

3.6 Public Infrastructure Department

- 3.6.1 The Public Infrastructure Department is responsible for the development of public infrastructure in Rodrigues. It consists of different sub units that oversee the maintenance of buildings, roads and bridges along with improvement of public infrastructure in villages. Additionally, the Department issues building and burial permits.
- 3.6.2 Officers from the professional grades, technical grades and those of the Workmen's Group form part of the team who serve this Department.
- 3.6.3 Various proposals have been received in the context of this review from both Management and Unions. These are discussed in the ensuing paragraphs.

Engineering Cadre

- 3.6.4 In their submissions, both Management and Unions have emphasised on the need for restructuring the Engineering Cadre at the Public Infrastructure Department. Additionally, numerous requests were received concerning book, uniform, retention, and CPD allowances. It is important to note that all requests related to general Conditions of Service have been addressed in Volume 1 of this Report. Further, after a comprehensive evaluation of the Engineering Cadre at the Public Infrastructure Department, we are making appropriate recommendations.

Assistant Head, Public Infrastructure (New Grade)

Recommendation 1

- 3.6.5 **We recommend the creation of a grade of Assistant Head, Public Infrastructure. Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Engineer/Senior Engineer (Civil) who reckon at least five years' service in a substantive capacity in the grade.**
- 3.6.6 Incumbent would, *inter alia*, be required to: be responsible to the Head, Public Infrastructure for the management of specific units of the Engineering Section including the Material Testing Laboratory of the Commission; supervise and coordinate the work of staff working under his responsibility and ensure their proper training; assist the Head, Public Infrastructure in the management of specific Units of the Engineering Section; ascertain that administrative and financial procedures have been followed as regards certificates of payment and to authorise release thereof; and ensure the proper monitoring and coordination of the progress of civil engineering projects.

Head, Public Infrastructure

Recommendation 2

- 3.6.7 **We further recommend that, henceforth, appointment to the grade of Head, Public Infrastructure should be made by promotion, on the basis of**

experience and merit, of officers in the grade of Assistant Head, Public Infrastructure who reckon at least two years' service in a substantive capacity in the grade.

3.6.8 Incumbent in the grade of Head, Public Infrastructure would be responsible to the Departmental Head for the management of the day-to-day administration of the Departments falling under the Deputy Chief Commissioner's Office in line with approved policies; and would also be required to, among others, be responsible for the supervision, management and maintenance of discipline of the staff falling under his responsibility; advise on engineering matters and financial aspect of projects; prepare budget estimates for building and civil engineering projects; review reports from Consultants and coordinate their works; and represent the Division on Boards and Committees.

3.6.9 These elements have been taken into consideration in arriving at the salary recommended for the grade.

Special Professional Premium

3.6.10 A recommendation has been made for the payment of a monthly Special Professional Premium to registered professionals in the fields of Engineering, Architecture and Quantity Surveying, as provided under the Ministry of National Infrastructure in Volume 2 Part I of this Report. **This provision should equally apply to registered professionals serving in the RRA.**

Plant and Equipment Manager

3.6.11 Incumbents in the grade of Plant and Equipment Manager are presently posted at both the Public Infrastructure Department and the Water Resources Unit. Union members have pointed out that the duties within each of the aforesaid Department/Unit differ considerably. On this basis, they have pressed for the present scheme of service of the grade of Plant and Equipment Manager to be distinct.

3.6.12 Upon examination of the scheme of service, the Bureau noted that work arrangement is of key concern as the duties are specific by way of posting, which may impede mobility to another division. **In this regard, Management is advised to amend the scheme of service to re-define the duties, according to relevant posting.**

Technical Design Officer Cadre

3.6.13 Currently, the Technical Design Officer Cadre at the Public Infrastructure Department consists of two grades, namely, Trainee Technical Design Officer and Technical Design Officer. For this review, both Management and Union have requested: the creation of a senior level to reinforce the existing structure; duty free facilities for a car, monthly car allowance, loan facilities for car purchase; and Uniform Allowance. It should be highlighted that all requests related to the general Conditions of Service have been addressed in Volume 1 of this Report. After an

evaluation, we are making provision for a senior position to strengthen the Technical Design Officer Cadre. We are recommending, accordingly.

Senior Technical Design Officer (New Grade)

Recommendation 3

3.6.14 We recommend the creation of a grade of Senior Technical Design Officer. Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Technical Design Officer who reckon at least four years' service in a substantive capacity in the grade.

3.6.15 Incumbent would, *inter alia*, be required to: prepare working drawings from sketches; undertake the design of simple working details (Engineering and Architectural) in collaboration with Engineer/Senior Engineers (Civil) and Architect/Senior Architects; supervise and carry out survey works and levelling; attend site meetings along with officers in the Professional Cadres; and supervise the work of subordinate staff.

Technical Officer Cadre

3.6.16 Both Management and Union requested to merge the grades of Technical Officer and Senior Technical Officer. However, it has not been possible to accede to this proposal as the latter grade is required to exercise supervisory duties. Union further demanded the creation of a principal level. After analysis, the structure of the Technical Officer Cadre is found to be appropriate.

Inspectorate Cadre

3.6.17 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 RRA.

Recommendation 4

3.6.18 We recommend that the grade of Trainee Assistant Inspector of Works be restyled Trainee Inspector of Works.

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

3.6.20 We also 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.

- 3.6.21 We further recommend that the grade of Assistant Inspector of Works be made evanescent.
- 3.6.22 We additionally recommend that, with the restyling of the above Trainee grade, consequential amendments should be brought to the scheme of service of the grade of Inspector of Works, such that, upon the complete phasing out of the grade of Assistant Inspector of Works (Personal), appointment thereto should be made from Trainees Inspector of Works *formerly Trainees Assistant Inspector of Works* who have successfully completed their on-the-job training and acquired the prescribed qualifications.

Special Professional Retention Allowance

- 3.6.23 Provision had previously been made for officers of the Civil Engineering, Mechanical Engineering, Quantity Surveying and Architecture Cadres 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.**

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	PUBLIC INFRASTRUCTURE DEPARTMENT
02 000 109	Rs 138000 Departmental Head
26 087 102	Rs 71700 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 Head, Public Infrastructure
26 082 100	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 Assistant Head, Public Infrastructure (New Grade)
26 067 094	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 Engineer/Senior Engineer (Civil)

Salary Code	Salary Scale and Grade
26 067 094	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 Architect/Senior Architect
26 067 094	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 Quantity Surveyor/Senior Quantity Surveyor
26 061 090	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 Assistant Quantity Surveyor
22 067 094	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 Electrical Engineer/Senior Electrical Engineer
26 058 061	Rs 35840 x 725 - 37290 x 925 - 38215 Trainee Architect Trainee Civil Engineer Trainee Engineer
22 058 061	Rs 35840 x 725 - 37290 x 925 - 38215 Trainee Engineer
26 067 085	Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Senior Technical Officer (Civil Engineering)
26 049 081	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 Technical Officer (Civil Engineering)
26 062 081	Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600 Senior Technical Design Officer (New Grade)

Salary Code	Salary Scale and Grade
26 043 075	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 Technical Design Officer
26 033 035	Rs 26045 x 300 - 26645 Trainee Technical Design Officer
22 049 081	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 Technical Officer (Electrical and Electronics)
26 067 085	Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Chief Inspector of Works
26 062 081	Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600 Senior Inspector of Works
26 053 076	Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400 Inspector of Works
26 034 071	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 Assistant Inspector of Works (Personal)
26 029 031	Rs 24845 x 300 - 25445 Trainee Inspector of Works <i>formerly Trainee Assistant Inspector of Works</i>
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 Cabinet Maker Chief Tradesman Foreman

Salary Code	Salary Scale and Grade
18 029 072	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 - 46900 x 1050 - 49000 Supervisor of Cemeteries
25 030 063	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 Multi-Skilled Tradesman
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 Automobile Electrician Blacksmith Cabinet Maker Carpenter Electrician Mason Painter Plumber and Pipe Fitter Tinsmith Welder
25 027 060	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Barbender
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)
24 027 056	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720 Plant and Equipment Operator
24 025 055	Rs 23645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34160 Waste Water Pipe Cleaner (on roster)

Salary Code	Salary Scale and Grade
24 024 054	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Seamstress
24 023 054	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Burial Ground Attendant (Rodrigues) (on roster)
24 021 051	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190 Sprayer Operator
25 021 051	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190 Tradesman's Assistant

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