**

- (i) were in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021, and possessed a Degree in Computer Science or an equivalent qualification, should be allowed to move incrementally in the Master Salary Scale up to the salary point Rs 75500 on a personal basis; and**
- (ii) were in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021, and obtained the above mentioned qualification after that date AND those who joined the grade as from the date of publication of the 2021 PRB Report, that is, 14 October 2021, and possess the additional qualification, should be allowed to move incrementally in the Master Salary Scale by one increment;**

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

**SALARY SCHEDULE**

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
	<b>INFORMATION AND COMMUNICATION TECHNOLOGY</b>
<b>04 079 098</b>	<b>Rs 57400 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000</b> ICT Manager
<b>04 075 094</b>	<b>Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750</b> Assistant ICT Manager
<b>04 061 090</b>	<b>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</b> Programme Officer (ICT) Systems Analyst
<b>04 049 087</b>	<b>Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 71700</b> Assistant Systems Analyst/Senior Assistant Systems Analyst
<b>04 050 082</b>	<b>Rs 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</b> IT Technician (Roster)
<b>24 028 065</b>	<b>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</b> ICT Laboratory Auxiliary

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