

APPENDIX A

Part I – PERTINENT ISSUES relating to Conditions of Service applicable to RCEA Primary Schools Staff

1. Training and Development

Training and development of RCEA officers is considered an essential feature to inculcate the right mind-set and also to ensure that officers acquire the required skills and knowledge.

2. Assessment and Report on Performance

The proposal for the introduction of a Performance Management System (PMS) which was made in the last review is considered necessary to help management and employees to meet challenges. PMS has the characteristics of being transparent. It is not based on fault finding but is rather an exercise meant to improve employees' efficiency.

3. Effective Date of Promotion

The effective date of grade-to-grade promotion should be the date of assumption of duty.

4. Revised Conditions of Service pertinent to the Primary Sector

4.1 Travelling and Car Benefits

Relevant extracts from the PRB Report 2016 relating to Duty Exemption, Motor Vehicle Loans, Travelling Allowances, Travel Grant and refund of travelling expenses which are applicable for RCEA employees are at Appendix A1.

4.2 Passage Benefit Scheme

- (a) Officers on permanent and pensionable establishment drawing a minimum monthly salary of **Rs25525** or reckoning at least **five years' service** would earn passage benefits at the rate of 5% of gross salaries annually;
- (b) Officers would be allowed to make use of their accumulated passage benefit to meet the fees in connection with SC, HSC examinations and vocational training for their wards as well as for the payment of university fees for themselves and for their wards, either locally or abroad even if the balance standing to their credit may be less than **Rs10000**; and

