

## 16. CONDITIONS OF SERVICE AND BENEFITS

- 16.1 Conditions of Service refer to the terms and conditions of employment other than salary. In fact, the public sector provides a vast array of non-monetary benefits that can and should be monetised in order to correctly assess the total remuneration package of the employees.
- 16.2 The Conditions of Service are also often perceived as additional benefits, when in reality the set is a bundle of benefits, regulations and obligations. The benefits are either pecuniary or non-pecuniary (for example, duty exemption, car, telephone etc); and the regulations are rules to be abided by (for example, hours of work) while obligations are binding quasi-legal agreements (for example, performance of duties and shouldering of responsibilities according to the scheme of service).
- 16.3 Generally, in each of its Reports, the Bureau reviews the Conditions of Service. Some existing ones are updated to cater for changes in the working and other related conditions while others are redesigned for continued effectiveness. Moreover, some new conditions are introduced which are prompted by a variety of reasons including statutory requirements, to ensure a competitive package, and to respond to unforeseen circumstances, among others.
- 16.4 In the context of this Review, after hearing the Federations on general Conditions of Service and the Unions on specific conditions relevant to their sector together with Management's proposals, we have revisited the whole set of existing Conditions of Service. Wherever appropriate, we have maintained more or less similar basic benefits for all staff. However, a hierarchy of benefits above a base has been maintained and/or recommended according to grades/ positions to ensure fair differentials in the total remuneration package commensurate with responsibilities.
- 16.5 The comprehensive set of the revised general Conditions of Service is given in the following sections of this Chapter. Those specific to Rodrigues and the Outer Islands are at Chapter 19. Other Conditions of Service specific to Ministries/Departments or other Institutions are dealt with in the respective Chapters in the relevant volume of this Report.
- 16.6 ***As a cautionary note, we wish to highlight the importance of uniform and consistent implementation of Conditions of Service to induce industrial harmony. In this regard, the Ministry of Public Service, Administrative and Institutional Reforms (MPSAIR), which is the main implementation arm of Government in respect of Conditions of Service, should continue to act as a facilitator and monitoring body to ensure that Conditions of Service are communicated fully and efficiently and are implemented in a standard and consistent manner and continue to report to the Bureau any need for amendments, alterations or clarifications.***

