

Posting of a General Worker at Port and Airport

- 4.1.31 The prevailing provision provides that a General Worker be posted at the Port and Airport, whenever required, to assist the Technical Officers (Agriculture) (Personal) and Senior Technical Officers (Agriculture) to dispose plants and animal products that are seized. **This provision, being fit for its purpose, is being maintained.**

Allowance when posted to Crab Islet

- 4.1.32 A monthly *ad hoc* allowance is paid to certain employees who are required to work regularly on Crab Islet. We are maintaining the allowance as this arrangement is still prevalent.

Recommendation 8

- 4.1.33 **We recommend that the employees in the undermentioned grades, who are required to work regularly on Crab Islet should be paid a monthly *ad hoc* allowance equivalent to one and a half increments at the initial of their respective salary scale.**

- (i) Senior Agricultural Support Officer
- (ii) Agricultural Support Officer
- (iii) Field Support Officer
formerly Field Assistant (Rodrigues)
- (iv) Senior Livestock Attendant (on shift)
- (v) Livestock Attendant (on shift)
- (vi) Boatman
- (vii) General Worker

Flexitime

Recommendation 9

- 4.1.34 **We recommend that Management should continue to apply the recommendations regarding flexitime laid down in the Chapter “Working Week, Flexitime, Workers on Shift/Roster/Staggered Hours and Overtime” of Volume 1 of this Report, as deemed practicable in respect of officers working in the Extension Unit of the Agricultural Services.**

4.2 Veterinary Unit

- 4.2.1 The Veterinary Unit is mainly required to provide quality veterinary services to breeders in order to ensure healthy and disease-free livestock as well as control importation and exportation of live animals. Its activities are carried out by Senior Veterinary Officers and Veterinary Officers, who are supported by incumbents in the grades of Agricultural Support Officer, Agricultural Laboratory Technologist,

Agricultural Laboratory Technician and employees in the Livestock Attendant Cadre as well as General Worker.

- 4.2.2 Management advocated for a level of Principal Veterinary Officer to account for the increase in workload. Since issues of workload can be more appropriately addressed by an increase in establishment size, we did not accede to the request.
- 4.2.3 Proposal was also made for the grant of an allowance to the Agricultural Support Officer/Senior Agricultural Support Officer and General Worker posted to the Dog Unit for performing additional duties. After examining the request, we consider that such issue may best be addressed administratively on an *ad hoc* basis. In parallel, we consider that it would be more appropriate for a Livestock Attendant to be posted there.
- 4.2.4 Most of the existing provisions are being retained as they are still relevant.

Movement for Veterinary Officers

- 4.2.5 Veterinary Officers are allowed to move incrementally in the Master Salary Scale up to salary point Rs 69800 in line with what obtains for its counterparts in the Civil Service. We are reviewing the recommendation.

Recommendation 1

- 4.2.6 We recommend that officers in the grade of Veterinary Officer should be allowed to move incrementally beyond their top salary in the Master Salary Scale up to salary point Rs 89250 subject to satisfying the performance criteria set out in the Chapter on Observations and General Provisions of this Volume.**

On-Call and In-Attendance Allowance

- 4.2.7 With a view to provide a round-the-clock service, Veterinary Officers are required to be on-call after working hours. As a result, they are paid On-Call and In-Attendance Allowances. We are revising the present quantum of the two allowances, as this arrangement is still prevalent.

Recommendation 2

- 4.2.8 We recommend that Veterinary Officers who are required to be on-call after normal working hours to provide a 24-hour service, be paid per day as hereunder:**

Day	On-Call Allowance (Rs)
Weekdays 1515 hours to 0800 hours the next day	490

Day	On-Call Allowance (Rs)
Saturdays	
Noon to 1800 hours	230
1800 hours to 0800 hours the following day	380
Sundays and Public Holidays	
0800 hours to 1700 hours	320
1700 hours to 0800 hours the following day	435

4.2.9 We further recommend that the In-Attendance Allowance payable to Veterinary Officers for attending work whilst on-call, be revised to Rs 210 per hour, subject to a maximum of:

Day	In-Attendance Allowance (Rs)
Weekdays	1190
Saturdays	1430
Sundays and Public Holidays	1910

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	AGRICULTURE
02 000 109	Rs 138000 Departmental Head
19 088 103	Rs 73600 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 114000 Manager, Agricultural Research and Extension Services
19 082 098	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Assistant Manager, Agricultural Research and Extension Services
19 076 096	Rs 53400 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750 Senior Veterinary Officer

Salary Code	Salary Scale and Grade
19 071 092	Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 82250 Veterinary Officer
19 061 094	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 Scientific Officer/Senior Scientific Officer
19 060 090	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 Biometrician (New Grade)
19 073 090	Rs 50100 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Agricultural Superintendent
26 067 090	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 Agricultural Engineer (New Grade)
19 067 085	Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Senior Technical Officer (Agriculture)
19 049 081	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 Agricultural Laboratory Technologist Apicultural Officer Technical Officer (Agriculture) (Personal)
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
19 051 074	Rs 32190 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 51200 Senior Field Support Officer (New Grade)

Salary Code	Salary Scale and Grade
19 055 085	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400 QB 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Senior Agricultural Support Officer
19 034 081	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 QB 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600 Agricultural Support Officer
19 034 071	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 Agricultural Laboratory Technician
19 033 067	Rs 26045 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 Field Support Officer <i>formerly Field Assistant (Rodrigues)</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 Foreman
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 Agricultural Implement Operator
24 036 065	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 Senior Livestock Attendant (on shift)
24 027 058	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 Livestock Attendant (on shift)

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 Electrician Motor Diesel Mechanic Plumber and Pipe Fitter
24 024 054	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Chemical Sprayer Operator <i>formerly Insecticide Sprayer Operator</i>
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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