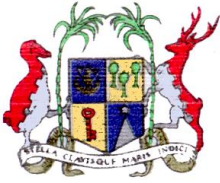


PAY RESEARCH BUREAU



Republic of Mauritius

Errors, Omissions and Clarifications

of

The 2008 PRB Report

In the Public Sector

(Civil Service, Parastatal and other Statutory Bodies, Local Authorities and Rodrigues Regional Assembly)

and

The Private Secondary Schools

June 2009

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1. Introduction

- 1.1 This Errors, Omissions and Clarifications (EOC) Report has been prepared in the main to address the omissions and redress the errors of the 2008 PRB Report on the overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector (Civil Service, Rodrigues Regional Assembly, Parastatal and other Statutory Bodies, and Local Authorities) and the Private Secondary Schools.

Background

- 1.2 Government's approval was obtained on 30 May 2008 for the implementation *in toto* of the recommendations contained in the 2008 PRB Report, subject to appropriate legislation being enacted, where necessary.
- 1.3 Subsequently, given the fiscal space available, it was announced in the Budget Speech 2008-2009 that the PRB Report would, as regards emoluments, be implemented integrally as from 1 July 2008 instead of the staged payment over two financial years, as recommended in the Report.
- 1.4 To give effect to Government's decision for integral payment, a revised Master Conversion Table was worked out and published. The revised version, which replaces **Annex I** of the main Report, is given at the end of this Report.

Implementation

- 1.5 The recommendations contained in the Report in respect of both salaries and other conditions of service were implemented as from 1 July 2008, except where otherwise expressly stated.

Options

- 1.6 Every officer in the Civil Service, Rodrigues Regional Assembly, Parastatal and other Statutory Bodies, Local Authorities and the Private Secondary Schools was required to sign an Option Form. Officers were given the following options:
- (i) **either opt** to accept the revised emoluments and terms and conditions of service, including any modification to the pension laws to be made to give effect to the recommendations as set out in the Report; **or**
 - (ii) **opt not** to accept any modification to the pension laws to be made to give effect to the recommendations set out in the Report **but** to accept the revised emoluments at a discounted rate of 92% and the terms and conditions of service as set out in the Report; **or**
 - (iii) **opt not** to accept the revised emoluments and terms and conditions of service.
- 1.7 The quasi-totality of public sector employees as well as employees of the Private Secondary Schools favoured Option (i) with only a few officers choosing Option (ii) above. There was no evidence of any employee not opting for the revised emoluments and terms and conditions of

service. Feedback confirmed that the Report was very well received and appreciated by all stakeholders concerned.

Post Review Mechanism

- 1.8 Attention was drawn in the main Report to the likelihood of genuine errors and omissions occurring in view of the magnitude of the exercise. The Bureau had, therefore, at paragraph 23.16 to paragraph 23.23 of Volume I of the Report, provided the appropriate post review mechanism to deal with and/or look into such cases of omissions or errors and such other issues or matters relating to interpretation/implementation problems.
- 1.9 Parties concerned were invited to submit all cases considered to be genuine errors and omissions to the Bureau within a time frame of three months as from the date of approval of the Report for implementation.
- 1.10 During that period of three months, in line with a provision of the main Report, the Bureau arranged for special desks to receive and provide information on any problem arising out of interpretation and/or implementation, to any concerned parties including employees, union representatives, retirees and other casual callers. All the human resources of the Bureau were mobilised and utilised to dispense this service.
- 1.11 Side by side with the foregoing arrangements, the directorate and senior officials of the Bureau attended, on invitation, various seminars and workshops organised by unions to explain the general philosophy underlying the Report, the strategies crafted to attain the objectives set, the conversion principles, the pension reforms, and the post review mechanism put in place.
- 1.12 A delegation of the Bureau comprising the Director and the Deputy Director also effected, on the invitation of the Chief Commissioner's Office of the Rodrigues Regional Assembly, an official mission to Rodrigues from 3 May to 6 May 2009 to give further explanations and clarifications to the public officers as well as representatives of staff associations on different issues arising out of the 2008 PRB Report. Overall, around 200 officers attended the different sessions.
- 1.13 The Report also received a wide coverage both in the written and the spoken press. Senior officials of the Bureau, including the Director, personally participated in several programmes live on television and radio and were subject to questions from the general public. On the whole, the contents of the Report were widely communicated and, unsurprisingly, aroused interest in all quarters. As stated earlier, feedback confirmed general acceptance of the recommendations.
- 1.14 Initially, certain errors and omissions, which if left unattended would have impeded the smooth implementation of the Report, were identified and dealt with expeditiously. In all such cases, the Bureau's advice/clarification or interpretation has been given and, where necessary, circulars have been issued by the Ministry of Civil Service and Administrative Reforms. Moreover, in a few instances, the approval of the High Powered Committee/

Cabinet was sought and obtained to bring a few changes of a more fundamental nature to facilitate the implementation process.

Representations

- 1.15 The Bureau has received some 1050 representations and submissions from employees, staff associations, retirees as well as management within the date limit and some additional 600 representations thereafter. These representations display to a large extent almost the same defining characteristics as those submitted in the context of the EOC Report of 2004.
- 1.16 While numerous representations were replications of those already submitted and examined in the context of the main Report or were made merely for the sake of making a submission, a few were simply based on erroneous interpretation of the Report or requests for creation of new grades and payment of new allowances. On the other hand, several representations were based on alleged downgrading in relation to other grades or cadre which have been deliberately upgraded in line with the reward framework adopted for the Report.

Considerations

- 1.17 This EOC Report has been prepared having regard to the underlying objects of the main Report, viz. to (i) transform public sector organisations into modern, professional and citizen friendly entities that are dedicated to the service of the people; (ii) inculcate a performance-oriented culture; (iii) develop a Public Service with competent and committed personnel at all levels; and (iv) strengthen public confidence and trust in public sector institutions – through, among others, an alignment of HR policies, processes and practices including recruitment, training, development and reward strategies.
- 1.18 In the process of examining the representations, the Bureau has been guided by the objects, the framework and the pay policy underpinning the main Report as well as the following overriding considerations, among others, (a) the need to equip organisations with fit for purpose flatter structures which strengthen the emphasis on accountability; (b) the need to establish evaluated relativities anew that would, where desirable, reflect market realities and enable public sector organisations to attract, recruit, motivate and retain talents of the right calibre in required numbers; (c) the need to relate increase in remuneration to increased productivity and (d) the need to induce desired employee behavior and attitude for improved performance.
- 1.19 Consequently, while all representations have been carefully examined, only those pertaining to genuine errors of omission and commission, based on the framework adopted for the main Report, have been retained for further action or inclusion in the Report. However, in the process of examining those representations, a few issues, which strictly do not fall within the framework of errors and omissions but which may further the objectives of the main Report, have equally been considered.

Approach and Methodology

- 1.20 Initially, meetings were held with the main federations of unions at their request to explain the *modus operandi* and to clarify certain issues of a general nature. It was also agreed for practical reasons that meetings with unions and management would be held only in cases deemed expedient.
- 1.21 Invariably all representations received have been studied and examined with due diligence i.e. with care, rigour and attention and, where necessary, additional information was sought and postholders interviewed. In certain instances, Management and staff associations as well as individual employees were, wherever considered necessary, asked to depone and to expatiate on their submissions. In several instances, the representations did not at all fall to be considered by the Bureau but were more of matters which devolved upon management's responsibility. In all such cases, the management of the organisations concerned have been apprised accordingly for appropriate action at their end.
- 1.22 As indicated earlier, only those representations considered as valid within the framework of genuine errors and omissions have been retained in the context of this Report. Corrective recommendations have been made in respect of all such errors and omissions. These refer particularly to cases occurring as a result of incomplete/wrong information submitted or technical mistakes or oversight.
- 1.23 Corrective recommendations have also been made to facilitate implementation/interpretation of the main Report although some of these cases have already been dealt with by way of Circulars. In a few instances, the texts have been revisited to remove rigidities and/or ambiguities in order to render the recommendations actionable, thus easing the whole implementation process. Moreover, in a few cases, the whole contents of some recommendations have been deleted and the text redrafted for clarity.
- 1.24 All cases of errors and omissions including those reported upon for immediate action have, therefore, been compiled and integrated in this EOC Report. Additionally, certain recommendations have been made to further motivate employees and facilitate delivery process and have been included, wherever appropriate, in the different Chapters. The Report comprises three chapters. **Chapter 1** deals, among others, with the nature and types of representations received and the approach and methodology adopted; **Chapter 2** generally deals with details of the omissions addressed and the errors redressed in the different volumes of the main Report; and **Chapter 3** embodies supplementary findings and recommendations on a few issues of a general nature as well as a few specific issues.
- 1.25 The recommendations contained at **Chapter 2** of this EOC Report should, in principle, be read as an integral part of the main 2008 PRB Report, subject to relevant provisions on effective date. Changes and recommendations that have been brought, among others, to facilitate the implementation process made at **Chapter 3** to deal with specific circumstances should be read along with the main Report.

- 1.26 Following the Cabinet reshuffle of September 2008, the different portfolios in place at 1 July 2008 and as appear in the 2008 PRB Report have changed, with certain departments/divisions moving between portfolios and certain portfolios renamed or new ones created. However, for convenience sake, ease of reference and to facilitate the location, retrieval and use of the appropriate information, we are deliberately maintaining in this Report the same classification and layout of the main Report.

Inter-Review Mechanism

- 1.27 Except for errors and omissions identified and addressed in this Report, no piecemeal adjustment of salary should be effected until the next review. However, the inter-review mechanism to facilitate the implementation process and steer the desired public sector management reforms would remain functional. Furthermore, the Ministry of Civil Service and Administrative Reforms would continue to act as facilitator and accounting body to ensure that relevant recommendations of the Report approved for implementation and conditions of service are communicated fully and are efficiently implemented in a standard and consistent manner.

Effective Date

- 1.28 Having regard to the nature of and the reasons for the changes made in this Report, recommendations for improved conversion, wherever they appear, should be implemented only hypothetically from 1 July 2008 and effectively from 1 July 2009, except where otherwise expressly stated. Similarly, a flat salary which has been upgraded in relation to the salary recommended in the main Report, as a result of the foregoing, should take effect only as from 1 July 2009.
- 1.29 Recommendations for newly introduced allowances as well as increases to allowances already provided in the main Report, and called by whatever name, should, for the same reasons, take effect as from 1 July 2009.
- 1.30 Recommendations not related to the provisions of 1.28 and 1.29 above shall, in principle, take effect from 1 July 2008.

Acknowledgements

- 1.31 We wish to express our thanks to all parties who have been of assistance to the Bureau in the conduct of this exercise.

2. Errors, Omissions and Clarifications

- 2.1 This Chapter deals in detail with the errors redressed and the omissions addressed in the different volumes of the 2008 PRB Report, indicating for ease of reference and easy retrieval the exact location of the relevant materials and providing corrective recommendations in respect of all such errors and omissions.
- 2.2 It also clarifies certain texts to remove rigidities and/or ambiguities identified to render the recommendations actionable, thus easing the whole implementation process. In that context, the texts have, in certain instances, been revisited and in a few cases, the whole contents of some recommendations have simply been deleted and the texts redrafted appropriately for clarity.
- 2.3 Additionally, a few recommendations have now been made to further motivate employees and facilitate the delivery process. Recommendations have also been made for the creation of a few grades in certain sectors to meet operational requirements and to cope with emerging exigencies. Caution should be exercised in the process to ensure that the implementation of such recommendations is done solely on the basis of needs, subject to availability of funds.
- 2.4 As mentioned in the introductory part of this Report, for convenience sake, ease of reference and to facilitate the location, retrieval and use of the appropriate information, ***we are deliberately maintaining in this Report the same classification and layout of the main Report with the same appellation of the different ministerial portfolios as obtained on 1 July 2008.***
- 2.5 The changes and/or recommendations contained in this Chapter should, in principle, be read as an integral part of the main 2008 PRB Report, subject, however, to the provisions of paragraphs 1.28, 1.29 and 1.30 of this Report. The changes/recommendations are elaborated upon in the ensuing part of this Chapter.

VOLUME I - GENERAL

General Background & Related Issues and Conditions of Service

RECRUITMENT AND RETENTION IN THE PUBLIC SECTOR

Enforcement of Bonds

Page 30

Paragraph 4.27 (a)

8th Line

To delete : date of substantive appointment in the relevant grade

To replace by: date of enlistment

Page 31

Paragraph 4.28 (ii)

To delete whole content and to replace by:

(ii) Ministries/Departments should seek the views of the Ministry of Finance and Economic Empowerment on the terms and conditions governing the bond and should, subject to provision of (ii) B, ensure that the bonded officers produce a bank guarantee for the bonded amount within 15 days from the date the bond is signed.

(ii)A However, bonded officers who draw a monthly basic salary of less than Rs 12,900 shall continue to sign a bond together with two sureties who should produce evidence that they have the capacity to honour the bond in case of default.

Paragraph 4.28 (iii)

2nd Line

To add after the word “agreement,”: other than cases falling under paragraph 4.27 (c) (i) above,

5th Line

To delete : “ and”

To add at the end of paragraph: however, they should produce a bank guarantee/guarantee statement for an amount equivalent to the bonded amount due. In case of default, the guarantee will be realised; and

RECRUITMENT AND PROMOTION

Probationary Period

Page 78

Paragraphs 9.35 to 9.39

To delete whole content

Page 85

Paragraph 10.18

4th and 5th Lines

To delete the words : in English Literature or at Advanced Subsidiary Level in English or

To replace by : having a pass in

Page 86

Sub-paragraph 10.25 (b)

To delete whole content

Sub-paragraph 10.25 (c)

2nd Line

To delete the word “possessing”

To replace by: who, as at 30 June 2003, possessed

SPECIAL PROVISIONS FOR GRADUATES AND PROFESSIONALS

Page 93

To insert after paragraph 10.55

10.55A In the main Report, special provisions were made for graduates and professionals as well as for officers of the level of Principal Assistant Secretary (a) to ensure that the remuneration package of incumbents with relevant experience in the public sector is competitive and (b) to link the grant of increment to more stringent performance criteria to bring about a performance oriented culture. We are reformulating partially the provisions as well as extending the application of same to other Senior Officers.

Recommendation 12A

10.55C We recommend that officers drawing salary in a scale the maximum of which is not less than Rs 45000 and not more than Rs 48750 and having reached the top of their respective salary scales should be allowed to move incrementally up to a maximum of one increment in the Master Salary Scale, provided they have:

- (i) drawn the top salary for a year;**
- (ii) been consistently efficient and effective in their performance during the preceding two years; and**
- (iii) not been adversely reported upon on ground of conduct.**

Recommendation 12B

10.55D We recommend that officers drawing salary in a scale the maximum of which is not less than Rs 50000 and not more than Rs 64000 and having reached the top of their respective salary scales should be allowed to move incrementally up to a maximum of two increments in the Master Salary Scale, provided they have:

- (i) drawn the top salary for a year;**

- (ii) been consistently efficient and effective during the preceding two years i.e. have displayed skills and competence as relevant in (a) the leadership function; (b) the strategic, coordinating and integrative role; (c) the critical decision making and crisis management responsibilities; and (d) the delivery of the necessary outcomes; and
- (iv) not been adversely reported upon on ground of conduct.

10.55E The foregoing recommendation should also apply to corresponding flat salaries in the same range.

Recommendation 13

Paragraph 10.56

To delete whole content

Paragraph 10.57

To add at the end of paragraph:

As from year 2013, all incremental movements beyond the top of a salary scale, which are subject to specified performance criteria, should necessarily be based on proper Performance Appraisal as an integral part of a proper performance management system.

Page 104

Paragraph 11.48

9th Line

To delete the words “Part B” and to replace by “Section 3”.

TRAINING AND STAFF DEVELOPMENT

Page 116

To add after Recommendation 10

Other Recommendations

Recommendation 10A

12.44A We recommend that an officer, who fails to attend up to completion/ complete a course or training for which he has been nominated, should refund the full cost of the expenses incurred by the Government within a period of three months from the date of abandonment of the course or training.

Page 132

Paragraph 15.28(a)

5th Line

To add after the words “Office Package”: or documentary evidence of any IT proficiency programme followed.

EMPLOYMENT ON CONTRACT AND ALTERNATIVE MODES OF EMPLOYMENT

Page 136

To insert after Paragraph 16.10

16.10A We also recommend that advisers/officers on contractual employment should not earn passage benefits during the 21 days casual/annual/vacation leave whether taken or cashed. This condition should be clearly spelt out in the terms of contract.

END-OF-YEAR BONUS

Page 158

To add after sub paragraph 18.1.8 (g)

g (A) The computation of the end-of-year bonus in respect of officers acting in a higher grade for a continuous period of 12 months should be on the basis of aggregate earnings (i.e. the salary of the substantive post plus any acting allowance drawn) provided the officer has been in actingship for the whole of the calendar year and is in employment on 31 December.

Page 164/165

Paragraph 18.2.19 (No. 3)

To insert : Aryurvedic Medical Officers, Architect/Senior Architects, Quantity Surveyor/ Senior Quantity Surveyors, Engineer/Senior Engineers (Civil), Mechanical Engineer/Senior Mechanical Engineers, Electrical Engineer/Senior Electrical Engineers.

Page 165

To insert after paragraph 18.2.19

18.2.19(A) Officers drawing a monthly salary of Rs 37,500 and above in a scale the maximum of which is not less than Rs 50,000 would also benefit from 100% duty remission on a car on the same terms and conditions as at paragraphs 18.2.19 (No 3) and 18.2.49(a).

Page 166

Paragraph 18.2.22 (a)

To add at the end of paragraph after the word “renewal;”: however, officers whose grades are listed at Annex II of the Report would be allowed to opt for the payment of the monthly car allowance of Rs 1600 in lieu of 70% duty remission.

Page 167

Paragraph 18.2.22 (f)

4th Line

To delete figure: Rs 40000

To replace by: Rs 39000

To insert after paragraph 18.2.22 (g)

g(A) who opt for the payment of a monthly car allowance in lieu of duty remission should not be allowed to use the organisation's vehicle but should make his own transport arrangements for the performance of official travelling.

Under paragraph 18.2.24 (e)

To delete whole content

To replace by: would be entitled to renewal of his duty remitted car after an aggregate period of five or seven years, whichever is appropriate, as from the date of purchase of the car excluding any period of leave without pay.

Page 168

Paragraph 18.2.25

1st Line

To add after the word "that": , subject to the provisions at paragraph 18.2.22 (f),

5th Line

To delete the word: salary

To replace by: salary/promotion

Paragraph 18.2.26 (i)

3rd Line

To delete : 52

To replace by: 50

Page 169

Paragraph 18.2.26 (ii)

1st Line

To delete : 52

To replace by: 50

2nd Line

To add after "Rs 40,000": and up to Rs 43,750

Page 175

Paragraph 18.2.49

To add after paragraph 18.2.49 (b)

(b)A : Officers who opt for a monthly car allowance in lieu of 70% or 100% duty remission, may be granted loan facilities as per relevant provisions at paragraphs (a) and (b) above. Such officers would again be eligible for loan facilities to purchase a duty remitted car after five or seven years have elapsed as from the date beneficiaries have last taken advantage of loan facilities.

Page 178

Paragraph 18.2.58

To delete whole content and replace by:

We are maintaining the present provision and extending same to employees of the Tradesman grade who are required to be “on call” to attend to emergencies after normal office hours, during weekends and public holidays.

To insert after paragraph 18.2.59

Recommendation 18A

18.2.59A We also recommend that employees of the Tradesman Grade who are required to be ‘On-Call’ to attend to emergencies after normal working hours, during weekends and public holidays may be granted, subject to the approval of the Supervising Officer, loan facilities to purchase an autocyycle or motorcycle with engine capacity of up to 150 cc at interest rate of 7.5% per annum, refundable in 84 monthly instalments. Such employees should strictly use their autocyycle/motorcycle to attend to emergencies while “On-Call”.

Page 182

Paragraph 18.2.71 (No. 4)

To delete whole content and replace by:

4	<p>Officers drawing a monthly salary of Rs 27200 and Rs 28000 as well as those drawing a monthly salary of Rs 29000 or more and who are not in receipt of a travel grant or travelling/petrol allowance.</p>	<p>A monthly travelling allowance of Rs 2000</p> <p style="text-align: center;">OR</p> <p>refund of bus fares, whichever is higher.</p>
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Page 183/184

Paragraph 18.2.75 (ii)

Last Line

To add after the word “rates”: and continue to be refunded travelling expenses by bus on days they are required to attend office only;

Subparagraph 18.2.75 (iv)

To delete whole content and replace by:

Officers who are already eligible for a travel grant as well as officers drawing a monthly salary of Rs 18800 or Rs 18200 as at 30 June 2008 who would have been eligible for a travel grant on 1 July 2008 or 1 July 2009 respectively, but with this Report would not qualify for same, should on a personal basis be entitled for loan facilities on terms and conditions set out at paragraphs 18.2.49 (d) & (g) and for the payment of a travel grant or monthly commuted allowance as at paragraphs 18.2.71 (No.3) and (No. 4) as from 1 July 2008 or 1 July 2009, whichever is applicable.

Page 191

Under paragraph 18.2.114

To delete whole content and replace by:

We recommend that Judges and Officers drawing a monthly salary of Rs 80000 and above may opt for

either

a government car, within the prescribed ceiling, for official use as well as for private purposes together with the payment of a monthly fuel allowance and a driver’s allowance of Rs 7000 a month or the services of a driver, wherever applicable

or

100% duty exemption for the purchase of a car within the appropriate ceiling value together with loan facilities up to the corresponding ceiling value reimbursable in 60 monthly instalments at the rate of interest of 7.5% per annum AND for the payment of a monthly car allowance in lieu of the official car together with a monthly fuel allowance as determined by the High Powered Committee and a monthly driver’s allowance of Rs 7000.

Recommendation 34A

18.2.114A We further recommend that Accounting/Responsible Officers drawing a monthly salary of Rs 75000 but less than Rs 80000 may opt for

either

a self-driven government car within the prescribed ceiling for official use as well as for private purposes, together with the payment of a monthly fuel allowance

or

100% duty exemption for the purchase of a car within the appropriate ceiling value together with loan facilities up to the corresponding ceiling value reimbursable in

60 monthly instalments at the rate of interest of 7.5% per annum **AND** for the payment of a monthly car allowance, in lieu of the official car, together with a monthly fuel allowance as determined by the High Powered Committee.

Recommendation 34B

18.2.114B We also recommend that officers, falling under categories at paragraphs 18.2.114 and 18.2.114A who opt for the monthly car allowance together with 100% duty remission in lieu of the official car, would be allowed to take advantage of the duty remission and loan facilities provided they reimburse outstanding loan, if any, on the car purchased previously.

Paragraph 18.2.115

2nd Line

To add after the word “at”: paragraphs 18.2.114 and 18.2.114A

Page 196

Under paragraph 18.2.136

To delete whole content and replace by:

We recommend that officers, appointed to act or assigned duties in a post carrying a monthly salary of Rs 80000 and above and for which actingship or assignment of duties is made on the basis of seniority or selection by the relevant Service Commissions or Board against vacancies or temporary vacancies which would become permanent or vice an officer in a substantive capacity who proceed on leave with pay or on mission for a period exceeding one year may, subject to the approval of the High Powered Committee, exceptionally be granted

either

the use of a government/organisation car along with the services of a driver of the organisation, if available, and fuel allowance as appropriate

or

a cash allowance in lieu of the official car and a driver’s allowance OR a driver from the relevant pool of drivers, if available, and fuel allowance as appropriate

To add after Paragraph 18.2.136

Recommendation 41A

18.2.136A We also recommend that officers, appointed to act or assigned duties in a position of an Accounting/Responsible Officer carrying a monthly salary of Rs 75000 and for which actingship or assignment of duties is made on the basis of seniority or selection by the relevant Service Commissions or Board against vacancies or temporary vacancies which would become permanent or vice an officer in a substantive capacity who proceed on leave with pay or on mission for a period exceeding one year may, subject to the approval of the High Powered Committee, exceptionally be granted

either
the use of a government/organisation car and fuel allowance as appropriate
or
a cash allowance in lieu of the official car and fuel allowance as appropriate.

Page 198

Under paragraph 18.2.142

To delete whole content of sub-paragraphs (iv) and (v) and replace by:

(iv) beneficiaries of an official car as well as officers who have opted for a car allowance in lieu of the official car while proceeding on retirement at the age of 50 or more, may

either

opt to purchase the official car allocated to them while in service or a car from the pool at a depreciated price as established by the Ministry of Finance subject to the condition that they reimburse duty and outstanding loan, if any, on the car purchased in lieu of the official car

or

purchase a new car the duty-free value of which should not exceed the prescribed ceiling. However, the recommendation concerning the option to purchase a car from the pool would not be applicable to officers who have previously opted to top up the difference between the duty deferred price of the car and their corresponding ceiling entitlement.

Sub-paragraphs 18.2.142 (vi) and (vii) should read (v) and (vi) respectively.

To insert after paragraph 18.2.142 (vi)

(vi)A in case of interdiction, the official car allocated to a beneficiary should be returned to the pool/organisation and the latter be paid the monetary value of the private use of the car during the period of interdiction.

Page 201

To insert after paragraph 18.2.154

18.2.154A Several countries have ratified the Kyoto Protocol and in this context are participating in the global emission reduction regime to, among others, reduce the emission of carbon dioxide. Car manufacturers are intensifying their efforts to produce eco-friendly cars with carbon dioxide emission per kilometer not exceeding 130g, scheduled to be marketed sometime in the year 2010.

18.2.154B The Bureau would, subject to the approval of the High Powered Committee, consider the design of a scheme to encourage public sector employees eligible for duty remission on a car to opt for the purchase of eco-friendly/hybrid cars, when the situation permits.

PASSAGE BENEFIT SCHEME

Page 204

Paragraph 18.3.13A (iv)

To insert after the word “themselves/”: immediate member of their family

Page 221

To insert after paragraph 18.4.73

18.4.73A The Ministry of Civil Service and Administrative Reforms submits that it foresees practical difficulties in the implementation of the recommendation at paragraph 18.4.73 (ii).

18.4.73B We recommend that the Ministry of Civil Service and Administrative Reforms carries out a study and makes proposals for consideration by the High Powered Committee to enable implementation of the recommendation or otherwise.

Page 222

To insert after paragraph 18.4.79

ADOPTION LEAVE

18.4.79A Representations have been received from various quarters for the grant of adoption leave to Public Officers in line with the practice that exists in several countries across the world.

18.4.79B Adoption Leave refers to time off granted by an employer to an employee for dealing with matters relating to the adoption of a child. The purpose of granting adoption leave is to provide the adoptive parents ample time for the adaptation of the child in the latter’s new environment.

18.4.79C The Bureau considers such a request to be reasonable and is, therefore, making appropriate recommendation in this Report to introduce and regulate adoption leave.

Recommendation 20A

18.4.79D We recommend that:

- (i)** Upon production of documentary evidence for adoption, entitlement to paid adoption leave should be open to both male and female officers who hold a substantive appointment or reckon at least 12 months’ continuous service;

- (ii) the quantum of adoption leave to be granted should be subject to (iii) as per table below :

Age of child adopted	Adoption Leave granted
Up to 3 months	12 weeks
3 months but less than 3 years	6 weeks
3 years to 11 years	3 weeks
11 years to 18 years	1 week

- (iii) adoptive parents may jointly take adoption leave, in which case, the aggregate amount of leave should not exceed the amount prescribed as per the above table;
- (iv) paid adoption leave should be granted to public officers in respect of a maximum of three occasions; and
- (v) adoptive parents who do not qualify for paid adoption leave, should be eligible to leave without pay for adoption purposes.

Page 224

Paragraph 18.4.89

4th and 5th Lines

To delete the words “as follows”

To add after the word “maintained”: except for leave without pay to take up employment in International Organisations (of which Mauritius is a member).

Page 225

To delete paragraph 18.4.89(i)(c)

To insert after paragraph 18.4.89(v)

18.4.89A Leave Without Pay to take up employment in International Organisations (of which Mauritius is a member), foreign countries under a scheme approved by Government, and member countries of regional organizations like SADC, should be for the period of the initial contract or an aggregate period of three years whichever is the longer over a period of 10 years, subject to the provision of sub paragraph (v) above as regards the date of commencement of the 10 year period. However, on production of evidence that contributions have been made and a pension is payable for continuous service, the grant of leave without pay may be extended for an aggregate period not exceeding five years, subject to the approval of the High Powered Committee.

18.4.89B Leave Without Pay to officers to undertake consultancy for short periods of contract of not less than six months in International Organisations (of which Mauritius is a member), foreign countries under a scheme approved by Government, and member countries of regional organization like SADC, should be for an aggregate period not exceeding two years over a period of 10 years, subject to the provision of sub paragraph (v) above as regards the date of commencement of the 10 year period.

Paragraph 18.4.89(v)

2nd Line

To add after the word “paragraphs”

18.4.89A, 18.4.89B,

Page 227

To insert after paragraph 18.4.103

18.4.103A We have, at paragraph 18.4.102 above, recommended that, subject to the exigencies of service and with the approval of the Ministry of Civil Service and Administrative Reforms, leave without pay may be granted to officers to run a business for an aggregate period of one year over a period of 10 years except for those in scarcity areas or where replacement is not easily available and retention is difficult or where training at government expense has been for a year or more.

18.4.103B The Ministry of Civil Service and Administrative Reforms foresees practical difficulties in the implementation of the provision of this recommendation.

Recommendation 24A

18.4.103C We recommend that the Ministry of Civil Service and Administrative Reforms carries out a study and makes proposals for consideration by the High Powered Committee to enable implementation of this recommendation or otherwise.

WORKING WEEK, FLEXTIME, WORKERS ON SHIFT/ROSTER/STAGGERED HOURS AND OVERTIME

Page 248

Recommendation 6

To delete paragraph 18.5.55 C (i) and (ii) and whole content

To replace by:

(i) no compensation for working up to one hour on a Public Holiday (other than a normal Sunday not coinciding with a proclaimed Public Holiday);

- (ii) half day's off or half day's pay for working more than one hour and up to four hours on a Public Holiday (other than a normal Sunday not coinciding with a proclaimed Public Holiday);

SPECIAL DUTY AND EXTRA DUTY ALLOWANCE

Page 262

To insert after paragraph 18.7.10

- 18.7.10A Under current provision, senior officers who are required to work beyond their normal working hours, owing to the nature of their duties for the execution of urgent tasks and for completion of work which cannot be postponed, are not entitled to any form of compensation, be it cash or time-off.
- 18.7.10B It has been reported that certain senior officers, who by the nature of their postings, special attributes of their posts, job size and unique responsibilities, are regularly called upon to work beyond normal working hours to meet the exigencies of their positions. These positions require invariably full time availability for the performance of the duties over extended hours of work. For this category of officers, late evening work has become a normal feature.

Recommendation 2A

- 18.7.10C **We recommend that senior officers up to the level of Principal Assistant Secretary, not eligible for overtime/extra duty allowance or any other form of compensation for additional hours of work put in, and who have to work regularly beyond normal working hours to meet the exigencies of their positions, should be paid, provided they put in a minimum of 35 excess hours monthly, on the recommendation of the Responsible Officer and subject to the approval of the Ministry of Civil Service and Administrative Reforms, an allowance equivalent to three times the increment reached in their respective salary scales.**

INCREMENT AND INCREMENTAL CREDIT

Page 272

To delete paragraph 18.9.23 and whole content

To replace by:

- 18.9.23 **We recommend, notwithstanding the provision at paragraph 18.9.19(a) and (b) (ii), the grant of one incremental credit to officers having obtained an additional qualification equivalent to a degree or higher, which is in a different field from those specified in the scheme of service but is significantly relevant to the performance of the duties of the grade.**
- 18.9.23A **We also recommend that incremental credit for lateral/horizontal qualification should not, in principle, be granted in cases where the lateral/horizontal qualification is an alternative qualification in the scheme of service for the post or**

is a requirement for promotion in the cadre, except where explicitly recommended otherwise in this Report, for specific reasons.

MEAL ALLOWANCE

Page 279

To add after paragraph 18.11.5

18.11.5A We additionally recommend that where operational needs require people to work on shift, on roster basis or at staggered hours, the organisation should, to the extent it is practical, provide for such appliances as refrigerator, electric kettle and microwave/hot plate for use by the employees.

FOREIGN SERVICE ALLOWANCE AND OTHER RELATED ALLOWANCES

Page 305

To insert after sub paragraph 18.18.4

18.18.4A We have also taken into account, indicatively, the Mercer's cost of living survey report, in relation to the comparative costliness of the cities where our missions are located.

Page 306

Subparagraph 18.18.6(i)

3rd Line

To delete : Annex IV

To replace by: Annex IV(A)

Subparagraph 18.18.6(ii)

1st Line

To delete : Annex V

To replace by: Annex V(A)

Page 309

Paragraph 18.18.27

4th Line

To delete : 10%

To replace by: 15%

To insert after Paragraph 18.18.28

18.18.28A Our attention has been drawn to the fact that the Rent and Utilities paid to officers in the grades of First Secretary and Second Secretary in our mission in certain cities are higher than what have been recommended in the main Report.

18.18.28B The quantum of Rent and Utilities for First and Second Secretaries in these cities have been determined at the level of the Foreign Service Committee in the light of specific conditions such as rise in the cost of living, lack of safety, security and transport facilities.

18.18.28C In the given circumstances, we are making provision for the continuation of payment of the Rent and Utilities as determined by the Foreign Service Committee in each specific case until renewal of the lease agreement/availability of premises at a lower rate.

Recommendation 5A

18.18.28D We recommend that, notwithstanding the provision at paragraph 18.18.22 (i), the home-based staff should continue to be refunded the Rent and Utilities up to the monthly ceiling as determined, on an *ad hoc* basis, by the Foreign Service Committee up till the expiry of the lease agreement. However, for subsequent renewal of lease or for new lease, any Rent and Utilities ceiling above the prescribed rates should be sanctioned by the Foreign Service Committee.

At the end of the 2008 PRB Report (Volume I) to delete whole content of:

Annex IV - FOREIGN SERVICE ALLOWANCE (FSA) PER MONTH (IN FOREIGN CURRENCY)

Annex V - EXCHANGE RATE

Annex VIII - ALLOWANCES FOR CONSUL AND VICE CONSUL

To replace by:

Annex IV(A) - FOREIGN SERVICE ALLOWANCE (FSA) PER MONTH (IN FOREIGN CURRENCY)

Annex V(A) - EXCHANGE RATE

Annex VIII(A) - ALLOWANCES FOR CONSUL AND VICE CONSUL

RETIREMENT AND RETIREMENT BENEFITS – NEW PENSION SCHEME FOR THE PUBLIC SECTOR

PENSION ON EARLY RETIREMENT FOR NEW ENTRANTS

Page 322

Paragraph 19.27

3rd and 4th Lines

To delete : a factor to be determined after an actuarial study

To replace by: 2.5% a year retired early before age 65

To insert after paragraph 19.27

19.27A The rate of pension would not be reduced when an officer is retiring on grounds of marriage, on medical grounds, and in case of abolition of office and re-organisation.

CONTINUATION OF SERVICE BEYOND COMPULSORY RETIRING AGE

Page 337

To insert after paragraph 19.112

- 19.112A** We recommend that the provision of paragraph 19.111 should also apply to officers of the Parastatal and Other Statutory Bodies and Local Authorities.
- 19.112B** We recommend that up to year 2018, an officer in post as at 30 June 2008 who has attained the compulsory retirement age as per the transitional provision of the new Scheme, may with the approval of the members of the Board or the Local Government Service Commission, subject to such other approval as may be applicable under any other enactment, whichever is appropriate, be allowed to remain in service beyond the age of 60, but not beyond the age of 65, where Government considers that the continuation of his service would be in the interest of the Public Sector.
- 19.112C** We further recommend that as regard Parastatal and Other Statutory Bodies where it is considered that the continued employment of an officer beyond compulsory retiring age, subject to the provision of paragraph 19.109, would be in the interest of the service, the following procedures should be adhered to:
- (i)** the approval of the members of the Board should be obtained to initiate action, in the first instance, and the Chief Executive Officer of the organisation should submit the request to the parent Ministry;
 - (ii)** the Responsible Officer of the parent Ministry should submit his recommendation to the Prime Minister's Office for consideration by the High Powered Committee;
 - (iii)** the recommendation of the High Powered Committee would be submitted to the Prime Minister for his consideration and approval; and
 - (iv)** if the recommendation is approved, the Chief Executive Officer of the organisation should then seek the approval of the members of the Board and take such other action as may be recommended by the High Powered Committee.
- 19.112D** As regards the Local Authorities, the following procedures should be adhered to:
- (i)** the Chief Executive of the Local Authority should submit the request to the Ministry of Local Government, Rodrigues and Outer Islands;
 - (ii)** the Responsible Officer of the Ministry of Local Government, Rodrigues and Outer Islands should submit his recommendation to the Prime Minister's Office for consideration by the High Powered Committee;
 - (iii)** the recommendation of the High Powered Committee would be submitted to the Prime Minister for his consideration and approval; and
 - (iv)** if the recommendation is approved, the Chief Executive of the Local Authority should then seek the approval of the Local Government Service

Commission and take such other action as may be recommended by the High Powered Committee.

19.112E We also recommend that consideration be given to making such legislative changes required for the implementation of the above recommendations.

Page 344

Table II Column 1 Row 17

To delete : April 19558

To replace by: April 1958

Page 347

Table III Column 1 Row 17

To delete : April 19563

To replace by: April 1963

IMPLEMENTATION PROCESS AND POST REVIEW MECHANISM

Page 370

To add after paragraph 23.6(viii)

(viii A) Officers on completing 24 years' service in a single grade subsequent to 1 July 2008 and officers on completing 21 years' service in a single grade requiring a degree/professional qualification obtained after at least three years full time study, subsequent to 1 July 2008 but before 1 July 2009, and who have been drawing the top salary of their salary scales for two consecutive years prior to this Report, should also be granted an additional increment to be read from their scale subject to the top salary of the scale.

Paragraphs 23.6 (x)

5th and 6th Lines

The wording "paragraphs 23.8 (vii) to (ix)" should read "paragraphs 23.6 (vii) to (ix)."

Paragraphs 23.6 (xi)

4th and 5th Lines

The wording "paragraphs 23.8 (vii) to (ix)" should read "paragraphs 23.6 (vii) to (ix)."

Page 371

Paragraphs 23.6 (xii)

5th and 6th Lines

The wording "paragraphs 23.5 (vii) to (ix)" should read "paragraphs 23.6 (vii) to (ix)."

Annex II

The list of grades, at Annex II of the main Report, eligible for loan to purchase a 70% duty-free car for official travelling is being updated with the following additions/amendments:

CIVIL SERVICE

PRIME MINISTER'S OFFICE

GOVERNMENT INFORMATION SERVICE

Information Officer

MINISTRY OF AGRO INDUSTRY AND FISHERIES

Principal Fisheries Protection Officer

Senior Research and Development Officer (Wildlife)

MINISTRY OF SOCIAL SECURITY, NATIONAL SOLIDARITY AND SENIOR CITIZENS WELFARE AND REFORM INSTITUTIONS

Senior Organising Officer, Recreation Centre

OMBUDSMAN'S OFFICE

Senior Investigations Officer, Ombudsman's Office

formerly Secretary, Ombudsman's Office

MINISTRY OF EDUCATION AND HUMAN RESOURCES

Senior Educational Psychologist

Computer Technician (NCITRC)

MINISTRY OF HEALTH AND QUALITY OF LIFE

Haemodialysis Supervisor

Specialised AIDS Nurse

MINISTRY OF ENVIRONMENT AND NATIONAL DEVELOPMENT UNIT

NATIONAL DEVELOPMENT UNIT

Assistant Citizen's Advice Bureau Coordinator

MINISTRY OF HOUSING AND LANDS

PLANNING DIVISION

Senior Development Control Officer

Development Control Officer

**MINISTRY OF WOMEN'S RIGHTS, CHILD DEVELOPMENT,
FAMILY WELFARE AND CONSUMER PROTECTION**

Family Welfare and Protection Officer

**DEPUTY PRIME MINISTER'S OFFICE, MINISTRY OF TOURISM,
LEISURE AND EXTERNAL COMMUNICATIONS**

To delete : Tourist Planner

To replace by: Tourism Planner

Annex II

The list of grades, at Annex II of the main Report, eligible for loan to purchase a 70% duty-free car for official travelling is being updated with the following additions/amendments:

PARASTATAL AND OTHER STATUTORY BODIES

CENTRAL WATER AUTHORITY

Superintendent, Anti Fraud Unit

Technical Officer

MAURITIUS INSTITUTE OF EDUCATION

Internal Auditor*

MAURITIUS OCEANOGRAPHY INSTITUTE

Accountant* (New Grade)

Associate Research Scientist

TOURISM AUTHORITY

Tourism Enforcement Officer

Senior Tourism Enforcement Officer

TOWN AND COUNTRY PLANNING BOARD

Planning Officer

TOURISM EMPLOYEES WELFARE FUND

Programme Welfare Officer

PRE-SCHOOL TRUST FUND (NOW REPLACED BY EARLY CHILDHOOD CARE AND EDUCATION AUTHORITY)

Internal Auditor*

NATIONAL WOMEN'S COUNCIL

Head, Women's Association Unit

formerly Supervisor, Women's Association

SUGAR INDUSTRY LABOUR WELFARE FUND

Supervisor, Dressmaking and Craft

formerly Dressmaking and Related Craft Instructor

*Accountant and Internal Auditor drawing salary in a scale the maximum of which is not less than Rs 40000 a month

The list of grades, at Annex II of the main Report, eligible for loan to purchase a 70% duty-free car for official travelling is being updated with the following additions/amendments:

RODRIGUES REGIONAL ASSEMBLY

**COMMISSION FOR PUBLIC INFRASTRUCTURE, ENVIRONMENT, HOUSING,
MARINE PARKS AND TRANSPORT**

ENVIRONMENT DIVISION

Environment Officer

**COMMISSION FOR HEALTH, COMMUNITY DEVELOPMENT,
COOPERATIVES, FIRE SERVICES, PRISONS AND REFORM INSTITUTIONS**

MEDICAL AND HEALTH

Nutritionist

The list of grades, at Annex II of the main Report, eligible for loan to purchase a 70% duty-free car for official travelling is being updated with the following additions/amendments:

LOCAL AUTHORITIES

MUNICIPAL COUNCIL OF BEAU BASSIN- ROSE HILL

Senior Building Inspector
Planning Officer
Planning Inspector

MUNICIPAL COUNCIL OF CUREPIPE

Planning Officer
Planning Inspector

MUNICIPAL COUNCIL OF PORT LOUIS

Chief Building Inspector
Planning Officer
Planning Inspector

MUNICIPAL COUNCIL OF QUATRE BORNES

Planning Officer
Planning Inspector

MUNICIPAL COUNCIL OF VACOAS-PHOENIX

Senior Inspector of Works
Planning Officer
Planning Inspector

DISTRICT COUNCILS

Principal Welfare Officer
Planning Officer
Planning Inspector

Annex III

The list of grades, at Annex III of the main Report, eligible for loan to purchase a duty-free autocycle/motorcycle for official travelling is being updated with the following additions/amendments:

CIVIL SERVICE

MINISTRY OF AGRO INDUSTRY AND FISHERIES

Senior Park Ranger
Park Ranger
Assistant Park Ranger

To delete : Principal Fisheries Protection Officer

**DEPUTY PRIME MINISTER'S OFFICE,
MINISTRY OF PUBLIC INFRASTRUCTURE, LAND TRANSPORT AND SHIPPING**

TRAFFIC MANAGEMENT AND ROAD SAFETY UNIT

Senior Traffic Census Officer
Traffic Census Officer

Annex III

The list of grades, at Annex III of the main Report, eligible for loan to purchase a duty-free autocyple/motorcycle for official travelling is being updated with the following additions/amendments:

PARASTATAL AND OTHER STATUTORY BODIES

IRRIGATION AUTHORITY

Driver (Roster)

Gangman (Roster)

Irrigueur (Roster)

Social Facilitator

SUGAR INDUSTRY LABOUR WELFARE FUND

To delete : Dressmaking and Related Craft Instructor

Annex III

The list of grades, at Annex III of the main Report, eligible for loan to purchase a duty-free autocyce/motorcycle for official travelling is being updated with the following additions/ amendments:

LOCAL AUTHORITIES

MUNICIPAL COUNCIL OF PORT LOUIS

Supervisor Infant School

Annex IV (A)

FOREIGN SERVICE ALLOWANCE (FSA) PER MONTH (IN FOREIGN CURRENCY)

City	Currency	Ambassador/High Commissioner/ Permanent Representative	Minister Counsellor/ Deputy High Commissioner	First Secretary	Second Secretary	Attaché	Higher Executive Officer/ Confidential Secretary	Executive Officer	Word Processing Operator
Addis Ababa	Birr	20,140	17,740	14,785	10,210	8,640	6,515	5,580	4,800
Antananarivo	Ariary	3,841,990	3,397,945	2,791,360	1,945,900	1,602,345	1,261,480	1,073,600	939,400
Beijing	Yuan	32,200	29,440	24,150	16,965	14,310	10,815	9,275	8,015
Berlin	Euro	4,360	3,995	3,280	2,290	1,880	1,475	1,265	1,090
Brussels	Euro	4,360	3,995	3,280	2,290	1,880	1,475	1,265	1,090
Cairo	Egyptian Pound	11,660	10,240	8,405	5,865	4,825	3,800	3,245	2,815
Canberra	Australian Dollar	6,210	5,675	4,660	3,250	2,675	2,095	1,800	1,550
Geneva	Swiss Franc	8,770	8,010	6,560	4,595	3,755	2,965	2,525	2,200
Islamabad	Pakistani Rupee	87,040	76,895	63,210	44,020	36,370	28,585	24,425	21,070
Kuala Lumpur	Malaysian Ringitt	11,895	10,850	8,885	6,275	5,095	4,055	3,400	3,005
London	Pound Sterling	3,610	3,300	2,705	1,890	1,550	1,215	1,035	900
Maputo	MTN	51,135	46,710	38,350	26,745	21,985	17,325	14,750	12,800
Moscow	Russian Rouble	178,745	163,780	134,800	93,820	76,965	60,415	51,800	44,670
New Delhi	Indian Rupee	78,660	71,910	59,060	41,145	33,880	26,610	22,715	19,730
Paris	Euro	4,960	4,530	3,720	2,595	2,140	1,700	1,435	1,245
Pretoria	Rand	18,730	17,115	14,045	9,795	8,075	6,340	5,410	4,700
Washington/ New York	US Dollar	5,520	5,045	4,140	2,885	2,385	1,865	1,595	1,280

Annex V (A)

EXCHANGE RATE

City	Currency	Exchange Rate Mauritian Rupee (Rs)
Addis Ababa	Birr	3.0472
Antananarivo	Ariary	0.018
Beijing	Yuan	4.06667
Berlin	Euro	41.088
Brussels	Euro	41.088
Cairo	Egyptian Pound	5.2743
Canberra	Australian Dollar	26.8677
Geneva	Swiss Franc	25.437
Islamabad	Pakistani Rupee (<i>PKR 100</i>)	44.825
Kuala Lumpur	Malaysian Ringitt	9.0336
London	Pound Sterling	55.020
Maputo	MTN	1.24
Moscow	Russian Rouble	1.15
New Delhi/Mumbai	Indian Rupee	0.713
Paris	Euro	41.088
Pretoria	Rand	4.022
Rome	Euro	41.088
Washington/New York	US Dollar	27.962

Annex VIII (A)

ALLOWANCES FOR CONSUL AND VICE CONSUL

City	Currency	Foreign Service Allowance (FSA) per month (in Foreign Currency)		Ceiling of Rent & Utilities per month (in Foreign Currency)		Entertainment Allowance per month (in Foreign Currency)
		Consul	Vice Consul	Consul	Vice Consul	Consul
Mumbai	Indian Rupee	44,380	32,620	42,320	16,100	3,960
Rome	Euro	2,290	-	-	-	170

VOLUME II PART I - CIVIL SERVICE

OFFICE OF THE PRESIDENT

Page 4

Paragraph 1.9(ii)

2nd Line

To add after the word “President”:

or is reverted to his substantive post,

Page 5

After paragraph 1.12, and in paragraphs 1.13 and 1.14, the appellation “Multi-skilled Trades Worker” should read

“Multi-skilled Tradesman (Building Construction)”,

wherever it appears.

THE JUDICIARY

Page 21

Paragraph 3.56

To delete whole content

To replace by:

We recommend that:

- (i) appointment to the grade of Law Librarian/Senior Law Librarian should be made by selection from among Senior Law Library Officers and Law Library Officers who possess either a post “A” Level Degree in Library and Information Science or a postgraduate Diploma in Library and Information Science or a post SC Degree in Library and Information Science and reckon at least four years’ post qualification experience;**
- (ii) incumbents in the grade of Law Librarian/Senior Law Librarian possessing a post “A” Level Degree in Library and Information Science or a postgraduate Diploma in Library and Information Science would be allowed to proceed beyond the Qualification Bar (QB) provided in the salary scale of the grade.**

To insert after paragraph 3.56

Additional Compensation to officers of the Court Usher Cadre

3.56A Officers of the Court Usher Cadre are required to perform extensive official travelling in the exercise of their functions and their cars are subject to higher rate of wear and tear and depreciation than for cars which cover a lesser aggregate of official mileage. The data on records shows that they are required to cover an average distance of over 3000 km monthly

as official mileage and in a few instances up to 5000 km. We have examined this issue and find that there is justification for some compensation to cater for the additional expenditure incurred in the maintenance of their cars. We are, therefore, recommending accordingly.

Recommendation 12A

3.56B We recommend that officers of the Court Usher Cadre who use their car to perform official travelling should be paid an additional amount of Rs 500 per month.

Page 23

Under Salary Code 08 48 60

“Senior Digital Recorder/Senior Shorthand Writer” should read

“Senior Transcriber *formerly Senior Digital Recorder/Senior Shorthand Writer*”

Page 24

Under Salary Code 05 45 71

To delete Salary Scale and replace by:

Rs 19600 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 37500 QB 38750 x 1250 - 45000

Page 25

To insert after Salary Code 24 09 29

25 07 27 : Rs 7400 x 200 - 10200 x 250 - 11700

Tradesman’s Assistant

NATIONAL ASSEMBLY

Pages 28, 29, 30

The appellations “Hansard Reporter” and “Assistant Hansard Reporter” wherever they appear, should read “Hansard Reporter and Sub Editor” and “Assistant Hansard Reporter and Sub Editor” respectively.

Page 28

After paragraph 4.13, the appellation Hansard Editor should read Hansard Editor (New Grade)

Paragraph 4.15

To delete 5th Line

To replace by: , a Degree in English or French and reckoning at least three years’ experience in editing.

Page 29

Paragraph 4.23

4th Line

“Rs 50” should read “Rs 150”

Page 30

To delete Salary Code 02 69 81 and whole content

To replace by:

02 75 82 : Rs 50000 x 1500 – 56000 x 2000 - 62000

Deputy Clerk

Page 31

To delete Salary Code 08 44 67 and whole content

To replace by:

08 49 67 : Rs 22000 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 - 40000

Hansard Editor (New Grade)

Under Salary Code 08 42 55

To delete : Hansard Reporter
formerly Reporter

To replace by: Hansard Reporter and Sub-Editor
formerly Reporter

Under Salary Code 08 18 48

To delete : Assistant Hansard Reporter(New Grade)

To replace by: Assistant Hansard Reporter and Sub-Editor (New Grade)

NATIONAL AUDIT OFFICE

Page 33

To insert after paragraph 5.11

Recommendation 1A

5.11A We also recommend that incumbents in the grades of Examiner of Accounts and Senior Examiner of Accounts possessing a Diploma in the relevant field may be allowed to move incrementally in the master salary scale up to salary points Rs 28000 and Rs 31250 respectively provided that they:

- (a) have drawn their top salary for a year,**

- (b) have been consistently efficient and effective in their performance during the preceding two years and have not been adversely reported upon on grounds of either performance or conduct.

Page 34

To delete Salary Code 01 69 81 and whole content

To replace by:

01 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000

Assistant Director of Audit

To delete Salary Code 01 71 81 and whole content

To replace by:

01 75 81 : Rs 50000 x 1500 – 56000 x 2000 – 60000

Head, Examiner of Accounts Cadre

PUBLIC AND DISCIPLINED FORCES SERVICE COMMISSIONS

Page 37

To insert after paragraph 6.7

Transitional Provision

Recommendation 1A

6.7A We recommend that an Officer at the level of Principal Assistant Secretary who is assigned the duties of Secretary, Public and Disciplined Forces Service Commissions, be granted an allowance equivalent to the difference between his salary and that of the Secretary, Public and Disciplined Forces Service Commissions pending the full implementation of the foregoing recommendation.

Paragraph 6.8

To delete whole content

To replace by:

We further recommend that in the event the officer retires in the capacity of Secretary, Public and Disciplined Forces Service Commissions or is reverted to his substantive post, the pensionable emoluments shall be those of the Secretary, Public and Disciplined Forces Service Commissions, provided that he has:

- (a) successfully served for a period of not less than 12 months;**
- (b) not been reverted to his substantive post on grounds of inefficiency or inability to perform at the higher level or on grounds of misconduct or has not reverted at his own request; and**

- (c) at the time of his retirement/reversion reached the age of 55 or for an officer in post as at 30 June 2008, he has reached the age at which an officer may retire with the approval of the relevant Service Commission;

Or

he has successfully served for a minimum period of six months and has reached compulsory retirement age.

Page 38

To delete : Salary Code 08 60 71

To replace by: Salary Code 08 59 71

OMBUDSMAN'S OFFICE

Page 41

To delete Salary Code 02 51 71 and whole content

To replace by:

02 56 71 : Rs 27200 x 800 – 28000 x 1000 – 30000 x 1250 – 45000

Senior Investigations Officer, Ombudsman's Office
formerly Secretary, Ombudsman's Office

ELECTORAL COMMISSIONER'S OFFICE

Page 44

Paragraph 9.10

4th Line

To add after the word "cadre": inclusive of at least one year experience as Principal Electoral Officer.

Page 45

To delete Salary Code 18 72 82 and whole content

To replace by:

18 76 82 : Rs 51500 x 1500 – 56000 x 2000 – 62000

Chief Electoral Officer

To delete Salary Code 18 46 62 and whole content

To replace by:

18 48 62 : Rs 21400 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 32500 QB 33750

Electoral Officer

LOCAL GOVERNMENT SERVICE COMMISSION

Page 50

Paragraph 11.8

7th Line

To add after the word “retirement”: or reversion to his substantive post,

Page 51

To delete salary code 02 00 84 and whole content

To replace by:

02 00 88 : Rs 75000

Secretary, Local Government Service Commission

CENTRAL PROCUREMENT BOARD

Page 52

To insert after paragraph 12.5

12.5A With the enactment of the Public Procurement Act 2008, the Central Procurement Board is no longer a government department but is a body corporate. Appropriate transitional measures are being made for the staff of the defunct Central Tender Board serving the Central Procurement Board.

Page 53

Paragraph 12.6

To delete the last sentence

To replace by:

We are providing personal salary scales for officers in post as at 30 June 2008.

To delete paragraphs 12.7, 12.8, 12.9, 12.10, 12.11, 12.12 and 12.13 and whole content.

To insert after paragraph 12.6

Recommendation 1A

12.6A We recommend that officers of the defunct Central Tender Board in post as at 30 June 2008 continue to serve on secondment at the Central Procurement Board pending their integration in the new structure or their reversion to the Civil Service.

Recommendation 1B

12.6B We also recommend that the relevant authorities consider the advisability or otherwise to allow officers serving at the defunct Central Tender Board to revert, if they so wish, to their respective cadres prior to their appointment in a substantive capacity.

12.6C We are providing personal salaries to the Secretary, Central Tender Board and Deputy Secretary, Central Tender Board considering their duties and responsibilities.

Page 54

To delete Salary Code 01 00 88 and replace by 01 00 90

To delete : Secretary, Central Procurement Board
formerly Secretary, Central Tender Board

To replace by: Secretary, Central Tender Board (Personal to incumbent in post as at 30.06.2008)

Under Salary Code 01 65 75

To delete : Deputy Secretary, Central Procurement Board
formerly Deputy Secretary, Central Tender Board

To replace by: Deputy Secretary, Central Tender Board
(Personal to incumbent in post as at 30.06.2008).

PRIME MINISTER'S OFFICE

Page 56

Paragraph 14.3

4th Line

To delete the words : the Civil Aviation Department

Page 57

Paragraph 14.11

2nd Line

The figure "Rs 43750" should read "Rs 45000"

To add after paragraph 14.11

14.11A At present, officers holding appointment in a substantive capacity in grades of the Executive Cadre, Human Resource Management Cadre, Financial Operations Cadre *formerly Finance Cadre* and Procurement and Supply Cadre *formerly Purchasing and Supply Cadre* are eligible for appointment to the grade of Assistant Secretary through the limited competition.

Recommendation 1A

14.11B We recommend that incumbents in the grades of Senior Officer and Office Management Executive should also be eligible for appointment to the grade of Assistant Secretary through the limited competition.

Duty Free Facilities

Recommendation 1B

14.11C We recommend that Assistant Secretaries who by the nature of their duties, are required to attend various conferences/meetings in other organizations, receive delegates, organize workshops/events and work after normal working hours on a regular basis and drawing a monthly salary of at least Rs 29000, should be eligible to loan facilities and 70% duty remission for the purchase of a car on the terms and conditions as per relevant provisions at paragraph 18.2.26 and 18.2.49 of the 2008 PRB Report, Volume I.

14.11D We also recommend that the above recommendation be applicable, subject to the approval of the Ministry of Civil Service and Administrative Reforms, to officers in grades requiring a University Degree who are drawing at least Rs 29000 a month in a salary scale the maximum of which is not less than Rs 40000 and who by the nature of their duties are also required on a regular basis to attend meetings/conferences, outside their organisation, receive delegates, organize events/workshops and regularly work after normal working hours.

To add after paragraph 14.12

Recommendation 2A

14.12A We recommend that in line with the provision set out at paragraph 10.55D of this Report, Principal Assistant Secretaries having reached the top of their revised salary scale should be allowed to draw one increment annually up to salary point Rs 66000 in the master salary scale provided that they have:

- (i)** drawn the top salary for a year;
- (ii)** been consistently efficient and effective during the preceding two years i.e. have displayed skills and competence as relevant in (a) the leadership function; (b) the strategic, co-ordinating and integrative role; (c) the critical decision making and crisis management responsibilities; and (d) the delivery of the necessary outcomes; and
- (iii)** not been adversely reported upon on ground of conduct.

Page 62

Paragraph 14.33

12th Line

To add after the words "Secretary for Home Affairs": or is reverted to his substantive post,

Page 65

To delete Salary Code 02 69 81 and whole content

To replace by:

02 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000

Principal Assistant Secretary

Under Salary Code 02 44 67

To delete : Assistant Secretary

To add after Salary Code 02 59 71

02 45 67 : Rs 19600 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 - 40000

Assistant Secretary

Page 66

To insert after Salary Code 02 51 71

20 47 71 : Rs 20800 x 600 - 23200 x 800 - 28000 x 1000 - 30000 x 1250 - 45000

Statistician/Senior Statistician

To delete Salary Code 09 00 85 and whole content

To replace by:

09 00 86 : Rs 70000

National HIV/AIDS Coordinator

To delete Salary Code 02 65 75 and whole content

To replace by:

02 69 81 : Rs 42500 x 1250 - 50000 x 1500 - 56000 x 2000 - 60000

Conference and Social Functions Manager

To insert after salary code 08 17 45

25 14 37 : Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 - 15000

General Assistant

GOVERNMENT INFORMATION SERVICE

Page 70

To insert after Paragraph 14.4.59

- 14.4.59A The Government Information Service (GIS) as the communication arm of government, has the responsibility to provide to the public timely, accurate and factual information on the decisions, policies, actions, programmes and achievements of the government.
- 14.4.59B A study is presently underway at the Prime Minister's Office to look at the restructure of the Unit including a review of the qualification requirements for appointment to the Audio-Visual Production Officer and News Officer Cadre.
- 14.4.59C While we propose to report thereon in due course, after the study, we are at the request of Management creating a grade of Head, Documentation Unit at this stage.

Documentation Section

Head, Documentation Unit (New Grade)

Recommendation 3A

- 14.4.59D **We recommend the creation of a grade of Head, Documentation Unit. Recruitment thereto should be made from among candidates possessing a post "A" Level Degree in Library Studies and Information Science or an equivalent qualification and reckoning at least four years' experience in the relevant field.**
- 14.4.59E Incumbent in the grade of Head, Documentation Unit would be required, among others, to head the Unit; supervise and coordinate the work of the Documentation staff; set up the digitisation process; arrange for proper assistance by the Unit for the daily Press Review exercise for the Prime Minister's Office; manage and update the books collection and deal with requests for information.

To delete Salary Code 10 69 81 and whole content

To replace by:

10 75 81 : Rs 50000 x 1500 – 56000 x 2000 – 60000
Assistant Director, Information Services

To insert after Salary Code 10 44 67:

10 59 71 : Rs 30000 x 1250 – 45000
Head, Documentation Unit (New Grade)

FORENSIC SCIENCE LABORATORY

Page 73

Paragraph 14.4.67

7th Line

To add the word “Forensic” before the words “Science Laboratory”

Page 74/75

Under paragraph 14.4.76 second column first row

To add after “6.00 a.m. to 8.45 a.m.” the following: 4.00 p.m. to 6.00 p.m.

Page 76

To delete Salary Code 19 70 81 and whole content

To replace by:

19 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000

Deputy Director, Forensic Science Laboratory (New Grade)

CIVIL STATUS DIVISION

Page 82

Paragraph 14.4.99(b)

1st Line

“Rs 120” should read “Rs 130”

Page 85

To delete Salary Code 18 69 81 and whole content

To replace by:

18 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000

Registrar of Civil Status

To delete Salary Code 18 58 68 and whole content

To replace by:

18 58 69 : Rs 29000 x 1000 - 30000 x 1250 – 42500

Deputy Registrar of Civil Status

To insert after Salary Code 08 48 59

**08 13 41 : Rs 8600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000
x 600 - 17200**

Clerk Assistant

POLICE

Page 87

To add at end of paragraph 14.1.7

However, in the event flatter structures through the reduction of grades are adopted and implemented, the Bureau would review the pay structure at the appropriate levels.

Paragraph 14.1.13

To delete whole content and replace by:

We also recommend the payment of a monthly allowance equivalent to one and half (1½) increments at the initial of the relevant salary scale, subject to a maximum of Rs 600, to Police Officers posted at the CID, ERS, Police Stations and those on the frontline working on shift or performing operations duties involving higher than normal risks associated with the nature of their work.

Page 95

To delete paragraph 14.1.40 and whole content

To replace by:

14.1.40 We further recommend that the in-attendance allowance per hour, inclusive of travelling time, payable to Trainee Police Medical Officer, Police Medical Officer/Senior Police Medical Officer, Principal Police Medical Officer and Chief Police Medical Officer when they are required to be in attendance to perform medico-legal examination while on call, be revised to Rs 220, Rs 515, Rs 605 and Rs 645 respectively.

Page 97

To delete Salary Code 14 69 81 and whole content

To replace by:

14 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000

Assistant Commissioner of Police
Assistant Commissioner of Police (Engineer Squadron)
Deputy Director General, NSS
Woman Assistant Commissioner of Police

Page 99

To delete Salary Code 09 67 83 and whole content

To replace by:

09 73 85 : Rs 47500 x 1250 - 50000 x 1500 - 56000 x 2000 - 68000

Police Medical Officer/Senior Police Medical Officer

To delete Salary Code 09 59 75 and whole content

To replace by:

09 61 76 : Rs 32500 x 1250 - 50000 x 1500 - 51500

Trainee Police Medical Officer

To delete Salary Code 09 58 75 and whole content

To replace by:

09 60 76 : Rs 31250 x 1250 - 50000 x 1500 - 51500

Police Dental Surgeon/Senior Police Dental Surgeon

PRINTING DEPARTMENT

Page 102

Paragraph 14.2.5

1st Line

To delete the words “the staff side” and replace by the words “one union”.

Page 103

To insert after paragraph 14.2.8

Printing Assistant/Senior Printing Assistant

formerly Printing Assistant

Recommendation 1A

14.2.8A We recommend that, in future, appointment to the grade of Printing Assistant/Senior Printing Assistant *formerly Printing Assistant* should be made by selection from among employees on the permanent and pensionable establishment showing proof of having sat for the Cambridge School Certificate or an examination of equivalent standard acceptable to the Public Service Commission. In the absence of qualified serving employees, the post should be filled by selection from among candidates possessing the foregoing qualification.

14.2.8B We further recommend that the schedule of duties of the Printing Assistant/Senior Printing Assistant be enlarged to require incumbents to assist the Head Printing Assistant in his duties.

14.2.8C The above changes have been taken into consideration in arriving at the recommended salary of the grade.

Pages 103 and 107

The appellation “Printing Assistant” wherever it appears should read “Printing Assistant/Senior Printing Assistant”.

Page 103

Paragraph 14.2.11 (iii)

8th Line

To add after the word “Machine Minder/Senior Machine Minders”: who are qualified to cross the Qualification Bar.

Page 104

Paragraph 14.2.14 (ii)

To delete whole content and replace by:

- (ii) the duties of the grade of Phototype Setting Operator (Roster) be enlarged to require incumbents to assist the Production Supervisor in the good running of the section and to implement decisions taken as may be required. This element has been taken into account in arriving at the salary recommended for the grade.

To insert after paragraph 14.2.14(ii)

Reprographic Machine Operator (Roster) (Personal)

Recommendation 3A

- 14.2.14A In line with comparable grades at the Printing Department, we recommend that the schedule of duties of the grade of Reprographic Machine Operator (Roster) (Personal) be also enlarged to require incumbents to assist the Production Supervisor in the good running of the section and to implement decisions taken as may be required. This element has been taken into consideration in arriving at the recommended salary of the grade.

Page 105

Paragraph 14.2.18

To delete whole content and replace by:

The Plate Making/Finishing Operator would, *inter alia*, have to assist the Production Supervisor in the good running of the section and implement decisions taken as may be required; perform all the tasks involved in paper, film and metal plates planning for use by photogravure process; and develop film and retouch negatives, whenever necessary.

- 14.2.18A The additional duties have been taken into consideration in arriving at the recommended salary of the grade.

Page 106

To delete paragraph 14.2.29 and whole content and replace by:

- 14.2.29 We recommend that the Government Printing Department should arrange for medical surveillance, free of charge, at intervals as may be advised by the Health Authorities for the staff of the Department.

Page 107

To delete Salary Code 16 00 85 and whole content

To replace by:

16 00 87 : Rs 72500

Government Printer

Under Salary Code 16 35 58 to delete Salary Scale

To replace by: Rs 14200 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 28000 x 1000 – 29000

Page 108

Under Salary Code: 16 34 51

To delete : Assistant Production Supervisor (Roster)
Assistant Production Supervisor (Phototype Setting) (Roster)
formerly Phototype Setting Operator (Roster)

To insert : Phototype Setting Operator (Roster)
Plate Making/Finishing Operator (Roster)
formerly Cameraman/Photo-Engraver (Roster)
Printing Maker-Up (Roster)
Reprographic Machine Operator (Roster) (Personal)

To delete Salary Code 16 34 50 and whole content

To insert after Salary Code 16 42 55

16 34 52 : Rs 13800 x 400 – 15000 x 500 – 16000 x 600 – 20800 QB 21400 x 600 – 23200 x 800 – 24000

Assistant Production Supervisor (Roster)

To delete whole entry in respect of "Senior Printer's Mechanic (Roster) *formerly Printer's Mechanic (Roster)*

To replace by:

16 34 52 : Rs 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 24000

Senior Printer's Mechanic (Roster)
formerly Printer's Mechanic (Roster)

Page 109

To delete Salary Code 16 21 37 and whole content

To replace by:

16 21 38 : Rs 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 15500

Head Printing Assistant (Roster)

To delete Salary Code 16 10 31 and whole content

To replace by:

16 10 33 : Rs 8000 x 200 - 10200 x 250 – 11700 x 300 – 13500

Printing Assistant /Senior Printing Assistant (Roster)
formerly Printing Assistant (Roster)

METEOROLOGICAL SERVICES

Page 111

Paragraph 14.3.8

3rd Line

To delete the word “minor”

Page 113

To delete Salary Code 19 70 81 and whole content

To replace by:

19 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000

Deputy Director

MAURITIUS PRISONS SERVICE

Page 123

To insert after paragraph 14.4.50

Recommendation 13A

14.4.50A We further recommend that the payment of the allowance as at paragraph 14.4.49 be extended to employees in the Workmen’s Group-Tradesman Cadre posted at the Prisons Department.

To insert after paragraph 14.4.53

Inducement Allowance to Doctors posted at the Prisons Department

14.4.53A In view of the difficult conditions prevailing at the Prisons Department, both Management and the Staff side have requested for the payment of an allowance to attract, retain and induce doctors. We are, therefore, making appropriate recommendation.

Recommendation 14A

14.4.53B We recommend that a monthly inducement allowance equivalent to two increments at the point reached in the scale of the grade of Medical and Health Officer/Senior Medical and Health Officer be paid to the incumbent on secondment to the Prisons Department.

MINISTRY OF CIVIL SERVICE AND ADMINISTRATIVE REFORMS

Page 138

To insert after paragraph 15.14

15.14A We also recommend that Special Clerical Officers who have reached the revised top salary of their scale on 01 July 2008, on joining the grade of Officer, should be granted one additional increment to be read from the master salary scale.

Page 139

To insert after paragraph 15.17

15.17A We additionally recommend that:

- (i)** Executive Officers in post as at 30 June 2008, on successful completion of the Award Course in Office Management, should proceed incrementally up to salary point Rs 22600 in the Master Salary Scale;
- (ii)** Executive Officers in post as at 30 June 2008 who opt to join the grade of Senior Officer on
 - (a)** drawing the top salary for a year; and
 - (b)** having been consistently efficient and effective during the preceding two years and not being adversely reported upon on grounds of either performance or conduct;

should be allowed to move incrementally to salary point Rs 24800 in the Master Salary Scale. For the implementation of provision of paragraph 15.31, this salary point should be deemed to be the new top salary of incumbents as specified at (ii).

Page 143

To insert after paragraph 15.36

Recommendation 7A

15.36A We also recommend that:

- (i)** incumbents in the grades of Human Resource Officer and Senior Human Resource Officer possessing the Diploma in Human Resource Management should be allowed to move incrementally in the master salary scale up to salary points Rs 28000 and Rs 31250 respectively, provided that they:
 - (a)** have drawn they top salary for a year; and
 - (b)** have been consistently efficient and effective in their performance during the preceding two years and have not been adversely reported upon on grounds of either performance or conduct;

- (ii) **Assistant Managers, Human Resources possessing a degree in Human Resource Management or an alternative equivalent qualification would be allowed to move incrementally up to salary point Rs 38,750 in the Master Salary Scale.**

15.36B We further recommend that the provision of paragraph 15.36A(i) and (ii) shall be applicable to corresponding equivalent grades of this cadre in Parastatal organisations, Local Authorities and the Rodrigues Regional Assembly.

Page 144

To insert after paragraph 15.38

15.38A We additionally recommend that Higher Executive Officers who have successfully completed the Advanced Course in Effective Office Management and Supervision, and who have attained compulsory retirement age before reaching the top salary of their scale, should be granted an additional increment at the point they have reached and the new salary point be used for the computation of their pensionable emoluments.

Paragraph 15.39

6th Line

To delete the words “Officer Cadre” and to replace by: grades of Officer and Senior Officer.

Paragraph 15.40

3rd Line

To delete the words “Officer Cadre” and to replace by: the grades of Officer and Senior Officer.

Page 145

To insert after paragraph 15.42(ii)

(ii)A We also recommend that Confidential Secretaries who have successfully completed the Advanced Secretarial Course and who, on reaching compulsory retirement age, have not reached the top salary should be granted the additional increment for the computation of their pensionable emoluments.

Page 146

Paragraph 15.48

3rd Line

To delete the words:

“, and is therefore under-utilised”

Page 147

To insert after paragraph 15.52

Shorthand Proficiency

Recommendation 13A

15.52A We recommend that incremental credits be granted to Word Processing Operators with shorthand proficiency as follows:

- (i) 80 words per minute – one increment;**
- (ii) 100 words per minute – one increment, subject to one increment having been granted previously for 80 words per minute, otherwise two increments;**
- (iii) 120 words per minute – one additional increment provided that 2 increments having been granted for 100 words per minute, subject to a maximum of three increments in all.**

Page 148

To delete paragraph 15.57 and whole content

To replace by:

15.57 We further recommend that the provision at paragraph 15.56 be extended to employees in the grades of Clerical Officer/Higher Clerical Officer and Agricultural Clerk of other Ministries and Departments who are required to perform cashier duties.

To insert after paragraph 15.57

15.57A We also recommend that

- (i) the allowance payable under 15.56 (i) should also apply to incumbents in the grade of Officer;**
- (ii) an allowance of Rs 90 per day subject to a maximum of Rs 1800 a month should be paid to incumbents in the grade of Officer for replacing full time District Cashier and Treasury Receiving Cashier.**

15.57B The provision at paragraph 15.57A (ii) be extended to incumbents in the grade of Officer of other Ministries and Departments who are required to perform cashier duties.

MINISTRY OF RODRIGUES AND OUTER ISLANDS

Page 155

To insert after salary code 23 41 60:

08 29 49 : Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000
Executive Assistant (Personal)

08 18 45 : Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600

Clerk (Personal)

DEPUTY PRIME MINISTER'S OFFICE, MINISTRY OF PUBLIC INFRASTRUCTURE, LAND TRANSPORT AND SHIPPING

Page 157

To delete paragraph 17.6 and whole content

To replace by:

17.6 We recommend that the grades of Engineer (Civil), Architect and Quantity Surveyor and those of Senior Engineer (Civil), Senior Architect and Senior Quantity Surveyor be merged and restyled respectively Engineer/Senior Engineer (Civil), Architect/Senior Architect and Quantity Surveyor/Senior Quantity Surveyor with a Proficiency Bar (PB) in the salary scales (vide Chapter 10 of Volume I of the 2008 PRB Report).

To delete paragraph 17.7 (i) and whole content

Subparagraph 17.7 (ii) to read 17.7 (i) and subparagraph 17.7 (iii) to read 17.7 (ii)

To delete paragraph 17.8 and whole content

To insert:

17.7A We additionally recommend that officers in the grades of Engineer/Senior Engineer (Civil), Architect/Senior Architect, Quantity Surveyor/Senior Quantity Surveyor and Mechanical Engineer/Senior Mechanical Engineer, who were Senior Engineer (Civil), Senior Architect, Senior Quantity Surveyor and Senior Mechanical Engineer respectively as at 30 June 2008, should continue to assume the team leadership role and to supervise the professionals in their respective disciplines. These officers should be paid an allowance equivalent to two increments at the point they have reached in their respective salary scales.

17.7B We recommend that officers of the Engineering/Architecture/Quantity Surveying Cadre drawing salary in a scale the maximum of which is not less than Rs 45000 be allowed to proceed incrementally by one additional increment over and above the special provision set out at paragraph 10.55C of this Report, on the same terms and conditions.

17.7C We also recommend that Management considers the advisability of reviewing the establishment size of the grades of Principal Engineer (Civil), Principal Architect, Principal Quantity Surveyor and Principal Mechanical Engineer to ensure an adequate level of supervision.

17.7D We further recommend that officers of the Engineering/Architecture/Quantity Surveying Cadre drawing salary in a scale the maximum of which is not less than Rs 50000 be allowed to move incrementally by two increments over and above the

provision set out at paragraph 10.55D of this Report, on the same terms and conditions.

- 17.7E** The recommendations set at paragraphs 17.7B and 17.7D above should equally apply to the corresponding grades in the fields of Engineering, Architecture and Quantity Surveying in the Public Sector.

Page 158

To delete paragraph 17.11 and whole content

Recommendation 2

To delete paragraphs 17.12 and 17.13 and whole content

To insert:

- 17.10A** Both the Management and the staff associations have reported that the Ministry is still facing problems to fill vacancies in the fields of Architecture, Quantity Surveying and to a lesser extent in Civil Engineering. In the main Report, provision was made to tackle the problems of recruitment and retention. However, it appears that this provision has proved to be inadequate and have not yielded the expected results. To ease the situation, we are making fresh provision.

Recommendation 1A

- 17.10B** We recommend that Engineer/Senior Engineers (Civil), Architect/Senior Architects and Quantity Surveyor/ Senior Quantity Surveyors should join the recommended salary scale at salary point Rs 25600 for the coming four years. This recommendation should be implemented prospectively with effect from 1 July 2009 and the provision of Volume I paragraph 23.6(iv) should apply as if the recommended point of entry of Rs 25600 is the new initial of the salary scale.

- 17.10C** Should the result of competition for appointment on entry to the grades of Engineer/Senior Engineer (Civil), Architect/ Senior Architect and Quantity Surveyor/ Senior Quantity Surveyor still show that the new initial salary is insufficient, we recommend that Engineer/Senior Engineers (Civil), Architect/ Senior Architects and Quantity Surveyor/ Senior Quantity Surveyors may be recruited on a point of entry higher than the new initial salary in the coming five years, in accordance with the provisions of paragraph 17.14 below.

Page 159

To insert after paragraph 17.14

Mounting of courses in Architecture and Quantity Surveying

- 17.14A** To resolve the problems of recruitment and retention in the longer term, the Ministry may consider making arrangements with the University of Mauritius or the University of Technology, Mauritius for the mounting of courses in the fields of Architecture and Quantity

Surveying and for the setting up of training schemes whereby trainees can be recruited and sponsored to pursue professional studies locally and/or abroad.

Recommendation 2B

17.14B We recommend that the Ministry of Public Infrastructure, Land Transport and Shipping studies the advisability of making necessary arrangements:

- (i) with the University of Mauritius or the University of Technology, Mauritius or any other recognised institution for the mounting of courses in the fields of Architecture and Quantity Surveying; and**
- (ii) for the setting up of training schemes whereby trainees satisfying the conditions for admittance may be recruited and sponsored to pursue professional studies locally and/or abroad.**

Special Professional Retention Allowance

17.14C With a view to further alleviating the difficulties encountered to recruit and retain officers of the right profile and calibre in the fields of Architecture, Quantity Surveying and Civil Engineering and taking into consideration the risk of losing professionals having reached an appreciable degree of maturity and the availability of comparable jobs in other sectors with manifestly higher prospects of remuneration, we are introducing a Special Professional Retention Allowance.

Recommendation 2C

17.14D We recommend, with effect from 1 July 2009, the payment of a monthly Special Professional Retention Allowance for the coming four years to officers of the Ministry in the Engineer/Senior Engineer (Civil), Architect/ Senior Architect and Quantity Surveyor/Senior Quantity Surveyor cadres as follows: 7% of monthly salary to officers drawing salary in a scale the maximum of which is Rs 45000 and reckoning at least 10 years' service in their respective grades and officers drawing salary in a scale the maximum of which is Rs 50000; 10% to officers drawing salary in a scale the maximum of which is Rs 62000; and 12.5% to officers drawing salary of not more than Rs 70000.

17.14E We additionally recommend that incumbents in the grades of Engineer/Senior Engineer (Civil), Architect/Senior Architect and Quantity Surveyor/Senior Quantity Surveyor who, through the application of the provision of 17.10B and paragraph 3.9 of Chapter 3 – Supplementary Findings and Recommendations of this Report, do not benefit from any additional increment be granted one additional increment on conversion.

Recommendation 2D

17.14F We recommend that the provisions made at paragraphs 17.10B, 17.10C, 17.14B, 17.14D and 17.14E should equally apply to the Engineering cadre of the Traffic Management and Road Safety Unit of the Land Transport Division of the Ministry.

17.14G Should a Ministry face similar problems in the fields of Architecture, Quantity Surveying, Civil Engineering and any other field of Engineering, the Ministry of Civil Service and Administrative Reforms may, on a case to case basis and depending on its merit, extend, subject to the approval of the High Powered Committee, the foregoing provisions as appropriate.

Page 161

To delete Salary Code 26 00 84 and whole content

To replace by:

26 00 86 : Rs 70000

Director (Civil Engineering)
formerly Chief Engineer

To delete Salary Code 26 69 81 and whole content

To replace by:

26 75 82 : Rs 50000 x 1500 -56000 x 2000 – 62000

Deputy Director (Civil Engineering)
formerly Deputy Chief Engineer

Page 162

Under Salary Code 26 65 75

To delete : Project Coordinator (Civil Engineering)
formerly Principal Engineer

To replace by: Principal Engineer

Under Salary Code 26 49 71

To delete : Project Manager (Civil Engineering)
formerly Engineer (Civil)
Senior Engineer (Civil)

To replace by: Engineer/ Senior Engineer(Civil)
formerly Engineer (Civil)
Senior Engineer (Civil)

To delete Salary Code 26 00 84 and whole content

To replace by:

26 00 86 : Rs 70000

Director (Mechanical Engineering)
formerly Chief Mechanical Engineer

To delete Salary Code 26 69 81 and whole content

To replace by:

26 75 82 : Rs 50000 x 1500 - 56000 x 2000 - 62000

Deputy Director (Mechanical Engineering)
formerly Deputy Chief Mechanical Engineer

To delete Salary Code 26 59 71 and whole content

To delete Salary Code 26 49 67 and whole content

To replace by:

26 49 71 : Rs 22000 x 600- 23200 x 800 - 28000 x 1000 -30000 x 1250 - 40000 PB 41250 x 1250 - 45000

Mechanical Engineer/Senior Mechanical Engineer
formerly Mechanical Engineer
Senior Mechanical Engineer

Page 163

To delete Salary Code 26 00 84 and whole content

To replace by:

26 00 86 : Rs 70000

Director (Quantity Surveying)
formerly Chief Quantity Surveyor

To delete Salary Code 26 69 81 and whole content

To replace by:

26 75 82 : Rs 50000 x 1500 - 56000 x 2000 - 62000

Deputy Director (Quantity Surveying)
formerly Deputy Chief Quantity Surveyor

Under Salary Code 26 65 75

To delete : Project Coordinator (Quantity Surveying)
formerly Principal Quantity Surveyor

To replace by: Principal Quantity Surveyor

Under Salary Code 26 49 71

To delete : Project Manager (Quantity Surveying)
formerly Quantity Surveyor
Senior Quantity Surveyor

To replace by: Quantity Surveyor/Senior Quantity Surveyor
formerly Quantity Surveyor
Senior Quantity Surveyor

Page 168

To delete Salary Code 26 00 84 and whole content

To replace by:

26 00 86 : Rs 70000
Director (Architecture)
formerly Chief Architect

To delete Salary Code 26 69 81 and whole content

To replace by:

26 75 82 : Rs 50000 x 1500 -56000 x 2000 – 62000
Deputy Director (Architecture)
formerly Deputy Chief Architect

Under Salary Code 26 65 75

To delete : Project Coordinator (Architecture)
formerly Principal Architect

To replace by: Principal Architect

Page 169

Under Salary Code 26 49 71

To delete : Project Manager (Architecture)
formerly Architect
Senior Architect

To replace by: Architect/Senior Architect
formerly Architect
Senior Architect

Page 171

To delete Salary Code 26 00 84 and whole content

To replace by:

26 00 86 : Rs 70000
Director (Civil Engineering)
formerly Chief Engineer

Under Salary Code 26 65 75

To delete : Project Coordinator (Civil Engineering)
formerly Principal Engineer

To replace by: Principal Engineer

Under Salary Code 26 49 71

To delete : Project Manager (Civil Engineering)
formerly Engineer (Civil)
Senior Engineer (Civil)

To replace by: Engineer/Senior Engineer (Civil)
formerly Engineer (Civil)
Senior Engineer (Civil)

SHIPPING DIVISION

Page 176

Under Salary Code 13 00 90

To delete : Director of Shipping

To replace by: Director of Shipping (Personal to holder in post as at 30 June 2008)

Under Salary Code 13 00 88

To delete : Secretary for Shipping Development

To replace by: Director of Shipping
Secretary for Shipping Development (Personal to holder in post as at 30 June 2008)

To insert :

13 00 86 : **Rs 70000**
Secretary for Shipping Development

To delete Salary Code 13 72 82 and whole content

To replace by:

13 77 82 : **Rs 53000 x 1500 – 56000 x 2000 – 62000**
Deputy Director of Shipping

Page 177

To delete Salary Code 13 69 78 and whole content

To replace by:

13 69 79 : Rs 42500 x 1250 – 50000 x 1500 – 56000

Principal Marine Engineering Surveyor
formerly Senior Marine Engineering Surveyor

Principal Nautical Surveyor
formerly Senior Nautical Surveyor

NATIONAL TRANSPORT AUTHORITY

ROAD TRANSPORT INSPECTORATE

Page 180

To insert after paragraph 17.2.10

17.2.10A We further recommend that on implementation of the roster system at the Road Transport Inspectorate, officers in the grades of Road Transport Inspector (Roster) and Senior Road Transport Inspector (Roster) be granted one additional increment on conversion, subject to the maximum salary of their respective grades.

Page 181

To delete Salary Code 26 69 81 and whole content

To replace by:

26 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000

Deputy Road Transport Commissioner

Page 182

To delete Salary Code 18 58 68 and whole content

To replace by:

18 58 69 : Rs 29000 x 1000 – 30000 x 1250 - 42500

Chief Road Transport Inspector

To delete Salary Code 18 42 58 and whole content

To replace by:

18 43 58 : Rs 18400 x 600 – 23200 x 800 - 28000 x 1000 – 29000

Senior Road Transport Inspector (Roster)

To delete Salary Code 18 34 55 and whole content

To replace by:

18 35 55 : Rs 14200 x 400 – 15000 x 500 - 16000 x 600 – 23200 x 800 - 26400

Road Transport Inspector (Roster)

DEPUTY PRIME MINISTER'S OFFICE, MINISTRY OF TOURISM, LEISURE AND EXTERNAL COMMUNICATIONS

Page 186

To delete Salary Code 02 00 84 and whole content

To replace by:

02 00 86 : Rs 70000

Secretary for Tourism Development

CIVIL AVIATION DEPARTMENT

Page 192

To insert after paragraph 18.2.19

Gatekeepers

Recommendation 4A

18.2.19A We recommend that, as from 1 July 2008, Gatekeepers who, as at 30 June 2008, have been drawing the top salary of the grade for two years should be granted one additional increment on conversion. Those who have been drawing the top salary for more than two years should be granted two additional increments on conversion. This recommendation should take effect from 1 July 2008.

Page 194

Paragraph 18.2.31

To delete whole content and replace by

In this Report, we are maintaining the present arrangements and reviewing the rates of height allowance.

Paragraph 18.2.32

To delete whole content and replace by:

We recommend that the non-pensionable height allowance payable to Electricians and Riggers of the Civil Aviation Department should be computed as follows:

- (i) at twice the normal hourly rate for each hour of work performed at a height of above 20 feet and up to 150 feet; and**
- (ii) at thrice the normal hourly rate for each hour of work performed at a height of above 150 feet.**

Page 195

To delete Salary Code 03 72 82 and whole content

To replace by:

03 77 82 : Rs 53000 x 1500 – 56000 x 2000 – 62000

Deputy Director of Civil Aviation

Page 198

To delete Salary Code 22 31 44 and whole content

To replace by:

22 31 45 : Rs 12900 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600

Telephone Supervisor

To delete Salary Code 22 15 41 and whole content

To replace by:

22 15 42 : Rs 9000 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 17800

Telephonist

DEPUTY PRIME MINISTER'S OFFICE, MINISTRY OF FINANCE AND ECONOMIC DEVELOPMENT

Page 203

Subparagraph 19.13(ii)

3rd Line

To add after the word “arising”: and this after the relevant provision at paragraph 19.14 has been implemented.

Recommendation 1A

19.13A We recommend that Assistant Director, Corporate Affairs; Assistant Director, Debt Management Unit; Assistant Director, Economic Affairs; Assistant Director, Financial Services; and Assistant Director of the former Ministry of Economic Planning and Development in posts as at 30.06.2008 be allowed to move incrementally by one increment over and above the special provision set out at paragraph 10.55.D of Volume I.

Page 204

Sub paragraph 19.15 (ii)

4th Line

To add after the word “Analyst”

As from January 2010, public officers drawing a monthly salary of Rs 40000 in their scale and who possess the qualifications prescribed for the post of Analyst would also be eligible to compete for the post of Lead Analyst.

Page 205

Paragraph 19.16

4th Line

To delete : Rs 43750

To replace by: Rs 45000

To add after paragraph 19.16

Duty Free Facilities

Recommendation 2A

19.16A We also recommend that incumbents in the grade of Analyst, who by the nature of their duties, are required to attend various conferences/meetings in other organisations, receive delegates, organise workshops/events and work after normal working hours on a regular basis and drawing a monthly salary of at least Rs 29000, should be eligible to loan facilities and 70% duty remission for the purchase of a car on the terms and conditions as recommended at paragraphs 18.2.49 and 18.2.26 of this Report (Volume 1).

Page 206

To delete Salary Code 01 69 81 and Salary Scale

To replace by:

01 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000

To delete Salary Code 01 65 75 and whole content

To replace by:

01 68 75 : Rs 41250 x 1250 – 50000

Clerk, Assessment Review Committee (New Grade)

FINANCIAL OPERATIONS CADRE

Page 209

Paragraph 19.25

4th Line

To delete the words: **at least two years' experience in financial duties**

To replace by : **four years' service in the grade**

Page 209/210

Sub paragraph 19.26 (ii)

7th Line

To add after word "Management".

or Accounting or Finance or Mathematics or Statistics or an equivalent qualification

Page 210

To insert after paragraph 19.27

Recommendation 1A

19.27A We recommend that incumbents in the grades of Financial Operations Officer *formerly Finance Officer* and Senior Financial Operations Officer *formerly Senior Finance Officer* possessing a Diploma in the relevant field may be allowed to move incrementally in the master salary scale up to salary points of Rs 28000 and Rs 31250 respectively provided that they:

- (a) have drawn their top salary for a year,**
- (b) have been consistently efficient and effective in their performance during the preceding two years and have not been adversely reported upon on grounds of either performance or conduct.**

19.27B The provision at paragraph 19.27A above, wherever applicable, should equally apply to corresponding grades of the Cadre in Parastatal Bodies, Local Authorities and the Rodrigues Regional Assembly.

To delete Salary Code 01 71 81 and whole content

To replace by:

01 75 81 : **Rs 50000 x 1500 – 56000 x 2000 – 60000**

Director, Financial Operations
formerly Head, Finance Cadre

PROCUREMENT AND SUPPLY CADRE

Page 213

Paragraph 19.33 (ii)

To delete the 10th and 11th Lines and replace by:

the grade of Senior Officer (New Grade) reckoning at least four years' service in the grade.

Paragraph 19.33(iii)

To delete whole content and replace by:

- (iii) The grade of Senior Purchasing and Supply Officer should be restyled Senior Procurement and Supply Officer. The post should, in future, be filled on the basis of experience and merit from Procurement and Supply Officers possessing a Diploma in Purchasing and Supply Management or an equivalent qualification and reckoning at least two years' service in a substantive capacity or a Certificate in Purchasing and Supply Management or an equivalent qualification obtained before 30 June 2008 and reckoning at least seven years' service in a substantive capacity.**

Page 214

To insert after paragraph 19.33(vii)

19.33A We recommend that:

- (a) Incumbents in the grades of Procurement and Supply Officer and Senior Procurement and Supply Officer possessing a Diploma in Purchasing and Supply Management or an equivalent qualification should be allowed to move incrementally in the master salary scale up to salary points Rs 28000 and Rs 31250 respectively, provided that they have:**
- (i) drawn their top salary for a year; and**
 - (ii) been consistently efficient and effective in their performance during the preceding two years and have not been adversely reported upon on grounds of either performance or conduct.**
- (b) The provision at paragraph 19.33A above should equally apply to corresponding grades of the Cadre in Parastatal Bodies, Local Authorities and the Rodrigues Regional Assembly.**

To delete Salary Code 21 72 81 and whole content

To replace by:

21 75 81 : Rs 50000 x 1500 – 56000 x 2000 – 60000

Director (Procurement and Supply)

formerly Head, Purchasing and Supply Cadre

INTERNAL CONTROL CADRE

Page 217

Sub Paragraph 19.39 (ii)

7th Line

To delete : Papers F4, F5 and F6

To replace by: Papers F4, F5 and F8

Page 218

To insert after paragraph 19.40

Recommendation 1A

19.40A We recommend that incumbents in the grades of Internal Control Officer *formerly Internal Controller* and Senior Internal Control Officer *formerly Senior Internal Controller* possessing a Diploma in the relevant field may be allowed to move incrementally in the master salary scale up to salary points of Rs 28000 and Rs 31250 respectively provided that they:

- (a) have drawn their top salary for a year,
- (b) have been consistently efficient and effective in their performance during the preceding two years and have not been adversely reported upon on grounds of either performance or conduct.

19.40B The provision at paragraph 19.40A above, wherever applicable, should equally apply to corresponding grades of the Cadre in Parastatal Bodies, Local Authorities and the Rodrigues Regional Assembly.

Page 218

To delete Salary Code 01 71 81 and whole content

To replace by:

01 75 81 : Rs 50000 x 1500 – 56000 x 2000 - 60000

Director, Internal Control

formerly Head, Internal Control Cadre

MANAGEMENT AUDIT BUREAU

Page 220

To delete Salary Code 01 00 84 and whole content

To replace by:

01 00 86 : Rs 70000

Deputy Director, Management Audit Bureau

To delete Salary Code 01 69 81 and whole content

To replace by:

01 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000
Assistant Director, Management Audit Bureau

PROCUREMENT POLICY OFFICE

Page 221

Paragraph 19.51

4th Line

To add after the word “Management”: or an equivalent qualification

Page 222

Paragraph 19.53

4th Line

To add after the word “Management”: or an equivalent qualification

To delete Salary Code 01 69 81 and whole content

To replace by:

01 75 81 : Rs 50000 x 1500 – 56000 x 2000 – 60000
Manager, Procurement Policy Office (New Grade)

To delete Salary Code 01 44 67 and whole content

To replace by:

01 44 64 : Rs 19000 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 36250
Assistant Manager, Procurement Policy Office (New Grade)

COMPANIES DIVISION

Page 225

To insert after Salary Code 18 00 95

18 00 90 : Rs 80000
Registrar of Companies (Future Holder)

To delete Salary Code 18 72 82 and whole content

To replace by:

18 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000
Deputy Registrar of Companies

To delete Salary Code 18 58 68 and whole content

To replace by:

18 58 69 : Rs 29000 x 1000 - 30000 x 1250 – 42500
Assistant Registrar of Companies

REGISTRAR-GENERAL'S DEPARTMENT

Page 227

To delete Salary Code 18 69 81 and whole content

To replace by:

18 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000
Deputy Registrar-General

To delete Salary Code 18 58 68 and whole content

To replace by:

18 58 69 : Rs 29000 x 1000 - 30000 x 1250 - 42500
Assistant Registrar-General

TREASURY

Page 230

Paragraph 19.2.8

5th Line

To delete : Rs 20200

To replace by: Rs 15000

Page 231

Paragraph 19.2.11

5th Line

To delete : Rs 20200

To replace by: Rs 15000

To delete Salary Code 01 65 75 and whole content

To replace by:

01 65 77 : Rs 37500 x 1250 - 50000 x 1500 – 53000
Assistant Accountant-General

CENTRAL STATISTICS OFFICE

Page 234

To delete paragraph 19.3.6 and whole content

To replace by:

19.3.6 We are, among others, reviewing the mode of recruitment and enhancing the qualification requirements of a few grades wherever deemed expedient, and strengthening the structure of the Statistical Officer Cadre in order to gainfully utilise the services of the more experienced officers.

Recommendation 1

To delete paragraph 19.3.7 and whole content

Page 236

Under Salary Code 20 00 93

To delete : Statistician–General
formerly Director of Statistics

To replace by: Director of Statistics

To delete Salary Code 20 69 81 and whole content

To replace by:

20 75 82 : **Rs 50000 x 1500 -56000 x 2000 -62000**
Deputy Director of Statistics

Under Salary Code 20 65 75

To delete : Lead Statistician
formerly Principal Statistician

To replace by: Principal Statistician

VALUATION DEPARTMENT

Page 241

To insert after paragraph 19.4.18

19.4.18A We also recommend that, with the phasing out of the grade of Chief Valuation Technician, Management considers the advisability of reviewing the establishment size of the grade of Lead Property Referencer to ensure an adequate level of supervision.

Page 242

To delete Salary Code 26 69 81 and whole content

To replace by:

26 75 82 : Rs 50000 x 1500 - 56000 x 2000 - 62000

**Deputy Director, Valuation and Real Estate Consultancy Services
formerly Deputy Chief Government Valuer**

MINISTRY OF FOREIGN AFFAIRS, INTERNATIONAL TRADE AND COOPERATION

Page 244

To insert after paragraph 20.11

Second Secretary

Recommendation 1A

20.11A We recommend that Second Secretaries be allowed to proceed incrementally by one additional increment, over and above the special provision set out at paragraph 10.52 of Volume I of the 2008 PRB Report, on the same terms and conditions.

Page 244

To insert after paragraph 20.13

Recommendation 2A

Duty Free Facilities

20.13A We recommend that Second Secretaries, who by the nature of their duties, are required to attend various conferences/meetings in other organisations, receive delegates, organise workshops/events and work after normal working hours on a regular basis and drawing a monthly salary of at least Rs 29000, should be eligible to loan facilities and 70% duty remission for the purchase of a car on the terms and conditions as per relevant provision at paragraph 18.2.26 and 18.2.49 of the 2008 PRB Report, Volume I.

Page 248

To delete Salary Code 02 69 81 and whole content

To replace by:

02 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000

First Secretary

Page 249

To delete Salary Code 02 44 67 and whole content

To replace by:

02 45 67 : Rs 19600 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 - 40000

Second Secretary

INTERNATIONAL TRADE DIVISION

Under Salary Code 02 00 84

“Deputy Director, Trade Policy” should read “Deputy Director, Trade Policy (Personal)”

To insert after Salary Code 02 00 84

02 75 82 : **Rs 50000 x 1500 – 56000 x 2000 - 62000**
Deputy Director, Trade Policy (Future Holder)

To delete Salary Code 18 69 81 and whole content

To replace by:

18 75 82 : **Rs 50000 x 1500 – 56000 x 2000 - 62000**
Controller, Industrial Property Office

Page 250

To delete Salary Code 18 41 53 and whole content

To replace by:

18 41 54 : **Rs 17200 x 600 – 23200 x 800 - 25600**
Industrial Property Officer
formerly Patents and Trade Mark Officer

Under Salary Code 08 29 49

“Trade Information Officer” should read “Trade Policy Information Officer”

INTERNATIONAL COOPERATION

Under Salary Code 02 00 84

“Deputy Director, Cooperation *formerly Assistant Director, Regional Cooperation*”

should read “Deputy Director, Cooperation (Personal) *formerly Assistant Director, Regional Cooperation*”

To insert after Salary Code 02 00 84

02 75 82 : **Rs 50000 x 1500 – 56000 x 2000 - 62000**
Deputy Director, Cooperation (Future Holder)

MINISTRY OF ENVIRONMENT AND NATIONAL DEVELOPMENT UNIT

Page 255

To insert after paragraph 21.22

Recommendation 5A

21.22A We also recommend that, with the phasing out of the grades of Senior Environment Officer and Senior Scientific Officer, Management considers the advisability of reviewing the establishment size of the grades of Divisional Environment Officer and Divisional Scientific Officer respectively to ensure an adequate level of supervision.

DEPARTMENT OF ENVIRONMENT

Page 261

To delete Salary Code 19 70 81 and whole content

To replace by:

19 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000
Deputy Director of Environment
formerly Deputy Director
Manager, National Environmental Laboratory (New Grade)

To delete Salary Code 26 69 81 and whole content

To replace by:

26 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000
Project Coordinator

NATIONAL DEVELOPMENT UNIT

Page 265

Paragraph 21.56 (iii)

3rd Line

“four” should read “three”

Page 266

To delete Salary Code 02 00 84 and whole content

To replace by:

02 00 86 : Rs 70000
Project Coordinator

MINISTRY OF EDUCATION AND HUMAN RESOURCES

Page 270

Paragraph 22.10

4th Line

To delete : Environmental Studies

To replace by: History/Geography, Science

5th Line

To delete : Mandarin

To replace by: Modern Chinese

Page 273

Sub paragraph 22.17 (d)

3rd Line

To delete: in post as at 30 June 2008

Paragraph 22.20

13th Line

To add after the word “Teachers”: as well as the members of Government Teachers’ Union

Page 274

Sub Paragraph 22.23(v)

To delete : Whole content

To replace by:

(v) the grade of Deputy Head Teacher (Oriental Languages) should be maintained and promotion thereto should continue to be made on the basis of experience and merit of Teacher/Senior Teachers (Oriental Languages) in post as at 30.06.2008.

Page 275

Sub Paragraph 22.23(vi)

6th and 7th Lines

To delete : and Teacher/Senior Teachers

To replace by:

, Teacher/Senior Teachers and Teacher/Senior Teachers (Oriental Languages)

To add at the end of the sub paragraph:

however, the requirement for the Diploma in Educational Management shall take effect as from 01 July 2012.

Sub paragraph 22.23 (vii)

To delete whole content

Sub paragraph 22.23(viii)

To delete first sentence

To replace by:

the Oriental Languages Supervisory Cadre comprising grades of Assistant Supervisor, Supervisor and Senior Supervisor should be maintained for officers concerned in post as at 30 June 2008.

Paragraph 22.24

3rd Line

To replace the words “physical education” by: health and physical education

Page 276

Paragraph 22.30 (ii)

9th and 10th Lines

To delete : with the grant of the next increment

To insert after paragraph 22.30

Recommendation 2A

22.30A We also recommend that members of the teaching personnel of Primary Schools who were involved in the Literacy and Numeracy Programme and who have proceeded on pre-retirement leave prior to 01 July 2008 but have not effectively retired as at that date should be granted, for the computation of retirement benefits, one additional increment to which they would have been eligible had they not gone on leave.

Page 277

Paragraph 22.33

14th Line

To delete : or Diploma in Educational Management

To add after Paragraph 22.33

22.33A We further recommend that:

- (i) Deputy Head Masters *formerly Deputy Head Teacher* as well as Deputy Head Teachers (Oriental Languages) in post as at 30 June 2008 would benefit from one increment on obtention of the Diploma in Educational Management and by another increment in the next financial year provided that they have been consistently efficient and effective in their performance during the preceding**

year and have not been adversely reported upon on grounds of either performance or conduct, AND be allowed to move incrementally over and above their top salary by the corresponding number of increments as defined above;

- (ii) **Deputy Head Masters formerly Deputy Head Teacher as well as Deputy Head Teachers (Oriental Languages) in post as at 30 June 2008 possessing the Certificate in Educational Management (CEM), on obtention of the Diploma in Educational Management would, on a personal basis, benefit from one increment and be allowed to move over and above their top salary by one increment;**
- (iii) **Mentors and Health & Physical Education Instructors in post as at 30 June 2008 who have successfully completed the Diploma in Educational Management be granted one increment and, after having stayed on their top salary for a year, be allowed to move by one additional increment over and above their top salary AND, on promotion to the grade of Head Master, benefit from another increment over and above the salary they would be eligible to;**
- (iv) **Teacher/Senior Teachers and Teacher/Senior Teachers (Oriental Languages) who have successfully completed the Diploma in Educational Management would, on promotion to the corresponding grade of Deputy Head Master and Deputy Head Teacher (Oriental Languages), be granted one increment over and above the salary they would be eligible to on joining the higher grade AND another additional increment in the next financial year provided that they have been consistently efficient and effective in their performance during the preceding year and have not been adversely reported upon on grounds of either performance or conduct;**
- (v) **Teacher/Senior Teachers who have successfully completed the Diploma in Educational Management would, when appointed directly to the grade of Head Master be granted one increment over and above the salary they would be eligible to on joining the higher grade AND another additional increment in the next financial year provided that they have been consistently efficient and effective in their performance during the preceding year and have not been adversely reported upon on grounds of either performance or conduct.**

To insert after paragraph 22.34

“Zones d’Education Prioritaires” (ZEP) Allowance

22.34A With the implementation of the ZEP Schools Strategy, teaching and non-teaching personnel posted to the ZEP schools are currently paid a monthly allowance for the extra effort put in for the education of children from specific areas. This allowance was last revised in July 2005 following the Budget of 2005/2006. The Ministry submits that difficulties are encountered to attract teaching personnel and non teaching staff to serve in the ZEP schools. We have considered the submission of the Ministry and we are reviewing the allowance.

Recommendation 4A

22.34B We recommend that the monthly ZEP allowance payable to the ZEP schools should be revised as hereunder:

Grade	ZEP Monthly Allowance (Rs)
Head Master	3300
Mentor	3100
Deputy Head Master Deputy Head Teacher(Oriental Languages)	2900
Teacher/Senior Teacher Teacher/Senior Teacher (Oriental Languages) Health and Physical Education Instructor	2600
School Clerk	910
Ancillary Staff	665

Page 278

After Paragraph 22.39

To delete : Trainee Educator (Special Education Needs)

Paragraph 22.40

To delete whole content and replace by:

We recommend that appointment to the grade of Educator SEN should be made from among Educators (Primary) reckoning at least four years' experience in a substantive capacity and possessing the Diploma (Special Education Needs).

Page 279

Paragraph 22.41

To delete whole content

Paragraph 22.42

9th Line

To delete the word "the allowance"

To replace by: this allowance

Page 281

Paragraph 22.51

18th and 19th Lines

To delete : or Diploma in Educational Management

To insert after Paragraph 22.51

22.51A We also recommend that Educators (Primary) who have successfully completed the Diploma (Special Education Needs) and appointed to the grade of Educator (SEN) as well as incumbents in the latter grade subsequently appointed to the grade of Deputy Head, Specialised Schools, or Head, Specialised Schools would draw salary in the scale as hereunder:

- (i) Rs 14600 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 27200
Educator (SEN)**
- (ii) Rs 19000 x 600 – 23200 x 800 – 28000 x 1000 – 30000
Deputy Head, Specialised Schools**
- (iii) Rs 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 33750
Head, Specialised Schools**

Page 282

Paragraph 22.54

5th Line

To delete : Rs 825

To replace by: Rs 2600

Paragraph 22.56

To delete whole content and replace by:

We recommend the creation of a grade of ICT Support Officer. Appointment thereto should be made by selection from among holders of a Cambridge School Certificate with credit in at least five subjects, a Cambridge Higher School Certificate and a Certificate of Proficiency in ICT and reckoning at least two years' experience in the teaching of ICT at primary school level.

Page 283

Paragraph 22.63

2nd Line

To add after the words "grades of": Rector,

Page 284

Sub Paragraph 22.68 (i)

2nd Line

To delete : 1 July 2010

To replace by: 1 July 2012

Sub Paragraph 22.68(ii)

3rd Line

To delete : and work up to 15.00 hours

Page 285

Sub Paragraph 22.68(iii)

5th Line

To delete the words: 15 years'

To replace by : 24 years'

Sub Paragraph 22.68(v)

To delete first sentence

To replace by:

appointment to the grade of Rector should be made by selection from among Deputy Rectors reckoning three years' experience in a substantive capacity and from among Administrators (Education).

Page 287

To insert after paragraph 22.75

Music Organiser

22.75A Presently, recruitment to the grade of Music Organiser is made from among candidates possessing a Cambridge School Certificate with credit in at least five subjects, a degree in Music or an equivalent qualification together with five years' experience in music teaching. We are reviewing the qualification requirements and the mode of recruitment to the grade of Music Organiser.

Recommendation 16A

22.75B We recommend that recruitment to the grade of Music Organiser should, henceforth, be made by selection from among Education Officers, *now restyled Educator (Secondary)*, possessing the qualification required to cross the QB in the salary of the grade and reckoning at least five years' experience in music teaching in a substantive capacity.

Paragraph 22.78

3rd Line

To insert after the word “effectively”: while allowing a transition period for the implementation of the new modes of appointment at certain levels of the Technical Division.

Page 287/288

Sub Paragraph 22.79(i)

3rd Line

To delete the words “and international”

6th Line

To add after the words “Management level”

in the field of Education; however, in the absence of suitably qualified candidates locally, the post may be advertised to international candidates;

Sub Paragraphs 22.79(ii), (iii) and (iv)

To delete whole content

To replace by:

(ii) Director should be made by selection from among serving officers of the Ministry in the grades of Assistant Director and Assistant Director (Primary) possessing a post “A” level degree together with a Master’s Degree in Education AND from among candidates possessing a post “A” level degree together with a Master’s Degree in Education and reckoning at least 10 years’ proven experience at Senior Technical/Management level in a major division of a large institution/department in the field of Education.

However, the requirement for a Master’s Degree in Education for serving officers of the Ministry should be applicable as from 01 July 2012.

(iii) Assistant Director should be made by selection from among Administrators (Education) and Rectors reckoning three years’ experience in a substantive capacity in their respective grades or an aggregate of three years’ experience in both grades AND from among holders of a post “A” level degree and a Master’s degree in Education reckoning at least eight years’ proven experience at Senior Technical/Management level in a major division of a large institution/department in the field of Education.

(iv) Administrator (Education) should be made by selection from among Deputy Rectors reckoning three years’ experience in a substantive capacity and from among Rectors.

Page 289

Paragraph 22.82

6th Line

To delete : , preferably related to

To replace by: in

Paragraph 22.84

3rd Line

To add after the words “Quality Assurance Officers”: with three years’ experience

6th Line

To delete : , preferably related to

To replace by: in

Paragraph 22.86

To delete whole content and replace by:

We further recommend the creation of a grade of Quality Assurance Officer. Appointment thereto should be made by selection from among holders of a post ‘A’ level degree and a Master’s Degree reckoning an aggregate of at least 10 years’ proven experience in Teaching or Teacher Training or Curriculum Development or School Development/Inspection in a large institution/department at secondary level in the Education Sector.

Page 292

Sub paragraph 22.100 (ii)

To delete whole content

To replace by: the grade of Assistant School Superintendent should be filled by selection from among School Clerks reckoning at least four years’ experience in a substantive capacity.

Sub paragraph 22.100 (iii)

3rd Line

To delete the words “in post as at 30 June 2008”

Sub Paragraph 22.100(iv)

2nd and 3rd Lines

To delete : Liaison Officers,

To insert after subparagraph 22.100 (iv):

(iv) A the grade of Usher/Senior Usher should be made evanescent.

Page 293

To insert after paragraph 22.103

Driver (Roster - day & night) (New Grade)

Recommendation 26A

22.103A We recommend:

- (i) the creation of a grade of Driver (Roster - day & night) to be filled by selection from among employees, on the permanent and pensionable establishment, possessing the certificate of primary education and a valid driving license to drive cars, vans, minibuses and lorries up to 5 tons;
- (ii) that the grade of Driver (Roster) should be made evanescent. Personal salaries are provided for incumbents in post as at 30 June 2008;
- (iii) that incumbents in the grade of Driver (Roster) opting to join the grade of Driver (Roster - day & night) should be granted two additional increments at the point reached in their salary scale on joining the new grade and be allowed to move incrementally up to salary point Rs 15500 on a personal basis.

Page 294

Sub Paragraph 22.109 (b) (i)

1st Line

To add after the word “may” : , subject to the provision at (d) (i) below,

Page 295

Sub Paragraph 22.109 (d) (i)

To delete whole content

To replace by: vacation leave may be granted during the third term only for the reasons specified at (c) (i) to (vii) above; and

Paragraph 22.110

To delete whole content

To replace by:

The term “immediate member of the family”, for the purpose of sub paragraphs 22.109 (c) (i) and (c) (iv) is deemed to mean the officer’s father, mother, spouse and children.

Page 296

To insert after paragraph 22.114:

Long Service Increment

22.114A The provisions of recommendation at paragraph 23.6 (vii) and (viii) of Volume I of the 2008 PRB Report provide additional increments to incumbents who stagnate on their top salary for two years while reckoning a given number of years of service in a single grade. Teacher/Senior Teacher, Deputy Head Master and Head Master benefit from a higher salary scale upon acquisition of specific qualification, namely the Advanced Certificate in Education; the Certificate in Educational Management, the Advanced Certificate in Education Management and the Teacher's Diploma (Primary).

22.114B In certain instances, officers benefit from the long service increment and subsequently, qualify for a higher top salary in a higher salary scale by virtue of a specific qualification. In such cases, the increment granted for long years of service prior to obtention of the specific qualification should be considered to be an integral part of the higher salary scale and, thereafter, eligibility for long service increment should be based on the higher top salary of the higher salary scale. We are making appropriate recommendation to this effect.

Recommendation 28 A

22.114C We recommend that an officer, who has benefited from long service increment prior to eligibility for a higher top salary in a higher scale by virtue of acquisition of specified qualifications, would again be eligible for long service increments after stagnating for another period of two years on the top salary of the higher scale.

22.114D The long service increment granted prior to obtention of the higher qualifications should be considered as a normal increment in the higher salary scale.

Page 297

To delete Salary Code 06 00 84 and whole content

To replace by:

06 00 86 : Rs 70000
Director
Director, Quality Assurance (New Grade)

After Salary Code 06 00 86

To insert:

06 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000
Assistant Director
Assistant Director (Primary)
Principal Physical Education Organiser

Under Salary Code 06 69 81

To delete : Assistant Director
Assistant Director (Primary) (Personal to holder in post as at 30.06.08)
Principal Physical Education Organiser

Under Salary Code 06 67 78

To insert : Administrator (Education)

Under Salary Code 06 65 75

To delete : Administrator (Education)

Page 298

To delete : **Salary Code 06 48 67 and whole content**

Under Salary Code 06 59 71

To insert : Music Organiser

Page 299

To delete Salary Code 06 54 64 and Salary Scale

To replace by:

06 54 65 : Rs 25600 x 800 – 28000 x 1000 – 30000 x 1250 – 37500

Under Salary Code 06 51 62

To delete : Senior Liaison Officer (P)

To insert

06 35 62 : Rs 14200 x 400 – 15000 x 500 – 16000 x 600 - 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 33750

Liaison Officer/Senior Liaison Officer
formerly Senior Liaison Officer
Liaison Officer

To delete Salary Code 06 49 64 and Salary Scale

To replace by:

06 49 63 : Rs 22000 x 600 - 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 35000

To delete Salary Code 06 47 60 and Salary Scale

To replace by:

06 47 61 : Rs 20800 x 600 - 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 32500

Page 300

To delete: Salary Code 06 42 59 and whole content

To replace by:

06 42 60 : Rs 17800 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 31250

Assistant Supervisor (The Arts)

Under Salary Code 06 35 58

To delete : Liaison Officer (*Personal to holder in post as at 30.06.08*)

Under Salary Code 06 43 56

To delete : Health and Physical Education Instructor (*Personal to holder in post as at 30.06.08*)

To replace by: Health and Physical Education Instructor

Page 301

To delete Salary Code 06 23 50 and whole content

To replace by:

06 22 51 : Rs 10450:10700 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200

Teacher (Secondary – Prevocational)

Under Salary Code 06 18 20

To delete : Trainee Educator (SEN)

Page 303

To delete : Salary Code 08 46 62

To replace by: Salary Code 08 47 61

Page 305

Under Salary Code 24 31 47

To add : Senior Computer Laboratory Attendant

To insert after Salary Code 24 19 33

24 15 33 : Rs 9000 x 200 – 10200 x 250 – 11700 x 300 - 13500

Driver (Roster – day & night) (New Grade)

Under Salary Code 24 14 37

To insert after the words "Driver (Roster)": *(Personal to holder in post as at 30.6.08)*

Under Salary Code 24 18 37

To delete : Senior/Head Workshop Assistant

To insert after Salary Code 24 21 39

24 27 37 : Rs 11700 x 300 – 13800 x 400 – 15000

Head Workshop Assistant

formerly Senior/Head Workshop Assistant

Under Salary Code 24 19 33

To delete : Senior Workshop Assistant

Under Salary Code 24 10 30

To delete : Workshop Assistant

To insert after salary code 24 13 36

24 10 33 : Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 13500

Workshop Assistant/Senior Workshop Assistant

formerly Workshop Assistant

MINISTRY OF PUBLIC UTILITIES

Page 308

To insert after paragraph 23.9

Special Professional Retention Allowance

Recommendation 2A

23.9A We also recommend that the recommendation made at paragraph 17.14D under the Ministry of Public Infrastructure, Land Transport and Shipping should equally apply to officers in the grades of Planner/Senior Planner, Principal Planner and Deputy Director, Technical Services (Public Utilities). The Director, Technical Services (Public Utilities) should, for the coming four years, be eligible for a monthly Special Professional Retention Allowance of Rs 2500.

ENERGY SERVICES DIVISION

Page 309

Paragraph 23.14

To delete whole content and replace by:

23.14 We recommend that the grades of Electrical Engineer and Senior Electrical Engineer be merged and restyled Electrical Engineer/Senior Electrical Engineer with a Proficiency Bar (PB) in the salary scale (vide Chapter 10 of Volume I of the 2008 PRB Report).

Paragraph 23.15

To delete whole content and replace by:

23.15 We further recommend that the grades of Deputy Chief Engineer and Chief Engineer be restyled Deputy Director, Energy Services Division and Director, Energy Services Division respectively.

To insert after paragraph 23.15

23.15A We also recommend that the provisions made at paragraphs 17.10B, 17.10C, 17.14D and 17.14E under the Ministry of Public Infrastructure, Land Transport and Shipping should equally apply to the Engineering Cadre of the Energy Services Division of this Ministry.

Page 310

To insert after paragraph 23.21

“On-Call” Allowance for Tradesman Cadre at the Energy Services Division

23.21A The employees of the Tradesman Cadre at the Energy Services Division are required to work beyond normal working hours i.e. during nights, weekends and public holidays on a system of ‘On-Call’ and In-Attendance to cater for emergencies at Government buildings, Hospitals and Prisons.

23.21B At present, the employees of the Tradesman Cadre are paid an “On-Call” Allowance of Rs 135 per night, during weekend and public holiday and an In-Attendance Allowance of Rs 50 per hour to carry out emergency work while “On-Call”.

23.21C Staff Association has represented that the “On-Call” Allowance should be linked to the duration of “On-Call”. We are making appropriate provisions to this effect.

Recommendation 6A

23.21D We recommend that employees of the Tradesman Cadre who are required to be “On-Call” during nights, weekends and public holidays be paid an “On-Call” Allowance as hereunder:

	“On-Call”	Allowance Rs
(i)	Weekday between 16.30 hours and 07.30 hours the following day.	135
(ii)	Saturday, Sunday and Public Holiday 07.30 hours to 07.30 hours the following day	215

Recommendation 6B

23.21E We also recommend that employees of the Tradesman Cadre who have to attend to emergencies while being “On-Call” should be paid an In-Attendance Allowance of Rs 50 per hour.

WATER RESOURCES UNIT

To insert after paragraph 23.25

Recommendation 6C

23.25A We recommend that Hydrological Technicians and Senior Hydrological Technicians possessing a Diploma in Hydrology be allowed to move incrementally in the master salary scale up to salary point Rs 26400 and Rs 29000 respectively.

23.25B We also recommend that the provisions made at paragraphs 17.10B, 17.10C, 17.14D and 17.14E under the Ministry of Public Infrastructure, Land Transport and Shipping should equally apply to the Engineering Cadre of the Water Resources Unit of this Ministry.

RADIATION PROTECTION AUTHORITY

Paragraph 23.26

1st Line

To delete : 2006

To replace by: 2003

Page 312

To delete Salary Code 26 69 81 and whole content

To replace by:

26 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000
Deputy Director, Technical Services (Public Utilities)

ENERGY SERVICES DIVISION

To delete Salary Code 22 00 84 and whole content

To replace by:

22 00 86 : Rs 70000

Director, Energy Services Division
formerly Chief Engineer

To delete Salary Code 22 69 81 and whole content

To replace by:

22 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000

Deputy Director, Energy Services Division
formerly Deputy Chief Engineer

Under Salary Code 22 65 75

To delete : Area Manager, Energy Services Division
formerly Principal Engineer

To replace by: Principal Engineer

Page 313

Under Salary Code 22 49 71

To delete : Technical Manager, Energy Services Division
formerly Electrical Engineer
Senior Electrical Engineer

To replace by: Electrical Engineer/Senior Electrical Engineer
formerly Electrical Engineer
Senior Electrical Engineer

WATER RESOURCES UNIT

Page 315

To delete Salary Code 26 00 84 and whole content

To replace by:

26 00 86 : Rs 70000

Director

To delete Salary Code 26 69 81 and whole content

To replace by:

26 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000

Deputy Director

RADIATION PROTECTION AUTHORITY

Page 317

To delete Salary Code 19 70 81 and whole content

To replace by:

19 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000
Chief Radiation Protection Officer

MINISTRY OF LOCAL GOVERNMENT

Page 324

LOCAL AUTHORITIES

To delete Salary Code 26 16 45 and whole content

To replace by:

26 18 45 : Rs 9600 x 200 - 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000
x 600 – 19600
Local Government Cadastral Assistant (Personal)

SOLID WASTE MANAGEMENT AND FIELD SERVICES UNIT

Page 325

To delete Salary Code 26 00 84 and whole content

To replace by:

26 00 86 : Rs 70000
Director, Solid Waste Management Division

To delete Salary Code 26 69 81 and whole content

To replace by:

26 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000
Deputy Director, Solid Waste Management Division

FIRE SERVICES

Page 330

To insert after paragraph 24.1.17

Special Allowance to officers driving heavy specialized vehicles

24.1.17A A few officers, possessing heavy vehicle drivers' licence are designated to drive heavy specialised vehicles which involves additional responsibilities in addition to driving. Both Staff and Management have submitted that these officers need to be compensated for performing the aforementioned duties. We are making an appropriate recommendation to this effect.

Recommendation 5A

24.1.17B We recommend that officers, possessing heavy vehicle drivers' licence and designated to drive heavy specialized vehicles which involves additional responsibilities in addition to driving, be paid a monthly allowance equivalent to one increment at the initial of their respective salary scales.

Page 331

Paragraph 24.1.20

3rd Line

To delete the words: "provided they live in the district in which they work"

Paragraph 24.1.21

To delete "Head Officer (Rodrigues)" at row 7 and insert

Airport Fire Officer (Rodrigues)	960
Officer in Charge, Fire Services (Rodrigues) <i>formerly Head Officer (Rodrigues)</i>	1045

MINISTRY OF AGRO INDUSTRY AND FISHERIES

AGRO INDUSTRY DIVISION

AGRICULTURAL SERVICES

Pages 336, 337 and 338

To delete paragraphs 25.8, 25.9, 25.10, 25.11, 25.12, 25.13, 25.14, 25.15, 25.16 and whole content

To replace by:

25.7A Considering the underlying strategy of the Government related to food production and food security, the Ministry is required to provide an enabling environment for future development of agriculture and agro industries focusing on food production and security. In this connection, the livestock sector is being revitalised to increase production of locally produced milk, meat, poultry and derived products and this within the framework of international norms for food and health safety. In view of the above, both the staff side and Management have submitted that the ten divisions should be maintained for the smooth running of the Agricultural Services. We are, therefore, recommending accordingly.

Recommendation 1A

25.7B We recommend that:

- (a) the following ten divisions in the Agricultural Services be maintained at this stage: Agricultural Chemistry, Dairy Chemistry, Agricultural Development, Agricultural Information, Plant Pathology, Entomology, Agronomy, Animal Husbandry, Horticulture and Land Use; and

- (b) the Ministry of Agro Industry, Food Production and Security may, should the need arise in the future, review the number of divisions in the Agricultural Services based on its operational requirements.

25.7C We further recommend that the Professional cadre be restyled as follows:

- (i) Research and Development Officer to Scientific Officer;
(ii) Senior Research and Development Officer to Senior Scientific Officer; and
(iii) Principal Research and Development Officer to Divisional Scientific Officer.

Recommendation 1B

25.7D We recommend that the grade of Principal Agricultural Engineer be maintained on the establishment of the Ministry of Agro Industry, Food Production and Security.

25.7E We further recommend that the scheme of service of the grade of Principal Agricultural Officer be amended such that, in future, appointment thereto be made by selection from among officers in the grades of Divisional Scientific Officer *formerly Principal Research and Development Officer* and Principal Agricultural Engineer reckoning at least two years' service in a substantive capacity in their respective grades.

Page 340

To delete paragraph 25.33 and whole content

To replace by:

25.33 We recommend that in respect of Ex-TDA, Tea Fac and Tea Board employees who have been re-deployed in the Civil Service by virtue of a decision of government, the aggregate number of years of service should be taken into consideration for implementing the recommendations made at paragraphs 23.6(vii) to (ix) of Volume I of the 2008 PRB Report irrespective of their grades and the duties they have been performing. This recommendation is not applicable to officers, if any, qualifying for additional increment by virtue of provisions made at paragraphs 10.52, 10.53 and 10.54 of Volume I of the 2008 PRB Report.

Page 341

Paragraph 25.36

3rd Column

Figures Rs 970, Rs 195, Rs 245 and Rs 390 should read Rs 1015, Rs 200, Rs 255 and Rs 405 respectively.

Page 342

To insert after paragraph 25.47

Special Professional Retention Allowance

25.47A With a view to alleviating the difficulties encountered in attracting, recruiting and retaining Veterinary Officers, we are introducing the payment of a Special Professional Allowance.

Recommendation 10A

25.47B We recommend, with effect from 1 July 2009, the payment of a monthly Special Professional Allowance for the coming four years to Veterinary Officers, Senior Veterinary Officers and Divisional Veterinary Officers as follows:

7% of monthly salary to Veterinary Officers reckoning at least 10 years' service in the grade and to Senior Veterinary Officers and Divisional Veterinary Officers.

25.47C We also recommend that Senior Veterinary Officers be allowed to move incrementally up to salary point Rs 47500 provided that they have:

- (a) drawn the top salary for a year; and**
- (b) been consistently efficient and effective in their performance during the preceding two years and have not been adversely reported upon on grounds of either performance or conduct.**

25.47D We additionally recommend that Divisional Veterinary Officers be allowed to move incrementally by two increments over and above the provisions set out at paragraph 10.55D of this EOC Report, on the same terms and conditions.

Meat Inspection

25.47E Veterinary Officers are required to call at the Mauritius Meat Authority for the inspection of meat at the goat and beef sections at odd hours during weekdays, Sundays and Public Holidays.

25.47F Presently, Veterinary Officers are granted time-off in lieu of overtime for work performed on weekdays and Saturdays and payment of overtime is effected for work performed on Sundays and Public Holidays only. It has been submitted that the grant of time-off disrupts the smooth running of the veterinary services. We are, therefore, introducing a commuted allowance to Veterinary Officers who carry out meat inspection at the Mauritius Meat Authority at odd hours during weekdays and Saturdays.

Recommendation 10B

25.47G We recommend the payment of a daily commuted allowance of Rs 725 to the Veterinary Officer who is required to carry out meat inspection at the Mauritius Meat Authority at odd hours during weekdays and Saturdays.

CANE PLANTERS AND MILLERS ARBITRATION AND CONTROL BOARD

Page 346

Paragraph 25.65(i)

5th Line

To delete : 18.2.69

To replace by: 18.2.71

FORESTRY SERVICES

Page 347

Paragraph 25.72

“Rs 135” should read “Rs 150”

NATIONAL PARKS AND CONSERVATION SERVICE (NPCS)

Page 349

Paragraph 25.81

“Rs 135” should read “Rs 150”

Page 350

Under Salary Code 02 59 71

To delete : Senior Agricultural Planning Officer
formerly Principal Agricultural Officer

To replace by: Senior Agricultural Planning Officer
formerly Principal Agricultural Planning Officer

Page 352

To delete Salary Code 19 00 84 and whole content

To replace by:

19 00 86 : Rs 70000
Deputy Chief Agricultural Officer

To delete Salary Code 19 70 81 and whole content

To replace by:

19 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000
Principal Agricultural Officer
Principal Agricultural Officer (Veterinary Services)

After Salary Code 19 55 67

To delete Salary Code 19 65 75 and whole content

To replace by:

19 65 75 : Rs 37500 x 1250 – 50000
Divisional Scientific Officer
formerly Principal Research and Development Officer

Page 354

Under Salary Code 26 65 75

Principal Agricultural Engineer (Personal) **should read** Principal Agricultural Engineer

To delete Salary Code 19 41 52 and whole content

To replace by:

19 41 53 : Rs 17200 x 600 – 23200 x 800 – 24800
Senior Technical Assistant

Page 355

To delete Salary Code 19 41 52 and whole content

To replace by:

19 41 53 : Rs 17200 x 600 – 23200 x 800 – 24800
Agricultural Supervisor

Page 359

Under Salary Code 25 14 37

To insert : General Assistant

CANE PLANTERS AND MILLERS ARBITRATION AND CONTROL BOARD

Page 362

To delete Salary Code 19 00 84 and whole content

To replace by:

19 00 86 : Rs 70000
General Manager

To delete Salary Code 19 70 81 and whole content

To replace by:

19 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000
Deputy General Manager, Cane Planters & Millers Arbitration and Control Board

Page 363

To delete Salary Code 19 41 52 and whole content

To replace by:

19 41 53 : Rs 17200 x 600 – 23200 x 800 – 24800
Senior Test Chemist
Senior Test Chemist
formerly Assistant Mechanical Officer (Personal)

FORESTRY SERVICES

Page 364

To delete Salary Code 19 67 78 and whole content

To replace by:

19 69 79 : Rs 42500 x 1250 – 50000 x 1500 – 56000
Deputy Conservator of Forests

To delete Salary Code 19 41 52 and whole content

To replace by:

19 41 53 : Rs 17200 x 600 – 23200 x 800 – 24800
Deputy Forest Ranger

Page 366

To insert after salary code 24 13 36

24 28 43 : Rs 12000 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 - 18400
Head Survey and Field Worker
formerly Head Poler

NATIONAL PARKS AND CONSERVATION SERVICE

Page 367

To delete Salary Code 19 00 84 and whole content

To replace by:

19 00 86 : Rs 70000
Director

To delete Salary Code 19 41 52 and whole content

To replace by:

19 41 53 : Rs 17200 x 600 – 23200 x 800 – 24800
Park Ranger

FISHERIES DIVISION

Page 372/373

To insert after paragraph 25.101

Recommendation 4A

25.101A We further recommend that the foregoing recommendation be extended to officers of the Fisheries Protection Cadre who are required to accompany the Scientific/Technical

Staff at sea for undertaking research, placing and maintenance of Fish Aggregating Devices, and training of fishermen working in the Aquaculture Division, the Marine Conservation Centre, the Import/Export Quarantine Clearance Unit and the Licensing Unit.

In-Attendance Allowance

Page 373

Paragraph 25.102

1st Line

“Scientific Officers and Technical Officers” **should read** “Scientific Officers, Senior Technical Officers and Technical Officers”

Paragraph 25.103

1st Line

“Scientific Officers and Technical Officers” **should read** “Scientific Officers, Senior Technical Officers and Technical Officers”

Page 375

To delete Salary Code 19 70 81 and whole content

To replace by:

19 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000

Principal Fisheries Officer

Page 376

To delete Salary Code 19 41 52 and whole content

To replace by:

19 41 53 : Rs 17200 x 600 – 23200 x 800 – 24800

Principal Fisheries Protection Officer

MINISTRY OF SOCIAL SECURITY, NATIONAL SOLIDARITY AND SENIOR CITIZENS WELFARE AND REFORM INSTITUTIONS

Page 381

To insert after paragraph 26.7

Assistant Commissioner, Social Security

26.7A Presently appointment to the grade of Assistant Commissioner, Social Security is made by selection from Principal Social Security Officers and also from Senior Social Security Officers reckoning at least six years’ service in a substantive capacity in the grade and possessing a degree in Social Work or Sociology or equivalent. Representations have been made to

enlarge the qualification requirements to also allow serving officers possessing a degree in Administration or Economics or in any relevant field to compete for the post of Assistant Commissioner, Social Security. We are making appropriate recommendation to this effect.

Recommendation 1A

26.7B We recommend that, in future, appointment to the grade of Assistant Commissioner, Social Security be made by selection from among officers in the grade of Principal Social Security Officer and also from Senior Social Security Officers reckoning at least six years' service in a substantive capacity in the grade and possessing a Diploma in Social Work together with a degree in Social Work/Sociology/Administration/Economics or any relevant field from a recognised institution or an equivalent qualification acceptable to the Public Service Commission.

26.7C Social Security Offices are normally serviced by officers in the grades of Social Security Officer and Senior Social Security Officer. The latter grades are required, among others, to authorise payment of pensions and other cash transactions. It has been submitted that for better coordination of work and more effective control and service delivery, each major office should be headed by a Principal Social Security Officer. It is noted that the Management Audit Bureau also holds the view that a Principal Social Security Officer should examine on a daily basis all Immediate Payment Vouchers and ensure that such payments are supported by relevant documents. We are, therefore, making appropriate recommendation to this effect.

Recommendation 1B

26.7D We recommend that the Ministry of Social Security, National Solidarity and Senior Citizens Welfare & Reform Institutions considers the advisability of making appropriate arrangements in the medium term for a Principal Social Security Officer to be responsible for the day-to-day management of each major office.

Recommendation 1C

26.7E We recommend that incumbents in the grades of Senior Social Security Officer and Principal Social Security Officer possessing a Diploma in Social Work or an equivalent qualification should be allowed to move incrementally in the corresponding Master Salary Scale up to salary points Rs 28000 and Rs 32500 respectively provided that they have:

- (i) drawn their top salary for a year; and**
- (ii) been consistently efficient and effective in their performance during the preceding two years and have not been adversely reported upon on grounds of either performance or conduct.**

To insert after paragraph 26.12

Recommendation 1D

26.12A We recommend that incumbents in the grade of Disability Officer possessing a Diploma in Social Work or an equivalent qualification should be allowed to move incrementally in the corresponding Master Salary Scale up to salary point Rs 28000 provided that they have:

- (i) drawn their top salary for a year; and**
- (ii) been consistently efficient and effective in their performance during the preceding two years and have not been adversely reported upon on grounds of either performance or conduct.**

After paragraph 26.12A

To delete : **SOCIAL WELFARE DIVISION**

Paragraph 26.13

1st Line

To delete "Social Welfare Division of the"

Page 383

To insert after paragraph 26.17

Recommendation 2A

26.17A We recommend that incumbents in the grades of Senior Social Welfare Officer and Principal Social Welfare Officer possessing a Diploma in Social Work or an equivalent qualification should be allowed to move incrementally in the corresponding Master Salary Scale up to salary points Rs 28000 and Rs 32500 respectively provided that they have:

- (i) drawn their top salary for a year; and**
- (ii) been consistently efficient and effective in their performance during the preceding two years and have not been adversely reported upon on grounds of either performance or conduct.**

Page 385

Paragraph 26.31

To delete Table

To replace by:

SN	Grades	Allowance per Session of 3 hours
(i)	Specialist Servicing Medical Board	Rs 1080
(ii)	General Practitioner Servicing Medical Board	Rs 900

Paragraph 26.32

3rd Line

“Rs 1055” should read “Rs 1260”

Page 386

To insert after paragraph 26.1.4

Recommendation 1A

26.1.4A We recommend that incumbents of the Probation Officer Cadre who are required to put in, on a regular basis, additional hours of work to ensure timely completion of specific tasks may be granted equivalent time off for the additional hours of work or be paid, at the normal hourly rate for the extra hours put in, in case time off facilities cannot be granted within a period of six consecutive months. The Head of Departments/Units should monitor the tasks performed beyond normal working hours and in that regard keep proper records.

Recommendation 1B

26.1.4B We also recommend that incumbents in the grade of Principal Probation Officer possessing a Diploma in Social Work or an equivalent qualification should be allowed to move incrementally in the corresponding Master Salary Scale up to salary point Rs 32500 provided that they have:

- (i)** drawn their top salary for a year; and
- (ii)** been consistently efficient and effective in their performance during the preceding two years and have not been adversely reported upon on grounds of either performance or conduct.

Page 391

To delete Salary Code 23 00 84 and whole content

To replace by:

23 00 86 : Rs 70000

Commissioner, Social Security

To delete Salary Code 09 71 85 and whole content

To replace by:

09 75 85 : Rs 50000 x 1500 – 56000 x 2000 – 68000

Director, Medical Unit

To delete Salary Code 09 63 79 and whole content

To replace by:

09 64 79 : Rs 36250 x 1250 – 50000 x 1500 – 56000
Assistant Director, Medical Unit (New Grade)

To delete Salary Code 23 35 52 and whole content

To replace by:

23 35 53 : Rs 14200 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 24800
Higher Social Security Officer

Page 392

To delete Salary Code 23 21 49 and whole content

To replace by:

23 25 50 : Rs 11200 x 250 – 11700 x 300 - 13800 x 400 – 15000 x 500 – 16000 x 600 – 22600
Social Security Officer

To delete Salary Code 23 67 78 and whole content

To replace by:

23 75 79 : Rs 50000 x 1500 – 56000
Social Welfare Commissioner

To delete Salary Code 23 21 52 and whole content

To replace by:

23 26 53 : Rs 11450 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 24800
Social Welfare Officer

Page 393

Under Salary Code 25 14 37

To insert : General Assistant

REFORM INSTITUTIONS

To delete Salary Code 23 80 82 and whole content

To replace by:

23 81 83 : Rs 60000 x 2000 – 64000
Commissioner of Probation and After Care

MINISTRY OF WOMEN'S RIGHTS, CHILD DEVELOPMENT, FAMILY WELFARE AND CONSUMER PROTECTION

Page 400

Paragraph 27.26

To delete whole content and replace by:

27.26 We recommend that officers of the Ministry who are 'On-Call' and required to attend to emergencies during "On-Call" be paid allowances as follows:

Grade	Period	"On-Call" Allowance Rs	"In-Attendance" during On Call Rs/hour
Inspector of Police Police Sergeant Police Constable Child Welfare Officer(Personal) Nursing Officer Family Welfare and Protection Officer	Weekdays 1600 hours to 0900 hours the following day	Rs 140 daily	Rs 70 per hour of attendance up to a maximum of Rs 420 per day/night period.
	Saturdays, Sundays and Public Holidays 0900 hours to 0900 hours the following day	Rs 210 daily	Rs 70 per hour of attendance up to a maximum of Rs 560 per day/night period.
Psychologist	Weekdays 1600 hours to 0900 hours the following day	Rs 260 daily	Rs 130 per hour of attendance up to a maximum of Rs 520 per day/night period.
	Saturdays, Sundays and Public Holidays 0900 hours to 0900 hours the following day	Rs 390 daily	Rs 130 per hour of attendance up to a maximum of Rs 780 per day/night period.
Coordinator	Weekdays 1600 hours to 0900 hours the following day	Rs 220 daily	***
	Saturdays, Sundays and Public Holidays 0900 hours to 0900 hours the following day	Rs 330 daily	***

Grade	Period	“On-Call” Allowance Rs	“In-Attendance” during On Call Rs/hour
Senior Family Welfare and Protection Officer Senior Child Welfare Officer (Personal)	Weekdays 1600 hours to 0900 hours the following day	Rs 140 daily	
	Saturdays, Sundays and Public Holidays 0900 hours to 0900 hours the following day	Rs 210 daily	***
Driver	Weekdays 1645 hours to 0745 hours the following day	Rs 90 daily	***
	Saturdays, Sundays and Public Holidays 0745 hours to 0745 hours the following day	Rs 140 daily	
*** Overtime at the rates in force for attendance outside normal working hours.			

Page 400/401

To insert after paragraph 27.26

CHILD DEVELOPMENT UNIT

Commuted Allowance

27.26A The Head, Child Development Unit is required to be ‘on-call’ after normal working hours, during week-ends and public holidays to, among others, attend to child abuse/violence cases; tender advice, give instructions for removal of children to places of safety; supervise actions taken and follow up of such cases and respond to calls from the Ombudsperson. A team comprising, among others, a nursing officer, a police constable, a police sergeant, a police inspector and a family welfare & protection officer operates under the supervision of the incumbent against payment of an ‘on-call’ and “in-attendance” allowance for work beyond office hours. We are, in this Report, providing an appropriate remuneration to the Head, Child Development Unit as well, for monitoring and supervising the duties of the team after normal working hours.

Recommendation 5A

27.26B We recommend the payment of a monthly commuted allowance of Rs 5000 to the Head, Child Development Unit for monitoring and attending to cases related to child abuse/violence after normal working hours, during week-ends and public holidays.

FAMILY WELFARE AND PROTECTION UNIT

Commuted Allowance

27.26C The Head, Family Welfare and Protection Unit is required to be 'on-call' after normal working hours, during week-ends and public holidays to, among others, attend to domestic violence cases; tender advice, give instructions; supervise actions taken and follow up of such cases. We are, in this Report, providing an appropriate remuneration to the Head, Family Welfare and Protection Unit as well, for monitoring and supervising the duties of the officers in the unit after normal working hours.

Recommendation 5B

27.26D We recommend the payment of a monthly commuted allowance of Rs 5000 to the Head, Family Welfare and Protection Unit for monitoring and attending to cases related to domestic violence after normal working hours, during week-ends and public holidays.

Page 402

Paragraph 27.28

2nd Line

To delete the words "Hot Lines"

To replace by: "three digits Hotline Intervention"

3rd Line

To add after the word "into": "family and child abuse/violence"

Page 404

To insert after Salary Code 19 49 67

23 44 67 Rs 19000 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 40000

Family Counselling Officer

23 47 61 Rs 20800 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 32500

Principal Family Welfare and Protection Officer

23 43 57 Rs 18400 x 600 – 23200 x 800 – 28000

Senior Family Welfare and Protection Officer

23 29 55	Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 26400 Family Welfare and Protection Officer
24 21 39	Rs 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 Driver (Bibliobus) (Personal)
24 13 36	Rs 8600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600 Driver
24 10 30	Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600 Gardener/Nurseryman
24 09 29	Rs 7800 x 200 – 10200 x 250 – 11700 x 300 – 12300 Watchman (Personal)
24 07 27	Rs 7400 x 200 – 10200 x 250 – 11700 Stores Attendant
24 02 21	Rs 6425 x 175 – 6600 x 200 – 10200 General Worker

FAMILY WELFARE AND PROTECTION UNIT

Page 406/407

To delete Salary Codes 23 44 67, 23 47 61, 23 43 57, 23 29 55 and 24 21 39, 24 13 36, 24 10 30, 24 09 29, 24 07 27 and 24 02 21 and whole content

MINISTRY OF LABOUR, INDUSTRIAL RELATIONS AND EMPLOYMENT

Page 412

Recommendation 4

Paragraph 28.23(iii)

4th Line

To add after the last word “Officer”:

who possess a Degree in Occupational Safety and Health Management or an alternative equivalent qualification and reckoning at least four years’ service in a substantive capacity in the grade. Officers in the grade of Divisional Occupational Safety and Health Officer possessing a Degree in Occupational Safety and Health Management or an alternative equivalent qualification should be allowed to move incrementally by one additional increment in the master salary scale.

Page 415

To insert after Salary Code 02 00 93

08 48 60 : Rs 21400 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 - 31250

Senior Shorthand Writer

08 42 56 : Rs 17800 x 600 – 23200 x 800 - 27200

Shorthand Writer

24 13 36 : Rs 8600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 - 14600

Driver

24 07 27 : Rs 7400 x 200 – 10200 x 250 - 11700

Stores Attendant

24 06 25 : Rs 7200 x 200 – 10200 x 250 - 11200

Handy Worker

24 02 21 : Rs 6425 x 175 – 6600 x 200 - 10200

General Worker

LABOUR ADMINISTRATION AND INDUSTRIAL RELATIONS

To delete Salary Code 18 70 79 and whole content

To replace by:

18 75 79 : Rs 50000 x 1500 – 56000

Director, Labour and Industrial Relations

OCCUPATIONAL SAFETY AND HEALTH INSPECTORATE

PAGE 416

To delete Salary Code 18 70 79 and whole content

To replace by:

18 75 79 : Rs 50000 x 1500 – 56000

Director, Occupational Safety and Health

To delete Salary Code 18 62 73 and whole content

To replace by:

18 65 75 : Rs 37500 x 1250 – 50000

Chief Occupational Safety and Health Officer

formerly Chief Occupational Safety and Health Inspector

To delete Salary Code 18 35 57 and whole content

To replace by:

18 35 58 : Rs 14200x 400 – 15000 x 500 – 16000 x 600 - 23200 x 800 – 28000 x 1000 - 29000

Occupational Safety and Health Officer/Senior Occupational Safety and Health Officer

formerly Occupational Safety and Health Inspector

Page 417

Under Salary Code 18 18 20

To read : “formerly Trainee Occupational Safety and Health Inspector”

Instead of : “formerly Trainee Occupational Safety and Health Officer”

To insert after Salary Code 26 49 67: NATIONAL REMUNERATION BOARD

REGISTRY OF ASSOCIATIONS

To delete Salary Code 18 72 82 and whole content

To replace by:

18 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000

Registrar of Associations (with legal qualifications)

To delete Salary Code 18 70 79 and whole content

To replace by:

18 75 79 : Rs 50000 x 1500 – 56000

Registrar of Associations

Page 418

To delete Salary Code 18 52 65 and whole content

To replace by:

18 52 66 : Rs 24000 x 800 – 28000 x 1000 - 30000 x 1250 – 38750

Principal Inspector of Associations

EMPLOYMENT DIVISION

To delete Salary Code 18 70 79 and whole content

To replace by:

18 75 79 : Rs 50000 x 1500 – 56000

Director, Employment Service

To delete Salary Code 18 58 68 and whole content

To replace by:

18 58 69 : Rs 29000 x 1000 – 30000 x 1250 – 42500

Deputy Director, Employment Service

ATTORNEY-GENERAL'S OFFICE, MINISTRY OF JUSTICE AND HUMAN RIGHTS

Page 424

To delete paragraphs 29.26 and 29.27 and whole content

Page 425

To insert after paragraph 29.32

Housing Allowance

Recommendation 7A

29.32A We recommend that the present Director of Public Prosecutions be eligible, on a personal basis, to (i) the retirement benefits accruing to Judges; and (ii) the monthly pensionable Housing Allowance of Rs 10000 recommended in the 2008 PRB Report for Puisne Judges and the Senior Puisne Judge.

MINISTRY OF HEALTH AND QUALITY OF LIFE

Page 429

To insert after paragraph 30.5

Manager, Hospital Services (New Grade)

30.5A A grade of Regional Health Director was created in the year 1985 to take the entire charge of the Regional Hospitals, which were until then under the responsibility of a Medical Superintendent.

30.5B The grade of Regional Health Director has served its purpose at a given time and in a given context. However, the situation has changed drastically with the emerging challenges and reforms in the health sector. It is considered that the Head of Regional Hospitals need not necessarily be a physician and the hospitals can be better managed by experienced officers/persons with appropriate management/ administrative skills. Moreso, with the fast technological changes in the health sector, there is the need for a new breed of leaders who are forward looking and ready to meet new challenges.

30.5C Management has, therefore, recommended that a new grade of Manager, Hospital Services be created to head the five regional hospitals. In the new set up, the grade of Regional Health Director would be maintained and the incumbents would supervise clinical matters.

Recommendation 1A

30.5D We recommend the creation of a grade of Manager, Hospital Services on the establishment of the Ministry of Health and Quality of Life. Appointment thereto should be made by selection from among serving officers not below the grade of Principal Assistant Secretary reckoning at least five years' experience at senior management level and candidates possessing a Master's degree and reckoning at least seven years' experience at senior management level.

30.5E Candidates should:

- (i) also possess leadership qualities and sound analytical, organisational, interpersonal and communication skills;
- (ii) be positive, motivated and be able to manage pressure and take initiatives; and
- (iii) also have consistent commitment to public sector goals and sound financial management.

30.5F Incumbent would be responsible to the Senior Chief Executive and would be required, *inter alia*, to manage the regional hospital under his charge and the annexed health institutions; implement all health policies and programmes in a region; drive/lead and implement strategic plan; monitor development projects; ensure continuous service quality improvement; and maintain discipline and ensure that rules and regulations are complied with.

Tenure of Office

30.5G We recommend that:

- (i) appointment to or filling of the position of Manager, Hospital Services should be on contractual terms (for outside candidates) or on assignment basis (for serving officers) for a period of two years; and
- (ii) after the expiry of the two-year period, incumbents may be considered for appointment in a substantive capacity, subject to their performance and the continued relevance of their competence.

Remuneration

Recommendation 1B

30.5H The salary of the Manager, Hospital Services on contractual terms shall be as determined for the substantive position. The package shall include a gratuity equivalent to two months' salary on completion of every twelve months' satisfactory service. The other terms and conditions of employment shall be as recommended for contract officers.

Recommendation 1C

30.5I A public officer on permanent establishment assigned the duties of the position of Manager, Hospital Services would be eligible to an allowance representing the difference between the pay of the Manager, Hospital Services and the substantive salary of the officer. On the officer's retirement or reversion to his substantive post, the

pensionable emoluments shall be those of the Manager, Hospital Services provided that he has:

- (i) successfully served for a period of not less than twelve months;**
- (ii) not been reverted to his substantive post on grounds of inefficiency or inability to perform at the higher level or on grounds of misconduct or has not reverted at his own request; and**
- (iii) at the time of his retirement/ reversion reached the age of 55 (or for an officer in post as at 30 June 2008, he had reached the age at which an officer may retire with the approval of the relevant Service Commission);**

OR

he has successfully served for a minimum period of six months and has reached compulsory retirement age.

Page 434

To delete paragraph 30.30 and whole content

To replace by:

30.30 We recommend the creation of a grade of Head, Aids Unit. Appointment thereto should be made by selection from among officers in the grade of Senior Community Physician reckoning at least three years' service in the grade or at least seven years' service in the Community Physician Cadre in the Ministry of Health and Quality of Life. In the absence of suitably qualified candidates, Senior Community Physician reckoning at least two years' experience in the treatment of HIV/AIDS/STI and/or related fields may also be considered.

To delete paragraph 30.31 and whole content

To replace by:

30.31 Incumbent would be required, *inter alia*, to supervise the management of people living with HIV at the National Day Care Centre for Immunosuppressed (NDCCI) or any other health settings where treatment and follow-up are being dispensed; implement prevention interventions; enforce all regulations according to HIV and AIDS Act and other related legislations; keep statistics relevant to his/her work and provide returns as and when required; represent the Ministry at inter-sectoral, national and regional levels; conduct and supervise surveys and research in the field of HIV and AIDS; and mount programmes and seminars/workshops.

Page 435

To delete paragraph 30.33 and whole content

To replace by:

30.33 We recommend the creation of a grade of Officer-in-Charge, Harm Reduction Section. Appointment thereto should be made by selection from among serving medical

practitioners reckoning at least 8 years' experience in the Ministry of Health and Quality of Life of which two years should be related to work in respect of harm reduction strategies.

Page 439

To insert after paragraph 30.51

Registrar (New Grade)

30.51A Both Management and the Staff Association have proposed the creation of an intermediate grade between the grade of Medical and Health Officer/Senior Medical and Health Officer and that of Specialist/Senior Specialist to enable Medical and Health Officer/Senior Medical and Health Officer to be posted within a particular specialist field for the purpose of achieving experience within that speciality with a view to specializing in that field. We are making appropriate recommendation to that end.

Recommendation 11A

30.51B We recommend the creation of a grade of Registrar, on the establishment of the Ministry of Health and Quality of Life. Appointment thereto should be made by selection from among Medical and Health Officer/Senior Medical and Health Officers: (i) having served in all major postings (General Medicine, General Surgery, Obstetrics/Gynaecology, Anaesthesia, Paediatrics, Accident and Emergency) and who are willing to be posted within a particular specialist field for the purpose of achieving experience within that speciality with a view to specializing in that field; or (ii) possessing diplomas within specific fields or having more than three years' experience within specific field at recognized international centres.

30.51C Incumbent would be required, *inter alia*, to perform general clinical duties and provide assistance in a particular field of speciality; assist in the monitoring and training of Pre-registration House Officers, Nursing and other Health Personnel; participate in surveys and research activities; and conduct medical audit.

Paragraph 30.54

5th Line

"Rs 240" should read "Rs 245"

"Rs 285" should read "Rs 295"

8th Line

"Rs 260" should read "Rs 265"

"Rs 310" should read "Rs 320"

Page 440

Paragraph 30.56

“Rs 530” should read “Rs 560”

“Rs 790” should read “Rs 930”

Paragraph 30.58

To delete Table

To replace by:

Extra Hours of Work/Coverage	Medical Health Officer/ Senior Medical Health Officer reckoning less than 10 years service Allowance (Rupees)	Medical Health Officer/Senior Medical Health Officer reckoning a minimum of 10 years service Allowance (Rupees)
Weekday between 1600 hours and 0900 hours the following day	2245	2400
Saturday 1200 hours to Sunday 0900 hours	2770	3000
Sunday 0900 hours to Monday 0900 hours Public Holiday 0900 hours to 0900 hours the following day	3165	3350

Page 441

Paragraph “39.58C” should read “30.58C”

Recommendation 14A

To insert after paragraph 30.58D

30.58E This recommendation should equally apply to Medical Superintendents and Emergency Physicians who assume the function of Duty Manager during a particular coverage after normal working hours.

Paragraph 30.60

To delete Table

To replace by:

Extra Hours of Work/Coverage	Allowance (Rupees)
Weekday between 1600 hours and 0900 hours the following day	2650
Saturday 1200 hours to Sunday 0900 hours	3300
Sunday 0900 hours to Monday 0900 hours Public Holiday 0900 hours to 0900 hours the following day	3700

To insert after paragraph 30.60**Night Duty Allowance for Specialist/Senior Specialist, Specialist known as Consultant and Consultant-in-Charge**

30.60A In line with Government policy to decrease maternal and under-five mortality rate by three quarters and two thirds respectively by year 2015, Management has submitted that it is essential for some indepth changes to be brought within the health system and has proposed that officers in the grades of Consultant-in-Charge and Specialist/Senior Specialist in the fields of Obstetrics & Gynaecology and Paediatrics be physically present to ensure coverage at night. Night coverage would be optional for Consultant-in-Charge and Specialist/Senior Specialist in service and mandatory for new entrants. We are making provisions for the payment of an appropriate Night Duty allowance.

Recommendation 15A

30.60B We recommend that Consultant-in-Charge, Specialist/Senior Specialist known as Consultant and Specialist/Senior Specialist in the fields of Obstetrics & Gynaecology and Paediatrics requiring to perform night duty be paid a Night Duty Allowance as follows:

Grades Night Duty	Specialist/Senior Specialist (Rupees)	Specialist/Senior Specialist known as Consultant (Rupees)	Consultant-in-Charge (Rupees)
Weekday between 1600 hours and 0900 hours the following day	7000	7500	8000
Saturday 1200 hours to Sunday 0900 hours	8500	9000	9500
Sunday 0900 hours to Monday 0900 hours Public Holiday 0900 hours to 0900 hours the following day	9700	10200	10800

30.60C This recommendation is optional for Consultant-in-Charge, Specialist/Senior Specialist known as Consultant and Specialist/Senior Specialist already in service either in a substantive capacity or in an acting capacity for at least a year and is mandatory for future entrants to the grade of Specialist/Senior Specialist.

30.60D We recommend that the provisions of the recommendation at paragraph 30.60B may be extended to other fields, should the need arise.

30.60E We additionally recommend, given the shortage and the high costs involved in the acquisition of a specialist qualification, that the process for appointment of Specialists who have been serving in an acting capacity for a year or more be accelerated.

30.60F We further recommend that pending the appointment of acting specialists in a substantive capacity, they should be eligible for an allowance equivalent to one increment for each year of service provided they have effectively served for the period concerned. This allowance drawn should be used to determine the entry point upon their substantive appointment.

Page 442 and 443

To delete paragraph 30.65

To replace by:

30.65 We recommend that the On-Call allowances payable to Specialist/Senior Specialists, Specialists (Dental Services), Specialist/Senior Specialists known as Consultants, Consultants-in-Charge *formerly Consultants*, *Consultants (Oral Surgery)* and Director, Emergency Services be revised as follows:

Grades On-Call	Specialist/ Senior Specialist and Specialist (Dental Services) (Rupees)	Specialist/ Senior Specialist known as Consultant (Rupees)	Consultant-in-Charge <i>formerly Consultant, Consultant (Oral Surgery)</i> and Director, Emergency Services (Rupees)
Weekday between 1600 hours and 0900 hours the following day	760	800	850
Saturday 1200 hours to Sunday 0900 hours Sunday 0900 hours to Monday 0900 hours Public Holiday 0900 hours to 0900 hours the following day	1130	1200	1275

Page 443

To delete paragraph 30.66

To replace by:

30.66 When attending hospitals, Specialist/Senior Specialists and Specialists (Dental Services) should be paid Rs 620 per hour, Specialist/Senior Specialists known as Consultants Rs 655 per hour and Consultants-in-Charge *formerly Consultants*, *Consultants (Oral Surgery)* and Director, Emergency Services Rs 725 per hour respectively, inclusive of travelling time.

Page 444

Paragraph 30.74

3rd Line

“Rs 975” should read “Rs 1500”

4th Line

“Rs 1170” should read “Rs 1800”

Page 445

Paragraph 30.78

2nd Line

“Rs 1200” should read “Rs 1800”

“Rs 1460” should read “Rs 2250”

Page 448

To insert after paragraph 30.100

Special Provisions for officers of the Medical and Dental Professions

30.100A In line with Recommendations 10.52 and 10.56 of Volume I of the 2008 PRB Report, we are making similar provisions for members of the medical and dental professions.

Recommendation 29A

30.100B We recommend that members of the medical and dental professions drawing salary in the scale the maximum of which is not less than Rs 51500 and not more than Rs 64000 and having reached the top of their respective salary scale should be allowed to move incrementally up to a maximum of two increments in the Master Salary Scale provided that they have:

- (i) drawn the top salary for a year;**
- (ii) been consistently efficient and effective during the preceeding two years i.e. they have displayed skills and competencies as relevant in (a) the critical decision making and (b) delivery of the necessary outcomes; and**
- (iii) not been adversely reported upon grounds of either performance or conduct.**

30.100C We further recommend that this provision should equally apply to members of the medical and dental professions posted in other Ministries and Departments.

Recommendation 29B

30.100D We recommend that members of the medical and dental profession reckoning 14 years' service in their respective grade would be eligible for duty remission to purchase a car with engine capacity of up to 1601 cc on the same terms and

conditions as at paragraph 18.2.19 (No. 2) of the 2008 PRB Report (Volume I) though drawing a monthly salary in a scale the maximum of which is less than Rs 62000.

30.100E The provision of the above paragraph should be extended to members of the medical and dental profession on the establishment of other Ministries/Departments.

Allowance to Specialist/Senior Specialist in fields requiring Subspecialisation

30.100F At the Ministry of Health and Quality of Life, certain fields of specialisation require subspecialist qualifications over and above the prescribed qualifications. With a view to retaining the services of those Specialist/Senior Specialists possessing subspecialist qualification or a double Specialist qualification that has involved further specialisation after specialisation in fields recognised by the Ministry either as a Subspeciality, a double Speciality, or an hyper Speciality.

Recommendation 29C

30.100G We recommend that Specialist/Senior Specialists, Specialist/Senior Specialists known as Consultants and Consultants-in-Charge possessing subspecialist qualifications which are directly relevant for the performance of their duties and who participate in the medical activities relating to their speciality be paid an allowance of Rs 4500 monthly provided the subspeciality qualification has been obtained after having followed a full time course in the relevant subspeciality. This allowance would be paid on a case to case basis subject to the approval of the Ministry of Health and Quality of Life.

Page 449

To insert after Salary Code 02 00 93

02 00 91 : Rs 82500

Manager, Hospital Services (New Grade)

Under Salary Code 09 00 88

**To insert : Deputy Director, Laboratory Services (New Grade)
Head, Aids Unit (New Grade)**

Page 450

To delete Salary Code 09 71 85 and whole content

To delete Salary Code 09 67 83 and whole content

To insert before Salary Code 09 70 83

09 75 85 : Rs 50000 x 1500 - 56000 x 2000 - 68000

Medical Superintendent

09 73 85 : Rs 47500 x 1250 - 50000 x 1500 - 56000 x 2000 - 68000

Specialist/Senior Specialist
Specialist (Dental Services)
Superintending Dental Surgeon

To delete Salary Code 09 70 83 and whole content

To replace by:

09 75 83 : Rs 50000 x 1500 - 56000 x 2000 - 64000

NCD Coordinator (New Grade)
Officer-in-Charge, Harm Reduction Section (New Grade)
Senior Community Physician (New Grade)
Senior Emergency Physician (New Grade)
Senior Occupational Health Physician

To delete Salary Code 09 63 79 and whole content

To replace by:

09 64 79 : Rs 36250 x 1250 - 50000 x 1500 - 56000

Aids Physician
Community Physician
Emergency Physician
Occupational Health Physician
Registrar (New Grade)

To delete Salary Code 09 59 75 and whole content

To replace by:

09 61 76 : Rs 32500 x 1250 - 50000 x 1500 - 51500

Medical and Health Officer/Senior Medical and Health Officer

To delete Salary Code 09 58 75 and whole content

To replace by:

09 60 76 : Rs 31250 x 1250 - 50000 x 1500 - 51500

Ayurvedic Medical Officer
Dental Surgeon/Senior Dental Surgeon

PHARMACY DIVISION

Page 452

To insert after paragraph 30.110

Senior Pharmacist (in post as at 30.06.2008)

Recommendation 32A

30.110A We further recommend that officers in post as at 30 June 2008 in the grade of Senior Pharmacist *now restyled Pharmacist/Senior Pharmacist* should on reaching the top salary point of Rs 45000 be allowed to move incrementally in the master salary scale up to salary point Rs 47500 provided that they :

- (a) have drawn the top salary for a year;
- (b) have been consistently efficient and effective in their performance during the preceding two years and have not been adversely reported upon on grounds of either performance or conduct.

Page 453

Paragraph 30.116

1st Line

To delete “355” and replace by “390”

Page 454/455

Paragraph 30.125 (a)

Figures “345”, “635” and “580” in the table in respect of Pharmacy Dispenser should read “430”, “790” and “715” respectively.

Figures “450”, “840” and “760” in the table in respect of Senior Pharmacy Dispenser should read “585”, “1080” and “980” respectively.

Paragraph 30.125 (b)

To delete whole content and replace by:

- (b) We further recommend that Pharmacy Dispensers and Senior Pharmacy Dispensers who are required to work beyond normal working hours at the Area Health Centres and Community Health Centres should continue to be remunerated on the terms and conditions prevailing as at 30 June 2008.

Page 457

To delete Salary Code 09 00 84 and content

To replace by:

09 00 85 : Rs 68000
Director, Pharmaceutical Services

NURSING GROUP

Page 459

To insert after paragraph 30.139

30.139A The provisions of paragraphs 30.137 and 30.138 should equally apply to incumbents in the grades of Principal Nurse Educator, Senior Nurse Educator, Nurse Educator, Senior Midwife Educator and Midwife Educator.

Page 462

Paragraph 30.149

To delete the last sentence and replace by:

It has been submitted that Nursing Officers with considerable number of years of experience are posted to SAMU. Nursing Officers with same length of service or even less are assigned duties at the level of Charge Nurse in general wards and medical units against payment of acting allowance equivalent to three increments. Consequently, such Nursing Officers are reluctant to work at SAMU. To attract and retain these Nursing Officers in SAMU where their experience is of utmost importance, we are revising the quantum of the allowance payable to them.

Paragraph 30.150

6th Line

To delete “320” and replace by “800”

To insert after paragraph 30.152

Recommendation 45A

30.152A We also recommend that Charge Nurses and Nursing Officers posted at the Accident and Emergency Department and who are called upon to perform the duties of ECG Technician on Sundays and Public Holidays be paid an allowance of Rs 120 on Sunday/Public Holiday and Rs 60 for Saturday from 1200 hours to 1800 hours.

Recommendation 45B

30.152 B We further recommend that Charge Nurses and Nursing Officers posted at the ICU, Cardiac Wards and SAMU and who are called upon to perform the duties of ECG Technician at night, Saturdays, Sundays and Public Holidays be paid an allowance of Rs 120 per night/Sunday/Public Holiday and Rs 60 for Saturdays from 1200 hours to 1800 hours.

Page 463

Paragraph 30.157

2nd Line

To delete “1500 and replace by “2000”

Page 466

Paragraphs 30.173 and 30.174

To delete subtitle and whole content and replace by:

Bank Allowance to Nursing Officers and Charge Nurses at Renal Dialysis Unit

30.173 Renal Dialysis is carried out to deal with emergency cases for saving life and prevent further complications to patients. The normal working hours at the Renal Dialysis Unit (RDU) is 7.00 a.m. to 5.00 p.m. and this span of time enables the performance of two sessions of dialysis, each of four hour duration. However, due to the increasing number of patients for Renal Dialysis treatment, a third session is carried out after normal working hours i.e., from 5.00 p.m. to 9.00 p.m. Nursing Officers and Charge Nurses who are scheduled to work from 7.00 a.m. to 5.00 p.m. are called upon to put in extra hours of work to complete a third session of dialysis.

30.173A The Ministry has submitted that it would shortly embark on strengthening the infrastructural capacity of the Renal Dialysis Unit with additional equipment so that it can contain, during the day time, at least 50% of the dialysis cases carried out from 5.00 p.m. to 9.00 p.m. and this within a year. Eventually, it is expected that treatment would be carried out during the normal working hours only. As an interim measure and pending the full reinforcement of the unit, we are making provision for the payment of an allowance to remunerate the members of the Nursing Staff who would be required to work beyond their normal working hours at the RDU.

Recommendation 54

30.174 We recommend that, pending such time all dialysis is carried out within normal working hours, Nursing Officers and Charge Nurses who are required to put in additional hours of work from 1700 hours to 2100 hours at the Renal Dialysis Unit should be paid an allowance of Rs 570.

Page 469

Paragraph 30.188

5th Line

To add after ‘substantive capacity.’

Specialised AIDS Nurse formerly AIDS Education Nurse though not reckoning the required number of years of experience but who has served for a period of at least eight years at the AIDS Unit may also be considered for appointment to the grade of Senior Specialised AIDS Nurse.

To insert after paragraph 30.191

Special Duty Allowance to Health Care Assistant (General) posted to the AIDS Unit

30.191A Health Care Assistants (General) posted to the AIDS Unit carry out Needle Exchange Programme. Pending the filling of vacancies in the grades of Specialised AIDS Assistant and Harm Reduction Assistant created in this Report, Health Care Assistants (General) posted to the AIDS Unit, *inter alia*, prepare and distribute Harm Reduction Equipment (Needles and Syringes). We are providing for the payment of a Special Duty Allowance to this effect.

Recommendation 60 A

30.191 B We recommend that, pending the filling of vacancies in the grades of Specialised AIDS Assistant and Harm Reduction Assistant, Health Care Assistants (General) posted at the AIDS Unit to carry out Needle Exchange Programme should be paid a monthly Special Duty Allowance equivalent to one increment at the initial of the scale. The payment of the Special Duty Allowance should lapse with the filling of the vacancies.

Page 471

Paragraph 30.202

To delete whole content and replace by:

30.202 We recommend the creation of a grade of Health Promotion Officer/Senior Health Promotion Officer. Appointment thereto should be made by selection from among officers not below the grade of Senior Health Promotion Nurse and reckoning at least five years' experience in a substantive capacity.

Page 475

Paragraph 30.221

To delete whole content and replace by:

30.221 We recommend the payment of a risk allowance equivalent to one and a half increments at the initial of the salary scale to officers in the grades of Nursing Officer, Nursing Officer (Psychiatric), Charge Nurse (Male), Charge Nurse (Female), Charge Nurse (Psychiatric), Ward Manager (Male) and Ward Manager (Female) working in constant contact with mental patients, TB patients and drug addicts. Nursing Supervisor, Nursing Administrator and Health Care Assistant (General) posted at the Poudre D'Or Hospital and at the Brown Sequard Mental Health Care Centre as well as Occupational Therapy Assistant posted at the latter Health institution should also be paid the risk allowance.

30.221A We further recommend the payment of a risk allowance equivalent to one and a half (1½) increments at the initial of the salary scale of Nursing staff working at the Detainees Ward at J. Nehru Hospital, Harm Reduction Unit, SAMU, Psychiatric Wards at Regional Hospitals as well as those Nursing staff who carry out the Needle Exchange Programme, Methadone Treatment and outreach activities at the AIDS Unit.

The payment of the risk allowance should also be extended to Health Care Assistant (General) posted at the AIDS Unit.

Page 476

To delete Salary Code 09 72 81 and whole content

To replace by:

09 75 81 : Rs 50000 x 1500 – 56000 x 2000 – 60000

Director Nursing
formerly Chief Nursing Officer

Page 477

To delete Salary Codes 09 58 75 and 09 48 67 and their whole contents

Page 478

To delete Salary Code 09 50 63 wherever it appears and whole content

To replace by:

09 52 63 : Rs 24000 x 800 – 28000 x 1000 – 30000 x 1250 – 35000

Nurse Educator

09 52 63 : Rs 24000 x 800 – 28000 x 1000 – 30000 x 1250 – 35000

Midwife Educator

Principal Community Health Nursing Officer

To delete Salary Code 09 57 69 wherever it appears and whole content

To replace by:

09 57 70 : Rs 28000 x 1000 – 30000 x 1250 – 43750

Senior Nurse Educator

09 57 70 : Rs 28000 x 1000 – 30000 x 1250 – 43750

Senior Midwife Educator

Page 480

To delete Salary Code 09 43 57 and Salary Scale for Health Promotion Officer/Senior Health Promotion Officer (New Grade)

To replace by:

09 53 65 : Rs 24800 x 800 – 28000 x 1000 – 30000 x 1250 – 37500

Health Promotion Officer/Senior Health Promotion Officer (New Grade)

MEDICAL AUXILIARIES GROUP

Page 484

Paragraph 30.240

2nd Line

To add after "Radiographic Assistants": "appointed on/after 1 July 2008"

Figures "285" and "475" in the table should read "305" and "510" respectively.

To insert after paragraph 30.240

Recommendation 78A

30.240 A We also recommend that Radiographic Assistants in post as at 30 June 2008 who provide service outside normal working hours be paid allowances under a Bank Scheme for scheduled hours as hereunder:

Allowance under Bank Scheme	
Periods:	Rs
Weekdays: 1600 hours to 2200 hours	385
Saturdays: 1200 hours to 2200 hours	640
Sundays and Public Holidays: 0900 hours to 1600 hours 1600 hours to 2200 hours	385 385

Page 487

To delete Salary Code 09 50 62 and whole content

Page 489

To insert after salary Code 09 10 41

09 13 41 : **Rs 8600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 17200**

Motivator (Community Health)

MEDICAL RECORDS GROUP

Page 491

To insert after paragraph 30.262

Recommendation 86A

30.262 A We further recommend that officers in the grade of Health Records Clerk *formerly Medical Records Assistant* who are required to fill in log book and make transport arrangement for patients should be paid a monthly allowance equivalent to one increment at the point they have reached in the salary scale.

Page 492

To delete Salary Code 09 60 71 and whole content

To replace by:

09 62 71 : Rs 33750 x 1250 – 45000

Chief Health Records Officer

formerly Medical Records Organiser

Page 494

To insert after paragraph 30.272

Deputy Director, Laboratory Services (New Grade)

30.272A In line with laboratory practice in foreign jurisdictions and considering the diverse nature of laboratory services, Management has submitted that there is a need for each speciality to be headed by an appropriately qualified and experienced Consultant. We are, therefore, making appropriate recommendation.

Recommendation 88A

30.272B **We recommend the creation of a grade of Deputy Director, Laboratory Services for each of the following disciplines namely Blood Transfusion and Haematology, Microbiology, Histopathology and Cytopathology.**

30.272C **Appointment to the grade of Deputy Director, Laboratory Services should be made by selection from officers in the grade of Specialist/Senior Specialist reckoning at least seven years' service in a substantive capacity and possessing practical experience in the relevant fields.**

30.272D Incumbent would be required, *inter alia*, to manage the respective department, efficiently; provide quality services; seek and maintain accreditation; promote research and training; and advise on matters relating to the respective department.

Page 497/498

Paragraph 30.291

Figures “420”, “700” and “775” in respect of Medical Laboratory Technician should read: “480”, “790” and “880” respectively.

Figures “590”, “985” and “1080” in respect of Senior Medical Laboratory Technician should read: “670”, “1110” and “1230” respectively.

Page 499

Paragraph 30.295

5th Line

To delete “Rs 225” and “Rs 300” and replace by “Rs 245” and “Rs 330” respectively

Page 500

Paragraph 30.301

4th Line

To delete “Rs 2500” and replace by “Rs 3115”

Paragraph 30.303

5th Line

To delete “Rs 225” and “Rs 300” and replace by “Rs 245” and “Rs 330” respectively

Paragraph 30.306

1st Line

To delete the word “monthly”

To add after the word “all-inclusive”: “daily”

Page 503/504

Paragraph 30.321

Figures “410”, “685” and “755” in respect of Medical Imaging Technologist should read: “465”, “765” and “850” respectively.

Figures “560”, “940” and “1035” in respect of Senior Medical Imaging Technologist should read: “620”, “1025” and “1140” respectively.

Page 506

Paragraph 30.331

1st Line

To delete the word “monthly”

To add after the word “all-inclusive”: “daily”

Page 508

Paragraph 30.345

To add at the end of the paragraph: However, payment for additional hours of work put in as a result of treatment started during the normal working hours but completed beyond scheduled departure time should be at the hourly rate of Rs 120, subject to a minimum of Rs 100.

To delete Salary Code 09 44 67 and whole content

To replace by:

09 45 67 : Rs 19600 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 40000

Occupational Therapist

Physiotherapist

Speech Therapist and Audiologist

Page 511

To delete Salary Code 09 33 55 and whole content

To replace by:

09 37 55 : Rs 15000 x 500 – 16000 x 600 - 23200 x 800 – 26400

Surgical Technologist

formerly Assistant Instrument Curator

Page 514

To insert after paragraph 30.360

HEALTH PROMOTION UNIT

30.360A The Health Promotion Section is headed by the Health Promotion Coordinator and officers in the Community Health Development Motivator Cadre and Health Promotion Nurse Cadre provide support services to enable the Unit to meet its objectives.

30.360B In view of the Ministry's commitment for a healthy population and eventually to reduce the demand for curative services, the Health Promotion Unit is being restructured and will be headed by a Director, NCD and Health Promotion supported by a Deputy Director. With the reinforcement of the Unit, the duties and responsibilities devolving on the level immediately below the Deputy Director need to be redefined and the profile reviewed.

Recommendation 117A

30.360C We recommend that, in future, appointment to the grade of Health Promotion Coordinator be made by selection from among officers in the Ministry of Health and Quality of Life possessing a Degree in Sociology or Social Work or Communication or any other related field and reckoning at least ten years' experience in the organization/implementation of community-based and health promotion activities. Progression beyond the QB in the salary scale would be subject to obtention of the degree qualification.

Page 518

After paragraph 30.381

To insert :

VECTOR BIOLOGY AND CONTROL LABORATORY DIVISION

Scientific Officer, Vector Biology and Control Laboratory Division

Recommendation 123A

30.381A We recommend that the scheme of service of the grade of Scientific Officer, Vector Biology and Control Laboratory Division be amended such that, in future, the post be filled by selection from among candidates possessing a post 'A' level degree in Entomology or Zoology or Biology or Medical Science/Medical Technology from a recognised institution.

HEALTH INSPECTORATE UNIT

Page 521

Paragraph 30.401

4th Line

“Rs 330” should read “Rs 340”

Page 522

Paragraph 30.405

3rd Line

The figures “100” and “135” should read “115” and “165” respectively.

Paragraph 30.408

1st Line

Figure “100” should read “115”

2nd Line

Figure “135” should read “165”

To add after paragraph 30.408

Health Administrative Services

Deputy Chief Hospital Administrator (New Grade)

30.408A Presently the Chief Hospital Administrator heads the Hospital Administrator Cadre and is responsible, among others, for the general non-medical aspects of administration in the health institutions; proper functioning of health services including supply of equipment, stores, catering and other logistic supports and for the supervision of the work of Regional Health Services Administrator and Hospital Administrators.

For better work coordination and efficiency, the Ministry has made submissions for the creation of a grade of Deputy Chief Hospital Administrator. We are agreeable with this request and recommend accordingly.

Recommendation 131A

30.408B **We recommend the creation of a grade of Deputy Chief Hospital Administrator. Appointment thereto should be made by selection from Regional Health Services Administrator reckoning at least two years’ service in a substantive capacity in the grade who have proven administrative and organising abilities; good interpersonal and communication skills; and initiatives and leadership qualities.**

30.408C Incumbent would, among others, be required to assist the Chief Hospital Administrator in the performance of his duties and to deputise for him as and when required; supervise and coordinate the work of the Regional & Health Services Administrator and related services.

Page 523

To insert after paragraph 30.411

Gatekeepers

30.411A We recommend that, as from 1 July 2008, Gatekeepers who, as at 30 June 2008, have been drawing the top salary of the grade for two years should be granted one additional increment on conversion. Those who have been drawing the top salary for more than two years should be granted two additional increments on conversion.

Page 525

Under Salary Code 19 00 84

To add after 'Chief Government Analyst': (Personal to holder in post as at 30.06.08)

After Salary Code 19 00 84

To insert :

19 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000
Chief Government Analyst (Future Holder)

Page 526

To delete Salary Code 19 70 81 and Salary Scale for Principal Hospital Physicist

To replace by:

19 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000
Principal Hospital Physicist

To delete Salary Code 19 70 81 and Salary Scale for Chief Clinical Scientist

To replace by:

19 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000
Chief Clinical Scientist

To delete Salary Code 19 67 78 and whole content

To replace by:

19 69 81 : Rs 42500 x 1250 – 50000 x 1500 – 56000 x 2000 – 60000
Chief Nutritionist

To delete Salary Code 19 65 75 and whole content

To replace by:

19 67 78 : Rs 40000 x 1250 – 50000 x 1500 – 54500
Head, Vector Biology and Control Division

Page 527

To delete Salary Code 19 41 52 and whole content

To replace by:

19 41 53 : Rs 17200 x 600 – 23200 x 800 – 24800
Senior Vector Biology and Control Laboratory Technician

To insert after Salary Code 19 20 48

09 65 78 : Rs 37500 x 1250 – 50000 x 1500 - 54500
Senior/Principal Health Economist

09 48 67 : Rs 21400 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 40000
Health Economist

Under Salary Code 19 18 21

To delete : Trainee Chemical Laboratory Technician

To replace by: Trainee Technical Officer (Chemical Laboratory)
formerly Trainee Chemical Laboratory Technician

Page 528

To delete Salary Code 19 41 52 and whole content

To replace by:

19 41 53 : Rs 17200 x 600 - 23200 x 800 - 24800
Senior Pathological Laboratory Assistant

Page 529

To delete Salary Code 18 27 55 and whole content

To replace by:

18 28 55 : Rs 12000 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 26400
Health Inspector

To delete Salary Code 11 65 75 and whole content

To replace by:

11 67 78 : Rs 40000 x 1250 – 50000 x 1500 – 54500
Chief Hospital Administrator

To insert after Salary Code 11 67 78

11 65 77 : Rs 37500 x 1250 – 50000 x 1500 – 53000
Deputy Chief Hospital Administrator

Page 530

To insert after Salary Code 10 26 55

09 59 67 : Rs 30000 x 1250 – 37500 QB 38750 x 1250 - 40000
Health Promotion Coordinator

Page 531

To delete Salary Code 22 15 41 and whole content

To replace by:

22 15 42 : Rs 9000 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000
x 600 – 17800
Telephonist

Page 532

To delete Salary Code 26 00 84 and whole content

To replace by:

26 00 86 : Rs 70000
Chief Sanitary Engineer

Page 534

Under Salary Code 25 15 38

To delete : Orthopaedic Appliance Maker (Leather)
Orthopaedic Appliance Maker (Metal)
Orthopaedic Appliance Maker (Wood)

To insert after Salary Code 25 32 45

25 16 39 : Rs 9200 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000
Orthopaedic Appliance Maker (Leather)
Orthopaedic Appliance Maker (Metal)
Orthopaedic Appliance Maker (Wood)

Page 535

Under Salary Code 24 14 37

To add : Handy Worker (Skilled) (Health)
Incinerator Operator (Health Services)
formerly Incinerator Operator

Page 536

Under Salary Code 24 14 36

To delete : Hospital Attendant (Shift)
To insert : Senior Hospital Care Attendant (Shift)
formerly Hospital Attendant (Shift)

Under Salary Code 24 13 32

To delete : Hospital Servant (Shift)
To insert : Hospital Care Attendant (Shift)
formerly Hospital Servant (Shift)

Under Salary Code 24 08 28

To add : Handy Worker (General) (Health)

MINISTRY OF INDUSTRY, SMALL AND MEDIUM ENTERPRISES, COMMERCE AND COOPERATIVES

MAURITAS

Pages 542

To insert after paragraph 31.26

Accreditation Officer (New Grade)

31.26A In order to provide the institution with the necessary operational flexibility especially in this era of globalisation whereby Mauritius is required to produce goods and services that meet the test of international markets, the structure of MAURITAS needs to be further strengthened at the entry professional level to provide support to the Senior Professionals. We are, therefore, making provisions for an additional level.

Recommendation 4A

31.26B We recommend the creation of a grade of Accreditation Officer on the establishment of MAURITAS. Appointment thereto should be made by selection from among candidates possessing a post 'A' level Degree in either Biochemistry or Chemistry, Physics or Engineering (Chemical/Industrial/Environmental/Civil/Electrical/Mechanical), Quality Assured Applied Chemical Analysis, or Quality Assurance.

31.26C Incumbent would be required, among others, to process applications for accreditation; carry out assessment visits; prepare assessment reports; and act as head assessor or assessor during assessment exercise.

ASSAY OFFICE

Page 545

Under Salary Code 19 00 84

To add after "Director, Assay Office": (*Personal to holder in post as at 30.06.08*)

After Salary Code 19 00 84

To insert :
19 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000
Director, Assay Office (Future Holder)

Under Salary Code 19 59 75

To delete : Rs 30000 x 1000 – 30000 x 1250 – 50000

To replace by : Rs 30000 x 1250 - 50000

MAURITAS

After Salary Code 19 59 71

To insert:

19 45 67 : Rs 19600 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 40000
Accreditation Officer (New Grade)

COMMERCE DIVISION

Page 550

To add after Salary Code 18 51 63

18 41 57 : Rs 17200 x 600 – 23200 x 800 - 28000
Commercial Officer (*Personal to officers in post as at 30.06.2008*)

Under Salary Code 18 41 55

To add after "Commercial Officer": (*Future Holder*)

Under Salary Code 18 29 49

To delete : Trade Information Officer

To insert after Salary Code 18 29 49

08 29 49 : Rs 12300 x 300 – 13800 x 400 – 15000 x 500 - 16000 x 600 – 22000
Trade Information Officer

To insert after Salary Code 18 29 49

24 21 39 : Rs 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 - 16000
Heavy Vehicle/Mechanical Driver

Page 551

To insert after Salary Code 24 09 29

24 06 24 : Rs 7200 x 200 – 10200 x 250 – 10950
Helper

LEGAL METROLOGY SERVICES

Page 551

Under Salary Code 19 00 84

To add after “Director, Legal Metrology Services”: *(Personal to holder in post as at 30.06.08)*

After Salary Code 19 00 84

To insert :

19 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000
Director, Legal Metrology Services *(Future Holder)*

Under Salary Code 19 59 75

To delete : Rs 30000 x 1000 – 30000 x 1250 – 50000

To replace by: Rs 30000 x 1250 - 50000

Page 554

To delete Salary Code 18 70 79 and whole content in respect of the grades of Registrar, Cooperative Societies and Secretary for Cooperative Development

To replace by:

18 75 79 : Rs 50000 x 1500 – 56000
Registrar, Cooperative Societies

18 75 79 : Rs 50000 x 1500 – 56000
Secretary for Cooperative Development

MINISTRY OF ARTS AND CULTURE

Page 560

Paragraph 32.30

1st Line

“Rs 150” should read “Rs 180”

Page 561

Paragraph 32.31

3rd Line

“Rs 200” should read “Rs 225”

To insert after paragraph 32.32

32.32 A The Theatre Controller *restyled Theatre Superintendent*, is also required regularly to work outside normal working hours. We are extending to this grade the benefits of time off facilities/compensation for extra hours of work put in.

Paragraph 32.33

2nd Line

To insert after the words “*Events Management Cadre*”: as well as the Theatre Controller *restyled Theatre Superintendent*

Page 562

Paragraph 32.41

2nd Line

To add after word “(Light/Sound)”: and Electricians

To insert after paragraph 32.41

Driver (on Roster - day & night) (New Grade)

Recommendation 11A

32.41A We recommend:

- (i) the creation of a grade of Driver (on Roster - day & night) to be filled by selection from among employees, on the permanent and pensionable establishment, possessing the certificate of primary education and a valid driving license to drive cars, vans, minibuses and lorries up to 5 tons;**
- (ii) that the grade of Driver (Roster) should be made evanescent. Personal salaries are provided for incumbents in post as at 30 June 2008;**

- (iii) that incumbents in post as at 30 June 2008 in the grades of Driver and Driver (Roster) who opt to join the grade of Driver (on Roster - day & night) should be granted two additional increments at the point reached in their salary scale on joining the new grade and be allowed to move incrementally up to salary point Rs 15500, on a personal basis.

Page 564

To delete Salary Code 05 25 51 and whole content

To replace by:

05 25 52 : Rs 11200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 24000

Theatre Superintendent
formerly Theatre Controller

Page 565

Salary Code 24 15 38

To delete the Salary Code and whole content

To replace by:

24 15 33 : Rs 9000 x 200 – 10200 x 250 – 11700 x 300 - 13500

Driver (on Roster - Day and Night) (New Grade)

After Salary Code 24 15 38

To add:

24 14 37 : Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000

Driver (Roster) (*Personal to holder in post as at 30.06.2008*)

To delete Salary Code 24 06 24 and whole content

BOARD OF FILM CENSORS

Page 567

To add after paragraph 32.49

Audio-Visual Operator

Recommendation 13A

32.49A We recommend that, in future, appointment to the grade of Audio-Visual Operator should be made by selection from among candidates possessing the Cambridge School Certificate with credit in Chemistry, Physics, Mathematics and the National Trade Certificate Level 2 in Electronics as well as from among serving officers drawing salary in a scale the maximum of which is not less than Rs 19600 and

reckoning at least 4 years' experience in maintaining an archive of films including classification, verification and labeling of films/video films, among others.

NATIONAL ARCHIVES

Page 570

To delete the whole content of paragraph 32.1.11

To replace by:

We recommend that appointment to the grade of Audio Visual Technician (Operations) should be made by selection from among candidates possessing the Cambridge School Certificate with credit in Chemistry, Physics and Mathematics and the National Trade Certificate Level 2 in Electronics as well as from among serving officers drawing salary in a scale the maximum of which is not less than Rs 19600 and reckoning at least four years' experience in, among others, maintaining an archive of films including classification, verification and labeling of films/video films.

To insert after paragraph 32.1.11

Specific Conditions of Service

Health Surveillance

32.1.11A Officers posted at the Archives Department are required to handle manuscripts and documents which, over the years, generate dust and also release odours from chemicals used as preservative. The Occupational Safety and Health Act No. 28 of 2005 makes provision for the health surveillance of an employee who is exposed or liable to be exposed to a substance hazardous to health. We are, in this Report, making formal recommendation for the enforcement of these provisions.

Recommendation 15 A

32.1.11B We recommend that the National Archives should arrange for health surveillance, free of charge, at intervals as may be advised by the Health Authorities for all its employees.

To delete Salary Code 05 72 81 and whole content

To replace by:

05 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000
Director

Under Salary Code 05 44 67

To delete : Conservator

To insert after Salary Code 05 58 75

05 45 67 : Rs 19600 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 40000
Conservator

MINISTRY OF HOUSING AND LANDS

SURVEY DIVISION

Page 578

To delete Salary Code 26 00 84 and whole content

To replace by:

26 00 86 : Rs 70000

Chief Surveyor

To delete Salary Code 26 69 81 and whole content

To replace by:

26 75 82 : Rs 50000 x 1500 - 56000 x 2000 – 62000

Deputy Chief Surveyor

PLANNING DIVISION

Page 580

To delete Salary Code 26 00 84 and whole content

To replace by:

26 00 86 : Rs 70000

Chief Town and Country Planning Officer

To delete Salary Code 26 69 81 and whole content

To replace by:

26 75 82 : Rs 50000 x 1500 - 56000 x 2000 - 62000

Deputy Chief Town and Country Planning Officer

MINISTRY OF INFORMATION TECHNOLOGY AND TELECOMMUNICATIONS

Page 584

To insert after Paragraph 34.5

IT Security Unit (ITSU)

34.5A The IT Security Unit at the Ministry is responsible among other things for IT Security in Government; implementation of information security standards in Ministries and Departments; conduct of information security audits and assessment of the security of critical government owned IT Systems. The unit is manned by Project Managers, IT Security, who report directly to the Permanent Secretary.

34.5B To ensure better coordination and supervision of the overall activities of the Unit, we are providing for a grade to head the Unit.

Head, IT Security Unit (New Grade)

Recommendation 1A

34.5C We recommend the creation of a grade of Head, IT Security Unit. Recruitment thereto should be made by selection from among serving officers in grades not below the level of Project Manager on the establishment of the Ministry of Information Technology and Telecommunications and its Divisions, possessing a post HSC degree in Computer Science, a postgraduate qualification in Computer Science or Computer Engineering or Information Systems or an alternative equivalent qualification and reckoning at least five years' experience in the field of Information Technology. Candidates should also possess strong leadership, interpersonal and problem solving skills.

34.5D Incumbent would, *inter-alia*, be responsible for the day to day management of the ITSU; assisting in the formulation of IT security related policies and legislations; identifying avenues of collaboration with regional and international players in the IT security sector and follow-up; and implementing national projects having key IT security implications.

Page 585

Paragraph 34.9

5th Line

To add after the words "who is assisted by a": "Deputy Manager, a"

Page 587

To insert after Salary Code 02 00 93

04 75 82 : Rs 50000 x 1500 – 56000 x 2000 - 62000

Head, IT Security Unit (New Grade)

CENTRAL INFORMATICS BUREAU

Page 588

To delete : Salary Code 04 00 84 and whole content

To replace by:

04 00 86 : Rs 70000

Deputy Director, CIB

CENTRAL INFORMATION SYSTEMS DIVISION

To delete : Salary Code 04 69 81 and whole content

To replace by:

04 75 82 : Rs 50000 x 1500 – 56000 x 2000 – 62000

Deputy Manager

MINISTRY OF YOUTH AND SPORTS

Page 593

Paragraph 35.11

1st and 2nd Lines

To delete : Principal Youth Officer

To replace by: Assistant Director of Youth Affairs

Page 595

To delete paragraph 35.22 and replace by:

We recommend that the qualification requirements of the grades of Coach and Coach (Swimming) be amended such that in the absence of suitably qualified candidates, consideration may also be given to candidates having displayed demonstrated abilities at national competitions in specific discipline together with proof of having read up to Form V.

Page 597

To insert after paragraph 35.33

Retention Allowance

Recommendation 10A

35.33A We recommend that the payment of the Retention Allowance as recommended at paragraph 30.137 of this Report be extended to Sports Nursing Officers.

Page 598

To insert after paragraph 35.37

Driver (Roster – day & night)

35.37A There are, at present, four categories of Driver on the establishment of the Ministry, namely: Driver, Driver (Shift), Driver (Roster), Driver (Roster - day & night). As the activities of the Ministry do not necessitate round the clock coverage as far as transport is concerned, there is a need to rationalise the system of operations of Drivers for greater effectiveness and efficiency. We are making appropriate provisions to this effect.

Recommendation 12A

35.37B We recommend that:

- (i) the grades of Driver, Driver (Roster), Driver (Shift) be made evanescent and we are providing personal salaries to incumbents in post as at 30.06.2008;**
- (ii) incumbents in the grades of Driver, Driver (Roster) and Driver (Shift) may be allowed to join the grade of Driver (Roster - day & night);**
- (iii) incumbents in the grades of Driver, Driver (Roster) and Driver (Shift) opting to join the grade of Driver (Roster - day & night) should be granted**

two additional increments at the point reached in the salary scale of their substantive post; and

- (iv) Drivers (Shift) would retain their salary scales on a personal basis and any additional increment granted under sub-paragraph 35.37B (iii) above would be subject to the maximum salary of their scale.

Page 599

To delete Salary Code 09 63 79 and whole content

To replace by:

09 64 79 : Rs 36250 x 1250 – 50000 x 1500 – 56000

Sports Medical Officer

To insert after salary code 22 23 51:

08 29 49 : Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 - 22000

Executive Assistant

25 32 45 : Rs 13200 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 - 19600

Foreman

Under Salary Code 25 14 37

To add : General Assistant

Page 600

Under Salary Code 24 16 39

To delete : Driver (Shift)

To replace by: Driver (Shift) (*personal to holder in post as at 30.06.2008*)

Under Salary Code 24 14 37

To delete : Driver (Roster)

To replace by: Driver (Roster) (*personal to holder in post as at 30.06.2008*)

Under Salary Code 24 13 36

To delete : Driver

To replace by: Driver (*personal to holder in post as at 30.06.2008*)

Page 602

Under Salary Code 24 14 37

To delete : Driver (Roster)

To replace by: Driver (Roster) (*personal to holder in post as at 30.06.2008*)

Under Salary Code 24 13 36

To delete : Driver

To replace by: Driver (*personal to holder in post as at 30.06.2008*)

WORKMEN'S GROUP

SPECIFIC RECOMMENDATIONS

MINISTRY OF CIVIL SERVICE AND ADMINISTRATIVE REFORMS

Page 607

After paragraph 36.22

To insert

Recommendation 4A

36.22A We recommend that Office Care Attendants who possess the Cambridge School Certificate or an equivalent qualification should be allowed to move incrementally by one additional increment to be read from the master salary scale provided they have drawn the top salary of the recommended scale for a year. This recommendation should equally apply to officers in the promotional grades of the Office Care Attendant cadre.

36.22B We also recommend that the provisions of paragraph 36.22A be extended to grades mentioned at paragraphs 36.22 and 36.52 and their respective promotional grades, if any.

36.22C We recommend that the provisions of paragraphs 36.22A and 36.22B should also be applicable to incumbents in corresponding grades possessing the Cambridge School Certificate in the Parastatal Bodies, Local Authorities and the Rodrigues Regional Assembly where the requirement of such grades is the Cambridge School Certificate.

Page 614

Paragraph 36.67

3rd Line

To delete : one additional increment

To replace by: two additional increments

Future Entrants to the Grades of Driver and General Worker

Page 618/619

Paragraph 36.93

To add at the end of paragraph

We further recommend that future entrants to the grades of Driver (Roster), Driver (Roster – day and night) and Driver (Shift) should proceed incrementally in the respective salary scales up to salary points Rs 13200, Rs 13500 and Rs 13800.

VOLUME II PART II - PARASTATAL AND OTHER STATUTORY BODIES AND THE PRIVATE SECONDARY SCHOOLS

PERTINENT ISSUES

SPECIFIC RECOMMENDATIONS

Page 6

To insert after paragraph 14

Qualification Requirements for the grade of Accounts Officer

14A For the sake of consistency, we are harmonising the qualification requirements for the grade of Accounts Officer in the Parastatal and Other Statutory Bodies.

Recommendation 1A

14B We recommend that appointment to the grade of Accounts Officer in the Parastatal and Other Statutory Bodies should be made by selection from among candidates possessing the Cambridge School Certificate with credit in at least five subjects including English Language, French and Mathematics or Principles of Accounts and the Cambridge Higher School Certificate with passes at Principal Level in at least two subjects including Mathematics or Accounting obtained on one certificate together with either a Diploma in Accounting or a pass in all papers of the Fundamentals (Knowledge) (*formerly Part I of the ACCA examinations*) or equivalent qualification acceptable to the Board and reckoning at least two years' experience in financial duties.

Purchasing and Supply Cadre

14C In the Civil Service, the Purchasing and Supply Officer Cadre has been redesigned. As regards Parastatal Bodies, we have created a new grade of Assistant Procurement and Supply Officer and have provided a personal salary to Purchasing and Supply Officers in post.

Recommendation 1B

14D We recommend that incumbents in the post of Purchasing and Supply Officer (Personal) possessing the appropriate qualification be given the option to join the new grade of Assistant Procurement and Supply Officer. This recommendation should, wherever relevant, apply to Parastatal Bodies and Local Authorities.

AAPRAVASI GHAT TRUST FUND

Page 16

To delete Salary Code AGTF 12 and whole content

To insert after Salary Code AGTF 13

AGTF 13A : Rs 11450 x 250 - 11700 x 300 - 13800 x 400 - 15000 x 500 - 16000 x 600 - 23200 x 800 - 24000

Programme Coordinator (New Grade)

Page 17

To delete Salary Code AGTF 22 and whole content

To replace by:

AGTF 22 : Rs 70000

Director

AGRICULTURAL MARKETING BOARD

Page 27

To delete Salary Code AMB 29 and whole content

To replace by:

AMB 29 : Rs 50000 x 1500 - 56000 x 2000 - 62000

Assistant General Manager (New Grade)

BEACH AUTHORITY

Page 31

To delete Salary Code BA 16 and whole content

To replace by:

BA 16 : Rs 50000 x 1500 – 56000 x 2000 - 62000

Deputy General Manager

CENTRAL WATER AUTHORITY

Page 39

Paragraph 5.20

2nd and 3rd lines

To delete the words “grades of Systems Analyst and IT Support Technician”

To replace by the words “grade of Systems Analyst”

Page 46

Under Salary Code CWA 14

To delete : Salary Scale

To replace by: Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 15500

Page 47

To insert after Salary Code CWA 22

CWA 22A : Rs 18400 x 600 – 19600
Trainee Engineer

Page 50

To delete Salary Code CWA 44 and whole content

To insert after Salary Code CWA 45

CWA 45A : Rs 21400 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 36250
Superintendent, Purchasing and Supply

Under Salary Code CWA 48

To delete : Administrative Secretary
formerly Secretary

To insert after Salary Code CWA 51

CWA 51A : Rs 21400 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 45000
Administrative Secretary
formerly Secretary

Page 51

Under Salary Code CWA 52

To add : Senior Engineer

To delete Salary Code CWA 55 and whole content

To replace by:

CWA 55 : Rs 50000 x 1500 – 56000 x 2000 – 60000
Chief Financial Officer

To delete Salary Code CWA 56 and whole content

To replace by:

CWA 56 : Rs 53000 x 1500 – 56000 x 2000 – 62000
Chief Engineer

To delete Salary Code CWA 57 and whole content

To replace by:

CWA 57 : Rs 70000
Deputy General Manager (Administration)
Deputy General Manager (Technical)

CIVIL SERVICE FAMILY PROTECTION SCHEME BOARD

Page 55

To delete Salary Code CFP 12 and whole content

To replace by:

CFP 12 : Rs 42500 x 1250 - 50000 x 1500 - 56000 x 2000 - 60000
Assistant General Manager

CONSERVATOIRE DE MUSIQUE FRANÇOIS MITTERRAND TRUST FUND

Page 59

Paragraph 7.26

“Rs 275/hr” and “Rs 225/hr” should read Rs 320/hr and Rs 260/hr respectively.

To delete Salary Code CMTF 6 and whole content

To replace by:

CMTF 6 : Rs 10700 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 - 21400
Technician

Page 60

CMTF 15

“Rs 66000” should read “Rs 70000”

EMPLOYEES’ WELFARE FUND

Page 63

To insert after paragraph 9.3

9.3A The Manager Accountant has been entrusted the duties of General Manager since December 2007 against payment of an allowance. We are acceding to the request of the organisation for the creation of the appropriate grade on the establishment of the Employees’ Welfare Fund.

Recommendation A

9.3B **We recommend the creation of a post of General Manager on the establishment of the Organisation and the grade of Manager/Accountant be made evanescent**

Page 65

To insert after Salary Code EWF 11

EWF 11A : Rs 37500 x 1250 – 50000
Finance Manager

Under Salary Code EWF 12

To delete Salary Scale and whole content

To replace by: Rs 50000 x 1500 – 56000 x 2000 – 62000
Manager/Accountant (Personal)

To insert after Salary Code EWF 12

EWF 12A : Rs 75000
General Manager (New Grade)

EXPORT PROCESSING ZONE LABOUR WELFARE FUND

Page 68

To insert after paragraph 10.13

Executive Officer (New Grade)

10.13A Requests have been made to the Bureau to create a new level in the Administration Section between the Administrative Secretary and the Clerk/Word Processing Operator to, *inter alia*, better coordinate the functions befalling on the Clerk/Word Processing Operators and to deal with personnel and general administrative matters. The Bureau is agreeable for the creation of a grade on the establishment of the Fund to undertake the above duties.

Recommendation 3B

10.13B **We recommend the creation of a grade of Executive Officer. Appointment thereto should be made by selection from among officers in the grade of Clerk/Word Processing Officer reckoning at least four years' service in a substantive capacity in the grade.**

10.13C Incumbent would be required to, *inter alia*, deal with personnel and general administrative matters; process all correspondence including drafting of letters, distribute, coordinate; and monitor the work of junior staff under his/her responsibility and undertake simple data and work processing operation on computers.

Under Salary Code EPZLWF 7

To add : Executive Officer (New Grade)

Page 69

EPZLWF 15

To delete : Salary and whole content

To replace by: Rs 70000

General Manager

FARMERS' SERVICE CORPORATION

Page 73

Under Salary Code FSC 23

To delete : Salary Scale

To replace by: Rs 50000 x 1500 – 56000 x 2000 - 62000

FISHERMEN INVESTMENT TRUST

Page 74

Under Salary Code FIT 1

To delete : Salary Scale

To replace by : Rs 50000 x 1500 – 56000 x 2000 – 62000`

FISHERMEN WELFARE FUND

Page 75

Paragraph 13.4

4th Line

To delete "FWF" and replace by "Government"

FOOD AND AGRICULTURAL RESEARCH COUNCIL

Page 80

Paragraph 14.23

8th Line

To delete : "(Crop), (Entomology) or (Plant Pathology)"

Page 82

Paragraph 14.31

To delete the title "Senior Human Resource Officer (New Grade)"

To replace by: "Human Resource Officer (New Grade)"

Paragraph 14.32

1st Line

To delete the word “Senior”

6th Line

To add after the word “Board.”: and also from Public Officers who possess a Diploma in Human Resource Management and who reckon at least four years’ service in a substantive capacity.

To insert after paragraph 14.32

14.32A We further recommend that the requirement of the Diploma in Human Resource Management should be deferred up to 2013 and the recommendation to open the Human Resource Management Cadre to other Public Officers possessing the Diploma in Human Resource Management should be implemented as from 2013.

Page 83

To insert after paragraph 14.37

Stores Superintendent

14.37A In line with the policy for the alignment of entry qualification for appointment to grades which are similar to those obtainable in the Civil Service, we are amending the scheme of service of the post of Stores Superintendent in AREU on similar lines as the comparable grade of Senior Procurement and Supply Officer in the Civil Service.

Recommendation 8A

14.37B We recommend that the scheme of service for the grade of Stores Superintendent on the establishment of AREU be amended such that, in future, the post be filled on the basis of experience and merit, from Procurement and Supply Officers reckoning at least two years’ service in a substantive capacity and possessing a Diploma in Purchasing and Supply Management or an equivalent qualification.

Page 89

Under Salary Code FARC 25

To add : Human Resource Officer (AREU) (New Grade)

To delete : Salary Code FARC 26 and whole content

To delete : Salary Code FARC 30 and whole content

Page 91

Under Salary Code FARC 45

To delete : Salary Scale

To replace by: Rs 50000 x 1500 - 56000 x 2000 - 62000

Under Salary Code FARC 46

To delete : Rs 66000

To replace by: Rs 70000

INDUSTRIAL AND VOCATIONAL TRAINING BOARD

Page 99

Under Salary Code IVTB 20

To delete : Salary Scale and whole content

To replace by: Rs 30000 x 1250 - 45000

Curriculum Officer

Page 100

Under Salary Code IVTB 26

To delete : Salary Scale and whole content

To replace by: Rs 30000 x 1250 - 50000

Assistant Manager

Under Salary Code IVTB 27

To delete : Salary Scale and whole content

To replace by: Rs 37500 x 1250 – 50000 x 1500 – 56000

Training Centre Manager

Under Salary Code IVTB 28

To delete : Salary Scale and whole content

To replace by: Rs 50000 x 1500 – 56000 x 2000 – 62000

Divisional Manager

Under Salary Code IVTB 29

To delete : Salary and whole content

To replace by: Rs 70000

Deputy Director

IRRIGATION AUTHORITY

Page 111

Under Salary Code IA 20

To delete : Supervisor (Irrigation) (Roster)

To insert after Salary Code IA 21

IA 21 A : Rs 12900 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 21400
Supervisor (Irrigation) (Roster)

Page 114

Under Salary Code IA 45

To delete Salary Scale and whole content

To replace by: Rs 36250 x 1250 – 50000 x 1500 – 53000
Head of Construction and Supervision
Head of Operation and Maintenance
Investigation/Research Specialist

Under Salary Code IA 46

To delete Salary Scale and whole content

To replace by: Rs 50000 x 1500 – 56000 x 2000 – 64000
Head of Irrigation Planning Unit

ISLAMIC CULTURAL CENTRE

Page 116

Under Salary Code ICC 10

To delete : Salary Scale

To replace by: Rs 50000 x 1500 – 56000 x 2000 - 62000

LAW REFORM COMMISSION

Page 120

To delete Salary Code LRC 9 and whole content

To replace by:

LRC 9 : Rs 50000 x 1500 - 56000 x 2000 - 64000
Legal Research Coordinator (New Grade)

MAHATMA GANDHI INSTITUTE

Page 125

Paragraph 22.2

To delete the second sentence and replace by:

It has a network of six secondary schools and the Gandhian Basic School for the provision of secondary education.

Paragraph 22.3

2nd and 3rd Lines

To delete the words “finance of the Institute”

To replace by: finances of the Mahatma Gandhi Institute and Rabindranath Tagore Institute

4th Line

The word “the institute” should read “these institutes”

Page 126

To delete paragraph 22.9 and whole content

To replace by:

22.9 We recommend that Assistant Lecturer/Lecturers, Senior Lecturers and Associate Professors possessing a PhD in the relevant field should, on having drawn their revised top salary for a year and subject to the provision at paragraph 22.9A (ii), proceed incrementally up to a maximum of two increments to be read from the master salary scale.

To insert after Paragraph 22.9

22.9A We also recommend that:

- (i) in lieu of the provision at paragraphs 10.55C and 10.55D of this EOC Report, whichever is appropriate, Assistant Lecturer/Lecturers, Senior Lecturers and Associate Professors who have stayed on top of their revised salary scale for one year should be allowed to move by one increment to be read from the master salary scale provided they have been consistently efficient and effective in their performance during the preceding two years and have not been adversely reported upon on grounds of either performance or conduct;**
- (ii) for the implementation of paragraph 22.9, the new salary point reached by virtue of the provision at paragraph 22.9A (i) shall be deemed to be the new top salary.**

Professor

22.9B It has been represented that the tertiary section of the MGI has evolved over the years, with the Institute now offering courses up to post degree level. Consequently, academic activities have intensified which include more research being carried out, supervision of MPhil and PhD research projects and evaluation of PhD theses. Moreover, the Institute is geared up to offer full range tertiary education and it envisions to become a full fledged degree awarding institution.

We, therefore, consider that the grading structure of Academics may be reinforced.

Recommendation 1A

22.9C We recommend that the Council of the MGI may, after consultation with the relevant authorities, consider the advisability of creating a grade of Professor on the establishment of the MGI.

Allowance to Head of School and Head of Department

22.9D At present, Academics who are assigned the duties of either Head of School or Head of Department are not paid any allowance. Management has informed that the tertiary activities of the MGI are regrouped under four schools and a restructuring exercise is being undertaken to reorganize these activities in distinct departments within each school. Pending this reorganisation, we are making appropriate recommendation for Head of Schools only.

Recommendation 1B

22.9E We recommend that Academics who are assigned the duties of Head of School should be paid a monthly allowance of Rs 1500.

Paragraph 22.10

4th Line

To add after the word “required”: “among others”

Paragraph 22.13 (i)

2nd Line

To delete : 1 July 2010

To replace by: 1 July 2012

Page 127

Paragraph 22.13 (ii)

3rd Line

To delete : “and work up to 1500 hours”

Paragraph 22.13 (iv)

To delete first sentence

To replace by:

appointment to the grade of Rector should be made by selection from among Deputy Rectors reckoning three years’ experience in a substantive capacity.

Page 129

Paragraph 22.23 (i)

To delete whole content

To replace by:

may, subject to the provision at paragraph 22.25(i) below, be allowed to take up to a maximum of 19 days vacation leave, during term time subject to the exigencies of the service; and

Page 130

To delete paragraph 22.25 (i)

To replace by:

(i) vacation leave may be granted during the third term only for the reasons specified at paragraph 22.24 (i) – (vi) above; and

To insert after paragraph 22.32

Recommendation 9A

22.32A We recommend that Assistant Lecturer/Lecturers who would have reached salary point Rs 19400 on 01 July 2008 with the 2003 PRB Report should be eligible for 70% duty remission for the purchase of a car together with loan facilities on same terms and conditions as specified at paragraph 18.2.26 (ii), notwithstanding the salary level required therein, and at paragraph 18.2.49(a) of the 2008 PRB Report (Volume I).

22.32B We also recommend that Senior Lecturers reckoning at least 14 years' service in the Cadre may purchase a 100% duty-remitted car of up to 1601 c.c. though drawing a salary in a scale the maximum of which is less than Rs 62000.

Page 133

Under Salary Code MGI 25

To delete : Assistant Instructor

Page 134

To insert after Salary Code MGI 26

MGI 26A : Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 26400

Assistant Instructor (Personal)

MGI 32

To delete Salary Scale and whole content

To replace by: Rs 18400 x 600 – 23200 x 800 – 28000 x 1000 – 30000

Senior Performing Artiste

Page 136

MGI 48

To delete Salary Scale and whole content

To replace by: **Rs 50000 x 1500 – 56000 x 2000 – 62000**

Programme Co-ordinator
Registrar

MGI 49

To delete Salary Scale

To replace by: **Rs 50000 x 1500 – 56000 x 2000 – 64000**

MGI 50

“Rs 66000” should read “Rs 70000”

MAURITIAN CULTURAL CENTRE TRUST

Page 140

Under Salary Code MCCT 9

To delete salary and whole content

To replace by: **Rs 70000**

Director

MAURITIUS BROADCASTING CORPORATION

Page 143

To add at the end of paragraph 25.13

“in addition to the provision for a new grade of Chief Producer.”

Page 144

To insert after paragraph 25.23

Chief Producer (New Grade)

Recommendation 5A

25.23A We recommend the creation of a grade of Chief Producer. Recruitment thereto should be by selection from among Senior Producers, Chief Producer/Chief Technical Producers (Personal) and other serving officers possessing a post ‘A’ level degree in Film Making or a relevant field from a recognised institution and reckoning at least seven years’ post qualification experience in Radio and/or TV programmes and productions.

25.23B The Chief Producer would, *inter alia*, assist in the planning of programmes and productions on Radio/TV; coordinate, supervise and control the conception and production of programmes and productions on Radio/TV and ensure the quality of standard thereof; liaise with stakeholders concerned for the production of programmes and ensure that the necessary resources and logistics support for the productions of programmes are available;

and identify training needs for employees working under his control and train subordinate staff.

Page 151

To add at the end of paragraph 25.60

“and providing for a new grade of Marketing and Sales Officer.”

To insert after paragraph 25.63

Marketing and Sales Officer (New Grade)

Recommendation 18A

25.63A We recommend the creation of a grade of Marketing and Sales Officer. Recruitment thereto should be from among candidates possessing the Cambridge Higher School Certificate or a General Certificate of Education ‘A’ Level with passes in at least two subjects and the IC3 with knowledge of office package or documentary evidence of any approved IT proficiency programme followed and reckoning at least two years’ experience in Marketing and Sales.

25.63B The Marketing and Sales Officer would, *inter alia*, act as sales representative for the marketing of programmes and broadcast advertisements in line with the marketing strategy of the MBC, prepare commercial packages and offers, promote and sell commercial slots and programmes, provide information to clients and prepare sales reports at regular intervals.

Page 157

Paragraph 25.91(a)

2nd line

To delete the words “on shift and roster”

To insert after “SALARY SCHEDULE”

MBC 1A : Rs 6425 x 175 – 6600 x 200 – 10200

General Worker (Roster) (Personal)

Page 159

To add after Salary Code MBC 18

MBC 18A : Rs 10000 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 21400

Marketing and Sales Officer (New Grade)

To delete Salary Code MBC 19 and whole content.

Page 160

To add after Salary Code MBC 21

MBC 21A : Rs 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 24000

Customer Care Officer (Shift)

Under Salary Code MBC 25

To add : Higher Executive Officer (New Grade)

Page 161

Under Salary Code MBC 27

**To delete : Administrative Assistant (Radio) (Roster)
formerly Programme Officer (Roster)**

To replace by:

Administrative Assistant (Radio, TV) (Roster)
formerly Programme Officer (Roster)

Page 162

Salary Code MBC 37

To delete Salary Scale and replace by:

Rs 21400 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 - 37500

Under Salary Code MBC 39

To delete : Technician/Producer (Radio)

To replace by: Technician/Producer (Radio) (Shift)

Page 163

Under Salary Code MBC 46

To delete : Systems Analyst/Administrator

To replace by: Systems Analyst/Administrator (Roster)

Under Salary Code MBC 47

To delete : Transmission Coordinator

To replace by: Transmission Coordinator (Roster)

Under Salary Code MBC 49

**To delete : Chief Producer/Chief Technical Producer
formerly Chief Technical Producer**

To replace by: Chief Producer/Chief Technical Producer (Personal)
formerly Chief Technical Producer
Chief Technical Producer (Future Holder)

Page 164

Under Salary Code MBC 50

To add : Chief Producer (New Grade)

Salary Code MBC 51

To delete Salary Scale and replace by:

Rs 45000 x 1250 – 50000 x 1500 – 56000 x 2000 - 62000

Salary Code MBC 52

To delete Salary Scale and replace by:

Rs 50000 x 1500 – 56000 x 2000 - 70000

MAURITIUS COLLEGE OF THE AIR

Page 168

Paragraph 26.23

To delete whole content and replace by:

We recommend that Assistant Lecturer/Lecturers, Senior Lecturers and Associate Professors holding a PhD and/or holding a Master's Degree and reckoning academic achievement through published research, teaching, administrative contributions and publications and having stayed on top of their revised salary scale for a year should, subject to the provision of sub paragraph 26.23A (ii), be allowed to move incrementally up to a maximum of one increment to be read from the master salary scale.

To insert after paragraph 26.23

26.23A We also recommend that:

- (i) in lieu of the provision at paragraphs 10.55C and 10.55D of this EOC Report, whichever is appropriate, Assistant Lecturer/Lecturers, Senior Lecturers and Associate Professors who have stayed on top of their revised salary scale for one year should be allowed to move by one increment to be read in the master salary scale provided they have been consistently efficient and effective in their performance during the preceding two years and have not been adversely reported upon on grounds of either performance or conduct;**
- (ii) for the implementation of paragraphs 26.23, the new salary point reached by virtue of the provision at paragraph 26.23A (i) shall be deemed to be the new top salary.**

26.23B We also recommend that Senior Lecturers reckoning at least 14 years' service in the Cadre may purchase a 100% duty-remitted car of up to 1601 c.c. though drawing a salary in a scale the maximum of which is less than Rs 62000.

To insert after paragraph 26.25

Recommendation 6A

26.25A We recommend that Assistant Lecturer/Lecturers who would have reached salary point Rs 19400 on 01 July 2008 with the 2003 PRB Report should be eligible for 70% duty remission for the purchase of a car together with loan facilities on same terms and conditions as specified at paragraph 18.2.26 (ii), notwithstanding the salary level required therein, and at paragraph 18.2.49(a) of the 2008 PRB Report (Volume I).

Page 172

Under Salary Code MCA 37

(Personal to officer in post as at 30.06.08) **should read** (Personal to officer in post as at 30.06.03).

Page 173

Under Salary Code MCA 41

To delete : Rs 30000 x 1000 – 30000 x 1250 - 50000

To replace by: Rs 30000 x 1250 – 50000

To delete Salary Code MCA 44 and whole content

To replace by:

MCA 44 : Rs 50000 x 1500 – 56000 x 2000 – 64000

Associate Professor

To delete Salary Code MCA 45 and whole content

To replace by:

MCA 45 : Rs 70000

Deputy Director

MAURITIUS EXAMINATIONS SYNDICATE

Page 180

To delete Salary Code MES 36 and whole content

To replace by:

MES 36 : Rs 50000 x 1500 – 56000 x 2000 – 62000

Principal Examinations Officer

To delete Salary Code MES 37 and whole content

To replace by:

MES 37 : Rs 53000 x 1500 – 56000 x 2000 – 62000
Principal Research and Development Officer
Secretary

To delete Salary Code MES 38 and whole content

To replace by:

MES 38 : Rs 70000
Deputy Director

MAURITIUS FILM DEVELOPMENT CORPORATION

Page 185

Paragraph 29.17

4th Line

To delete : study on training

To replace by: study/training

Page 186

To insert after paragraph 29.21

Staggered Hours

29.21A Employees in the grades listed below are required to work at staggered hours. This element has been taken into consideration in determining the salary recommended for these grades:

Audiovisual Officer
IT Support Officer
Liaison Officer
Technical Assistant
Technician/Driver
Technical Producer Cum Cameraman

Under Salary Code MFDC 4

To delete salary scale and whole content

To replace by: Rs 9400 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 16600

Technician/Driver (New Grade)

Under Salary Code MFDC 7

To delete salary scale and whole content

To replace by: Rs 9400 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 20800

Technical Assistant (New Grade)

Page 187

Under Salary Code MFDC 11

To delete salary scale

To replace by: Rs 14600 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 28000 x 1000 – 30000

Under Salary Code MFDC 14

To delete salary scale

To replace by: Rs 53000 x 1500 – 56000 x 2000 – 62000

MAURITIUS INSTITUTE OF EDUCATION

Page 193

To insert after paragraph 30.40

Technical Attendant

Recommendation 7A

30.40A We recommend that Technical Attendants *formerly Laboratory Attendant, Resources Centre Attendant and Workshop Attendant*, in post as at 30.06.93, be granted a personal salary as follows:

MIE 12A : Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 - 17200.

Chief Technician

Recommendation 7B

30.40B We recommend that Management considers the advisability of creating additional posts of Chief Technician to man technical departments only on the basis of operational needs and subject to availability of funds.

Paragraph 30.43

2nd Line

“Rs 1000” should read “Rs 1250”

Paragraph 30.44

1st Line

To add after the word “Academics”: “below the level of Professor”

Page 194

Paragraph 30.47

To delete whole content and replace by:

30.47 We recommend that Assistant Lecturer/Lecturers, Senior Lecturers and Associate Professors holding a PhD and/or holding a Master’s Degree and reckoning academic achievement through published research, teaching, administrative contributions and publications and having stayed on top of their revised salary scale for a year should, subject to the provision of sub paragraph 30.47A (ii), be allowed to move incrementally up to a maximum of one increment to be read from the master salary scale.

To insert after paragraph 30.47

30.47A We also recommend that:

- (i) in lieu of the provision at paragraphs 10.55C and 10.55D of this EOC Report, whichever is appropriate, Assistant Lecturer/Lecturers, Senior Lecturers and Associate Professors who have stayed on top of their revised salary scale for one year should be allowed to move by one increment to be read in the master salary scale provided they have been consistently efficient and effective in their performance during the preceding two years and have not been adversely reported upon on grounds of either performance or conduct; and
- (ii) for the implementation of paragraph 30.47, the new salary point reached by virtue of the provision made at paragraph 30.47A(i) shall be deemed to be the new top salary.

30.47B We also recommend that Senior Lecturers reckoning at least 14 years’ service in the Cadre may purchase a 100% duty-remitted car of up to 1601 c.c. though drawing salary in a scale the maximum of which is less than Rs 62000.

To insert after paragraph 30.50

Recommendation 10A

30.50A We recommend that Assistant Lecturer/Lecturers who would have reached salary point Rs 19400 on 01 July 2008 with the 2003 PRB Report should be eligible for 70% duty remission for the purchase of a car together with loan facilities on same terms and conditions as specified at paragraph 18.2.26 (ii), notwithstanding the salary level required therein, and at paragraph 18.2.49(a) of the 2008 PRB Report (Volume I).

Page 199

Under Salary Code MIE 39

“Deputy Registrar (Personal)” should read “Deputy Registrar”

To delete Salary Code MIE 40 and whole content

To replace by:

MIE 40 : Rs 50000 x 1500 – 56000 x 2000 – 62000
Registrar

To delete Salary Code MIE 41 and whole content

To replace by:

MIE 41 : Rs 50000 x 1500 – 56000 x 2000 – 64000
Associate Professor

To insert after Salary Code MIE 41

MIE 41A : Rs 70000
Deputy Director (Future Holder)

Under Salary Code MIE 42

“Deputy Director” should read “Deputy Director (Personal)”

MAURITIUS INSTITUTE OF HEALTH

Page 201

Paragraph 31.12

2nd Line

To add “and training” after the word “research”

Page 201

To delete the sub-heading “Computer Support Officer/Assistant Documentalist (New Grade)”

Pages 201 and 202

To delete paragraphs 31.13, 31.14, 31.15 and 31.16 and whole content

To replace by:

31.13 Extensive use of Information Technology is being made in educational programmes to-day. Along the same line, the MIH proposes to expand its activities with, among others, the introduction of on-line courses. At the request of both Management and the staff, we are providing for new grades to take responsibility for the IT functions and for training in IT.

Computer Officer (New Grade)

Recommendation 2

- 31.14** We recommend the creation of a grade of Computer Officer. Recruitment thereto should be made from among Clerical Officer/Higher Clerical Officers holding a substantive appointment and possessing a Diploma in Information Technology or a related field from a recognized institution.
- 31.15** We further recommend that one post of Clerical Officer/Higher Clerical Officer be abolished on vacancy arising following the filling of the post of Computer Officer.
- 31.16** The Computer Officer would be responsible to, *inter alia*, maintain and administer the computer system of the MIH; ensure confidentiality and security of information on the computers; provide general technical guidance and support to end-users; liaise with suppliers for repairs and/or maintenance of computer hardware and software; and update the website of the Institute.

To insert after paragraph 31.16

IT Trainer (New Grade)

Recommendation 2A

- 31.16A** We recommend the creation of a grade of IT Trainer. Recruitment thereto should be made from candidates holding a post 'A' level Degree in IT or a related field from a recognised institution.
- 31.16B** The IT Trainer would be responsible to, *inter alia*, develop and evaluate IT training curricula including learning materials; provide IT training to participants; conduct, assess and evaluate students; and advise management on IT learning.

Page 203

Recommendation 5

Paragraph 31.24

To delete whole content and replace by:

- 31.24** We recommend that the grade of Training Officer be restyled Training Manager.

To insert after paragraph 31.24

- 31.24A** We further recommend that Training Managers *formerly Training Officers* should be allowed to move incrementally in the master salary scale up to salary point Rs 60000 provided they have:
- (i)** drawn the top salary for a year; and
 - (ii)** been consistently efficient and effective in their performance during the preceding two years and have not been adversely reported upon on grounds of either performance or conduct.

Page 205

Under Salary Code MIH 11

To delete: Computer Support Officer/Assistant Documentalist (New Grade)

To insert after Salary Code MIH 13

**MIH 13A : Rs 14200 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 28000 x 1000
– 29000**

Computer Officer (New Grade)

Under Salary Code MIH 14

To add : IT Trainer (New Grade)

Under Salary Code MIH 16

To delete Salary Scale and whole content

To replace by: Rs 36250 x 1250 – 50000 x 1500 - 56000

Training Manager
formerly Training Officer

MAURITIUS MARATHI CULTURAL CENTRE TRUST

Page 206

Under Salary Code MMCCT 3

To delete Salary Scale

To replace by: Rs 53000 x 1500 – 56000 x 2000 - 62000

MAURITIUS MEAT AUTHORITY

Page 208

Paragraph 33.12

2nd Line

To delete the word “Engineer”

To replace by: “General Manager”

MAURITIUS MUSEUMS COUNCIL

Page 218

Under Salary Code MMC 26

To delete salary scale and whole content

To replace by: Rs 53000 x 1500 – 56000 x 2000 – 62000

Director (Personal)

Under Salary Code MMC 27

To delete salary and whole content

To replace by: Rs 70000

Director General

MAURITIUS OCEANOGRAPHY INSTITUTE

Page 220

To delete paragraph 35.8 and whole content

To replace by:

35.8 We recommend the creation of a grade of Deputy Director on the establishment of the Institute. Appointment thereto should be made by selection either from among holders of a PhD in Oceanography or Marine Science or related subjects with five years' experience in the relevant field/research area; or from among serving Principal Research Scientists possessing an MSc with 10 years' experience in the relevant field/research area.

MAURITIUS QUALIFICATIONS AUTHORITY

Page 231

To delete Salary Code MQA 12 and whole content

To replace by:

MQA 12 : Rs 50000 x 1500 - 56000 x 2000 - 62000

Manager

Manager, Corporate Services

formerly Administrative Manager

To delete Salary Code MQA 13 and whole content

To replace by:

MQA 13 : Rs 70000

Deputy Director and Registrar

MAURITIUS RESEARCH COUNCIL

Page 240

Under Salary Code MRC 8

To delete : Administrative Assistant

To replace by: Administrative Officer

formerly Administrative Assistant

Page 241

Under Salary Code MRC 12

To delete : Research Coordinator

To insert after Salary Code MRC 12

MRC 12A : Rs 50000 x 1500 – 56000 x 2000 – 64000

Research Coordinator

Under Salary Code MRC 14

To add after “Executive Director”: (Personal to holder in post as at 30 June 2008)

MAURITIUS STANDARDS BUREAU

Page 250

To delete the heading ‘Head of Unit (New Grade)’

To delete paragraphs 39.15, 39.16, 39.17 and 39.18 and whole content

To insert after paragraph 39.14

Head of Unit formerly Divisional Manager

39.14A At the Mauritius Standards Bureau the Divisions are headed by Divisional Managers. As each Division would be accountable for its own income and expenditure and would operate as a profit/cost centre, we are restyling the grade of Divisional Manager to a more appropriate job appellation.

Recommendation 1A

39.14B We recommend that the grade of Divisional Manager on the establishment of the Mauritius Standards Bureau be restyled Head of Unit.

Paragraph 39.20

To delete whole content and replace by:

39.20 We recommend:

- (i) the creation of a grade of Manager. Appointment thereto should be made by selection from among officers in the grade of Assistant Technical Manager reckoning two years’ service in a substantive capacity; and
- (ii) on the complete phasing out of the grade of Assistant Technical Manager, appointment to the grade of Manager should be made by selection from among officers in the grade of Quality Officer possessing a post ‘A’ level degree in the relevant field together with at least five years’ post qualification experience.

Page 252

Paragraph 39.29

To delete whole content and replace by:

39.29 We recommend the creation of a grade of Standards Information Manager. Appointment thereto should be made by selection from among candidates possessing a post 'A' level degree in any one of the following fields: Library Science, Science, Engineering or Technology; and serving officers of the MSB possessing a degree together with a diploma in Library Science. Candidates should also reckon at least five years' experience in the field of standardisation.

Page 256

Under Salary Code MSB 15

To delete Salary Scale

To replace by: Rs 21400 x 600 - 23200 x 800 - 28000 x 1000 - 30000 x 1250 - 36250

Under Salary Code MSB 21

To delete Salary Scale and whole content

To replace by: Rs 50000 x 1500 - 56000 x 2000 - 62000

Head of Unit

formerly Divisional Manager

Under Salary Code MSB 22

To delete Salary

To replace by: Rs 70000

MAURITIUS SUGAR TERMINAL CORPORATION

Page 261

To insert after paragraph 40.23

Stand-by Allowance

Recommendation 6A

40.23A We recommend that Engineers (Electrical), Engineers (Mechanical), Operations and Maintenance Technicians (Electrical) now restyled Terminal Operations and Maintenance Officers (Electrical) and Operations and Maintenance Technicians (Mechanical) now restyled Terminal Operations and Maintenance Officers (Mechanical) be paid an all-inclusive stand-by allowance of Rs 2335 per week for being on call and for attending work while on call.

Page 263

Paragraph 40.30

7th Line

To add at the end of the paragraph: However, this allowance should not be payable to an officer within the week he is remunerated for stand-by as provided for at paragraph 40.23A.

Paragraph 40.31

2nd Line

To delete the words “during crop season”

Paragraph 40.32

4th Line

To delete the words “during the crop season”

Page 265

To insert after paragraph 40.36

Allowance to Accounts Clerk

Recommendation 13A

40.36A We recommend that the Accounts Clerk visiting sick and bed ridden ex-Dockers at their domicile for the payment of pensions be paid an allowance of Rs 290 per visit up to a maximum of Rs 580 per month and Rs 120 per day up to a maximum of Rs 600 a month for attendance at the bank for the payment of pensions.

Page 266

Under Salary Code MSTC 9

To delete : “Welder”

To insert after Salary Code MSTC 9

**MSTC 9A : Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000
Welder**

Page 268

Under Salary Code MSTC 25

To delete : Administrative Assistant

**To replace by: Administrative Officer
*formerly Administrative Assistant***

To delete Salary Code MSTC 27 and whole content

To replace by:

MSTC 27 : Rs 53000 x 1500 – 56000 x 2000 – 62000

Administrative Manager

Financial Manager

Technical Manager

MAURITIUS TOURISM PROMOTION AUTHORITY

Page 277

To delete Salary Code MTPA 18 and whole content

To replace by:

MTPA 18 : Rs 24800 x 800 – 28000 x 1000 – 30000 x 1250 – 36250

Principal Accounts Officer

To delete Salary Code MTPA 24 and whole content

To replace by:

MTPA 24 : Rs 45000 x 1250 – 50000 x 1500 – 56000 x 2000 – 62000

Tourism Promotion Manager

Page 278

To delete Salary Codes MTPA 25 and MTPA 26 and whole content

To replace by:

MTPA 25 : Rs 50000 x 1500 – 56000 x 2000 - 62000

Financial Analyst (Personal)

MTPA 26 : Rs 64000

Deputy Director

NATIONAL AGENCY FOR THE TREATMENT AND REHABILITATION OF SUBSTANCE ABUSERS

Page 284

Under Salary Code NATRSA 15

To delete Salary

To replace by: Rs 70000

NATIONAL ART GALLERY

Page 288

Under Salary Code NAG 7

To delete Salary Scale

To replace by: Rs 50000 x 1500 – 56000 x 2000 – 62000

NATIONAL CHILDREN'S COUNCIL

Page 293

Under Salary Code NCC 13

To delete Salary Scale

To replace by: Rs 30000 x 1250 – 45000

NATIONAL COMPUTER BOARD

Page 299

Under Salary Code NCB 16

To delete Salary Scale

To replace by: Rs 50000 x 1500 – 56000 x 2000 – 62000

NATIONAL HERITAGE FUND

Page 302

Under Salary Code NHF 8

To delete Salary

To replace by: Rs 70000

NATIONAL INSTITUTE FOR CO-OPERATIVE ENTREPRENEURSHIP

Page 304

To delete Salary Code NICE 6 and whole content

To replace by:

NICE 6 : Rs 50000 x 1500 – 56000 x 2000 – 62000

Director

NATIONAL LIBRARY

Page 308

Under Salary Code NL 7

To delete salary scale and whole content

To replace by: **Rs 9200 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000
QB 16600 x 600 – 19600**

Binder (Personal)

NATIONAL TRANSPORT CORPORATION

Page 320

To insert after paragraph 52.71

Engineering Department

52.71A Representations have been received from the union for the strengthening of the structure of the Engineering Department at the professional and sub-professional levels respectively through the creation of the grades of Principal Mechanical Engineer and Principal Technical and Mechanical Officer.

52.71B Management has been orally apprised of the demand. However, we understand that the Corporation is presently facing a particularly difficult financial situation. These representations may, to the extent that Management considers them valid and relevant, be considered on an *ad hoc* basis when the financial situation of the Corporation improves.

NATIONAL WOMEN ENTREPRENEUR COUNCIL

Page 327

To insert after Salary Code NWEC 2

NWEC 2A : **Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000
x 600 – 17200**

Salesperson (Personal to holder in post as at 30.06.08)

NATIONAL WOMEN'S COUNCIL

Page 333

Under Salary Code NWC 17

To delete Salary Scale and whole content

To replace by: **Rs 30000 x 1250 – 45000**

Secretary

NELSON MANDELA CENTRE FOR AFRICAN CULTURE

Page 335

Under Salary Code NMCAC 13

To delete Salary Scale and whole content

To replace by: **Rs 53000 x 1500 – 56000 x 2000 – 62000**

Director

OUTER ISLANDS DEVELOPMENT CORPORATION

Page 341

To delete Salary Code OIC 27 and whole content

To replace by:

OIC 27 : Rs 70000

General Manager

PRE-SCHOOL TRUST FUND

Page 346

Under Salary Code PSTF 10

To delete Salary Scale

**To replace by : Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000
x 600 – 17200**

Page 347

Under Salary Code PSTF 14

To delete Salary Scale

To replace by: Rs 12900 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200

Under Salary Code PSTF 21

To delete Salary

To replace by: Rs 70000

PRIVATE SECONDARY SCHOOLS AUTHORITY

Page 353

Under Salary Code PSSA 26

To delete Salary Scale and whole content

**To replace by: Rs 50000 x 1500 – 56000 x 2000 – 60000
Secretary**

Under Salary Code PSSA 27

To delete Salary Scale and whole content

**To replace by: Rs 58000 x 2000 – 64000
Deputy Director**

RABINDRANATH TAGORE INSTITUTE

Page 356

Paragraph 60.4

To delete second sentence

To replace by:

In the absence of qualified candidates in scarcity areas or where the RTI faces difficulties to recruit Assistant Lecturer/Lecturer, the Institute may consider recruiting candidates who possess only a Hons. Degree in the specified field.

Page 358

To delete paragraph 60.15 and whole content

To replace by:

60.15 We recommend that Assistant Lecturer/Lecturers who possess a PhD in the relevant field should, on having drawn their revised top salary for a year and subject to the provision at paragraph 60.15A (ii), proceed incrementally up to a maximum of two increments to be read from the master salary scale.

Recommendation 2

To insert after paragraph 60.15

60.15A We also recommend that:

- (i) in lieu of the provision at paragraphs 10.55C and 10.55D of this EOC Report, whichever is appropriate, Assistant Lecturer/Lecturers, who have stayed on top of their revised salary scale for one year should be allowed to move by one increment to be read from the master salary scale provided they have been consistently efficient and effective in their performance during the preceding two years and have not been adversely reported upon on grounds of either performance or conduct; and**
- (ii) for the implementation of paragraph 60.15, the new salary point reached by virtue of the provision at paragraph 60.15A (i) shall be deemed to be the new top salary.**

To insert after paragraph 60.17

Recommendation 3A

60.17A We recommend that Assistant Lecturer/Lecturers who would have reached salary point Rs 19400 on 01 July 2008 with the 2003 PRB Report should be eligible for 70% duty remission for the purchase of a car together with loan facilities on same terms and conditions as specified at paragraph 18.2.26 (ii), notwithstanding the salary level required therein, and at paragraph 18.2.49(a) of the 2008 PRB Report (Volume I).

ROAD DEVELOPMENT AUTHORITY

Page 377

Under Salary Code RDA 49

To delete : Financial Manager
formerly Financial Controller

To insert after Salary Code RDA 49

RDA 49A : **Rs 37500 x 1250 – 50000 x 1500 – 54500**
Financial Manager
formerly Financial Controller

To delete Salary Code RDA 50 and whole content

To replace by:

RDA 50 : **Rs 50000 x 1500 – 56000 x 2000 - 62000**
Divisional Manager (Civil Engineering)

To delete Salary Code RDA 51 and whole content

To replace by:

RDA 51 : **Rs 70000**
Deputy General Manager

SMALL ENTERPRISES AND HANDICRAFT DEVELOPMENT AUTHORITY

Page 387

Under Salary Code SEH 28

To delete Salary Scale and whole content

To replace by: **Rs 50000 x 1500 – 56000 x 2000 – 62000**
Manager

Under Salary Code SEH 29

To delete Salary and whole content

To replace by: **Rs 70000**
Director (Personal)

SMALL PLANTERS WELFARE FUND

Page 391

Under Salary Code SPWF 11

To delete Salary Scale

To replace by: **Rs 50000 x 1500 – 56000 x 2000 – 62000**

STATE TRADING CORPORATION

Page 399

Sub Paragraph 66.37 (ii)

To delete first five lines and replace by:

the scheme of service of the grade of Risk and Treasury Officer *formerly Risk Management Officer* be amended so that in future, appointment be made by selection from among candidates:

- (1) possessing a Degree in Economics or Finance or Mathematics or Banking together with a postgraduate qualification in one of these fields; and
- (2) reckoning at least three years' practical experience in the field of Accountancy or who are a member of any one of the following bodies:

Page 403

To insert after paragraph 66.56

SUPPLIES AND SALES DIVISION

Supplies and Sales Officer

Assistant Supplies and Sales Officer

66.56A The Assistant Supplies and Sales Officer is the source grade to the cadre and is recruited from among candidates possessing the Cambridge School Certificate with credit in at least five subjects and the Cambridge Higher School Certificate or passes in at least two subjects at the GCE 'A' Level. Incumbents are required, *inter alia*, to attend to registration and distribution of Delivery Orders; supervise weighing, rebagging and other operations; and to record the weighing of commodities and account for gunny bags.

66.56B On the other hand, incumbents at the level of Supplies and Sales Officer are appointed by promotion of officers in the grade of Assistant Supplies and Sales Officer and are performing almost the same set of duties as incumbents in the latter grade.

66.56C In view of new responsibilities that the Supplies and Sales Cadre is being called upon to assume, for the Corporation to be a viable commercial enterprise in the long run and to better foster work efficiency and coordination, the Bureau is agreeable to the proposal to merge the two grades.

Recommendation 17A

66.56D We recommend that the grades of Assistant Supplies and Sales Officer and Supplies and Sales Officer be merged into a single grade of Supplies and Sales Officer. In future, appointment thereto should be made by selection from among candidates possessing a Cambridge School Certificate with credit in at least five subjects including English Language, French and Mathematics or Principles of Accounts and a Cambridge Higher School Certificate or a General Certificate of Education 'Advanced Level' with passes in at least two subjects.

Page 404

Under Salary Code STC 11

To delete : Assistant Supplies and Sales Officer

Page 405

Under Salary Code STC 15

To delete : Supplies and Sales Officer

To insert after Salary Code STC 14

STC 14A : **Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 –
16000 x 600 – 22000**

Supplies and Sales Officer

Supplies and Sales Officer

formerly Assistant Supplies and Sales Officer

Page 407

Under Salary Code STC 34

To delete Salary Scale

To replace by: Rs 50000 x 1500 – 56000 x 2000 – 62000

STATUTORY BODIES FAMILY PROTECTION FUND

Page 412

To delete Salary Code SBFPP10 and whole content

To replace by:

SBFPP 10 : **Rs 70000**

Manager

SUGAR INDUSTRY LABOUR WELFARE FUND

Page 413

To insert after paragraph 68.3

Recommendation A

68.3A We recommend that the following grades at the SILWF should be abolished:

**Child Welfare Officer; Assistant Supervisor, Women's Association; Library Clerk/
Senior Library Clerk; Welfare Officer; Home Economics Officer; Supervisor, Women's
Association; Inspector of Accounts and Senior Inspector of Accounts.**

Page 415

Under Salary Code SWF 5

To delete Salary Scale

To replace by: Rs 7800 x 200 – 10200 x 250 – 11700 x 300 - 13500

Page 416

To delete Salary Code SWF 21 and whole content

Page 417

Under Salary Code SWF 25

To add : Supervisor, Dressmaking and Craft
formerly Dressmaking and Related Craft Instructor

To delete Salary Code SWF 29 and whole content

To insert after Salary Code SWF 31

SWF 31A : **Rs 22000 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 31250**
Principal Social Welfare Officer
Senior Community Development Officer

SWF 31B : **Rs 20800 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 32500**
Office Superintendent

Page 418

Under Salary Code SWF 38

To delete Salary Scale

To replace by: Rs 50000 x 1500 – 56000 x 2000 - 62000

SUGAR INSURANCE FUND BOARD

Page 426

Under Salary Code SIFB 15

To delete : Support Officer/Senior Support Officer (*personal to officers who were Assistant Data Processing Superintendents prior to 1.7.98*)

To insert after Salary Code SIFB 15

SIFB 15A : Rs 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 26400

Support Officer/Senior Support Officer (*personal to officers who were Assistant Data Processing Superintendents prior to 1.7.1998*)

Page 427

Under Salary Code SIFB 25

To add : Claims Officer (Personal to officer in post as at 30.06.03)

Under Salary Code SIFB 30

To delete Salary Scale

To replace by: Rs 50000 x 1500 – 56000 x 2000 - 62000

SUGAR PLANTERS' MECHANICAL POOL CORPORATION

Page 434

Under Salary Code SPMP 35

To delete Salary Scale

To replace by: Rs 50000 x 1500 – 56000 x 2000 – 62000

TEA BOARD

Page 437

To delete Salary Code TB 10 and whole content

To replace by:

TB 10 : Rs 62000

General Manager

TECHNICAL SCHOOL MANAGEMENT TRUST FUND

Page 439

To insert after paragraph 72.10

Recommendation 2A

72.10A We recommend that Assistant Lecturer/Lecturers who would have reached salary point Rs 19400 on 01 July 2008 with the 2003 PRB Report should be eligible for 70% duty remission for the purchase of a car together with loan facilities on same terms and conditions as specified at paragraph 18.2.26 (ii), notwithstanding the salary level required therein, and at paragraph 18.2.49(a) of the 2008 PRB Report (Volume I).

Recommendation 2B

72.10B We recommend that officers joining the grade of Trainer and possessing the post 'A' level degree, should join the recommended salary scale at salary point Rs 19000. Incumbents possessing a Diploma or a post SC Degree and drawing less than Rs 19000, should on obtention of the qualification required to cross the Qualification Bar (QB), be allowed to join the recommended salary scale at salary point Rs 19000.

Headship Allowance

72.10C Presently Assistant Lecturer/Lecturers are, in addition to their normal lecturing duties, assigned duties of Head of Department and are paid a monthly Headship Allowance of Rs 1150. We are revising this allowance.

Recommendation 2C

72.10D We recommend that the Headship Allowance payable to Assistant Lecturer/Lecturers be revised to Rs 1400.

Page 443

To delete Salary Code MTF 33 and whole content

To replace by:

MTF 33 : Rs 50000 x 1500 – 56000 x 2000 – 64000
Deputy Director

TERTIARY EDUCATION COMMISSION

Page 447

Under Salary Code TEC 20

To delete Salary

To replace by: Rs 70000

THE SIR SEEWOSAGUR RAMGOOLAM BOTANIC GARDEN TRUST

Page 450

Under Salary Code SSRBGT 21

To delete Salary Scale

To replace by: Rs 50000 x 1500 – 56000 x 2000 – 60000

TOBACCO BOARD

Page 452

To insert after paragraph 75.7

Internal Control Officer

75.7A Appointment to the grade of Internal Controller (now restyled Internal Control Officer), as per the present scheme of service, is made from among serving officers possessing the Certificate Stage or Level II of the Chartered Association of Certified Accountants (ACCA) Examination. We are aligning the entry qualification of the grade with the qualification requirement for corresponding grades in the public sector.

Recommendation 2A

75.7B We recommend that, in future, appointment to the grade of Internal Control Officer be made by selection from among serving officers holding a substantive appointment and have successfully completed all papers of Fundamentals (Knowledge) (*formerly Part I of the ACCA*) and paper F4 of Fundamentals (Skills) (*formerly Part II of the ACCA*) or have obtained the Certificate in Business Accounting (Foundation Level) of the CIMA Examination (New Syllabus) or equivalent qualification.

75.7C We are providing a personal salary to the Internal Control Officer in post.

Page 455

Under Salary Code TOB 15

To delete : Technical Assistant

Page 456

To insert after Salary Code TOB 17

TOB 17A : Rs 9400 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 21400

Technical Assistant

Under Salary Code TOB 20

To delete : Internal Control Officer
formerly Internal Controller

To replace by: Internal Control Officer (Future Holder)

To insert after Salary Code TOB 23

TOB 23A : Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 28000 x 1000 - 29000

Internal Control Officer (Personal)
formerly Internal Controller

Page 457

To delete Salary Code TOB 33 and whole content

To replace by:

TOB 33 : Rs 70000

General Manager

TOWN AND COUNTRY PLANNING BOARD

Page 466

Under Salary Code TCP 9

To delete Salary Scale

To replace by: Rs 23200 x 800 – 28000 x 1000 – 30000 x 1250 - 33750

TRUST FUND FOR SPECIALISED MEDICAL CARE (CARDIAC CENTRE)

Page 478

Paragraph 81.25

2nd Line

To add after “Cardiologists”: “, Cardiac Surgeons”

Paragraph 81.26

2nd and 4th Lines

To add after “Cardiologists”: “, Cardiac Surgeons”

3rd Line

“Rs 600” should read “Rs 725”

Paragraph 81.28

Figures “230”, “330” and “400” in the table should read “290”, “415” and “500” respectively

Page 479

Paragraph 81.29

2nd Line

“Rs 150” should read “Rs 165”

Paragraph 81.31

To delete whole table and replace by:

Extra Hours of Work	Specialised Registered Medical Officers reckoning less than 10 years' service and Trainee Specialised Registered Medical Officers Allowance (Rupees)	Specialised Registered Medical Officers reckoning a minimum of 10 years' service Allowance (Rupees)
Weekdays: 1800 hours to 0800 hours the following day	2245	2400
Saturdays: 1200 hours to Sunday 0800 hours	2770	3000
Sundays and Public Holidays: 0800 hours to 0800 hours the following day	3165	3350

To insert after paragraph 81.31

Recommendation 9A

81.31A We recommend that Specialised Perfusionist and Senior Specialised Perfusionist who are required to continue to work beyond their scheduled departure time be paid for the additional hours of work at the rate of Rs 150 and Rs 180 per hour respectively.

81.31B We further recommend that Specialised Perfusionist and Senior Specialised Perfusionist whenever required to attend to emergencies after normal working hours should be paid at the rate of Rs 225 and Rs 270 per hour respectively, inclusive of travelling time.

Page 480

Paragraph 81.33

1st Line

To add after the word "Cadre"

“, Theatre Attendants, Nursing Aid/General Workers, Ambulance Drivers and Handy Workers (Shift)”

Page 482

To insert after paragraph 81.44

Special provision for officers of the Medical Profession

Recommendation 14A

81.44A We recommend that the provision of Recommendations 29A and 29B made at paragraphs 30.100B and 30.100D at Chapter 2 of this EOC Report should equally apply to members of the medical profession at the Trust Fund for Specialised Medical Care (Cardiac Centre).

Page 486

Under Salary Code TFSCMC 28

To delete Salary Scale

To replace by: Rs 32500 x 1250 – 50000 x 1500 – 51500

Under Salary Code TFSCMC 30

To delete Salary Scale

To replace by: Rs 36250 x 1250 – 50000 x 1500 – 56000

Under Salary Code TFSCMC 31

To delete Salary Scale

To replace by: Rs 50000 x 1500 – 56000 x 2000 – 68000

Under Salary Code TFSCMC 32

To delete Salary Scale

To replace by: Rs 50000 x 1500 – 56000 x 2000 – 70000 x 2500 – 75000

UNIVERSITY OF MAURITIUS

Page 489

To delete paragraph 82.12 (ii) and whole content

To replace by: Lecturers *formerly Assistant Lecturer/Lecturers* holding a PhD and/or holding a Master's Degree and reckoning academic attainment through published research, teaching, administrative contributions and publications and having stayed on top of their revised salary scale for one year should, subject to the provisions of 82.13A (ii), be allowed to move incrementally up to a maximum of two increments to be read from the master salary scale.

To delete paragraph 82.13 and whole content

To replace by: **We additionally recommend that Senior Lecturers and Associate Professors holding a PhD and/or holding a Master's Degree and reckoning academic attainment through published research, teaching, administrative contributions and publications and having stayed on top of their revised salary scale for one year should, subject to the provisions of 82.13A (ii), be allowed to move incrementally up to a maximum of two increments to be read from the master salary scale.**

To insert after paragraph 82.13

82.13A We also recommend that:

- (i) in lieu of the provision at paragraphs 10.55C and 10.55D of this EOC Report, whichever is appropriate, Lecturers, Senior Lecturers and Associate Professors who have stayed on top of their revised salary scale for one year should be allowed to move by one increment to be read in the master salary scale provided they have been consistently efficient and effective in their performance during the preceding two years and have not been adversely reported upon on grounds of either performance or conduct; and**
- (ii) for the implementation of paragraphs 82.12 (ii) and 82.13, the new salary point reached by virtue of the provision made at paragraph 82.13A (i) shall be deemed to be the new top salary.**

82.13B The University of Mauritius in implementing the recommendations at paragraphs 82.12 (ii) and 82.13, has granted one additional increment to Academics having stayed on the top of their pre-PRB 2008 salary for a year or more. The grant of this additional increment should be deemed to have been made under provision of Paragraph 3.9 of this EOC Report and implemented hypothetically from 01 July 2008 and effectively from 01 July 2009. Any payment effected as a result of the foregoing from 01 July 2008 to date should be considered as technical overpayment.

To insert after paragraph 82.15

Recommendation 4A

82.15A We recommend that Assistant Lecturer/Lecturers who would have reached salary point Rs 19400 on 01 July 2008 with the 2003 PRB Report should be eligible for 70% duty remission for the purchase of a car together with loan facilities on same terms and conditions as specified at paragraph 18.2.26 (ii), notwithstanding the salary level required therein, and at paragraph 18.2.49(a) of the 2008 PRB Report (Volume I).

82.15B We recommend that Senior Lecturers reckoning at least 14 years' service in the Cadre may purchase a 100% duty-remitted car of up to 1601cc though drawing salary in a scale the maximum of which is less than Rs 62000.

Page 490

Paragraph 82.18

3rd Line

To add after the word “their”: “normal”

Page 494

To delete paragraphs 82.40 and 82.41

Page 495

To insert after paragraph 82.48

Recommendation 14A

82.48A We recommend that on implementation of the roster system at the library of the University of Mauritius, the officers in the grades of Library Clerk (Roster), Senior Library Clerk (Roster) and Library Officer (Roster), be granted one additional increment, subject to the maximum salary of their respective grades.

Page 496

Under Salary Code UNI 6

To delete Salary Scale

To replace by: Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 13200

Under Salary Code UNI 7

To delete Salary Scale

To replace by: Rs 10200 x 250 – 11700 x 300 – 13800 x 400 - 15000

Page 497

To delete Salary Code UNI 13 and whole content

To replace by:

UNI 13 : Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 QB 15500 x 500 – 16000 x 600 - 17200

Handyworker/Tradesman/Senior Tradesman (Personal)

Printing Operator/Plate Engraver

formerly Printing Operator/Offset Operator

To insert after UNI 13

UNI 13A : Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 - 16000 x 600 - 17200

Prepress Operator (New Grade)

Under Salary Code UNI 16

To delete : Salary scale

To replace by: Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 - 15000 QB 15500 x 500 – 16000 x 600 - 19600

Under Salary Code UNI 17

“Library Clerk” should read “Library Clerk (Personal)”

Page 498

To insert after Salary Code UNI 22

UNI 22A : Rs 13200 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600 QB 20200 x 600 – 21400

Assistant Printing Supervisor (Personal)

Page 499

Under Salary Code UNI 34

To delete Salary Scale

To replace by: Rs 17200 x 600 – 23200 x 800 – 26400 QB 27200 x 800 – 28000 x 1000 – 30000

Page 500

To delete Salary Code UNI 47 and whole content

Page 501

Under Salary Code UNI 55

To delete Salary Scale

To replace by: Rs 37500 x 1250 – 50000 x 1500 – 56000 x 2000 - 62000

Page 502

Under Salary Code UNI 56

To delete Salary Scale

To replace by: Rs 50000 x 1500 – 56000 x 2000 - 64000

To delete : Director, Centre for Distance Learning

To replace by: Director, Centre for Professional Development and Lifelong Learning

Under Salary Code UNI 57

To delete : Director, SSR Centre for Medical Studies

UNIVERSITY OF TECHNOLOGY, MAURITIUS

Page 505

To insert after paragraph 83.14

Recommendation 3A

83.14A We recommend that Assistant Lecturer/Lecturers who would have reached salary point Rs 19400 on 01 July 2008 with the 2003 PRB Report should be eligible for 70% duty remission for the purchase of a car together with loan facilities on same terms and conditions as specified at paragraph 18.2.26 (ii), notwithstanding the salary level required therein, and at paragraph 18.2.49(a) of the 2008 PRB Report (Volume I).

83.14B We recommend that Senior Lecturers reckoning at least 14 years' service in the Cadre may purchase a 100% duty-remitted car of up to 1601cc though drawing salary in a scale the maximum of which is less than Rs 62000.

Page 506

To delete paragraph 83.18 and whole content

To replace by:

We further recommend that Lecturers *formerly Assistant Lecturer/Lecturers*, Senior Lecturers and Associate Professors holding a PhD and/or holding a Master's Degree and reckoning academic attainment through published research, teaching, administrative contributions and publications and having stayed on top of their revised salary scale for one year should, subject to the provisions of 83.18A (ii), be allowed to move incrementally up to a maximum of two increments to be read from the master salary scale.

To insert after paragraph 83.18

Recommendation 5A

83.18A We also recommend that:

- (i) in lieu of the provision at paragraphs 10.55C and 10.55D of this EOC Report, whichever is appropriate, Lecturers, Senior Lecturers and Associate Professors who have stayed on top of their revised salary scale for one year should be allowed to move by one increment to be read in the master salary scale provided they have been consistently efficient and effective in their performance during the preceding two years and have not been adversely reported upon on grounds of either performance or conduct;
- (ii) for the implementation of paragraph 83.18, the new salary point reached by virtue of provision made at paragraph 83.18A(i) shall be deemed to be the new top salary.

LIBRARY CLERK (ROSTER)

LIBRARY OFFICER (ROSTER)

83.18B We recommend that on implementation of the roster system at the Library of the University of Technology, Mauritius, the officers in the grades of Library Clerk (Roster) and Library Officer (Roster) be granted one additional increment, provided it does not exceed the top salary of their respective grade.

Page 507

Under Salary Code UTM 8

“Library Clerk” should read “Library Clerk (Personal)”

To insert after Salary Code UTM 8

UTM 8A : Rs 9800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 20200

Library Clerk (Roster)

Under Salary Code UTM 14

“Library Officer” should read “Library Officer (Personal)”

To insert after Salary Code UTM 15

UTM 15A : Rs 14600 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 28000 x 1000 – 30000

Library Officer (Roster)

Page 509

Under Salary Code UTM 29

To delete Salary Scale

To replace by: Rs 37500 x 1250 – 50000 x 1500 – 56000 x 2000 - 64000

Under Salary Code UTM 30

To delete Salary Scale

To replace by: Rs 50000 x 1500 – 56000 x 2000 - 64000

WASTEWATER MANAGEMENT AUTHORITY

Page 513

To insert after paragraph 85.15

Senior Technical Officer (Mechanical & Electrical) (New Grade)

Recommendation 1A

85.15A We recommend the creation of a grade of **Senior Technical Officer (Mechanical & Electrical)**. Appointment thereto should be made on the basis of experience and merit of officers in the grade of **Technical Officer (Mechanical & Electrical)** *formerly Technical and Mechanical Officer* reckoning at least four years' experience in a substantive capacity.

85.15B Incumbent would be required, among others, to assist and advise the Principal Engineer, the Works Manager (Mechanical & Electrical) and other Engineers in the management of contracts; ensure proper contract management of operations and maintenance; organize and supervise the work of subordinate staff and prepare training programmes; supervise the commissioning and installation, repairs and maintenance of plants, electro mechanical equipment and vehicles; and assist in the enforcement of Health and Safety Standards.

Paragraph 85.16

To delete whole content and replace by:

85.16 We recommend the creation of a grade of **Technical Assistant (Electrical)**. Appointment thereto should be made by selection from among candidates possessing the **Technician Certificate in Electrical & Electronic Engineering** and the **Technician Diploma in Electrical & Electronic Engineering** awarded by the City and Guilds of the London Institute OR the "Brevet de Technicien" in **Electrotechnics/Electronics** of the Lycée Polytechnique of Flacq.

Paragraph 85.18

To delete whole content and replace by:

85.18 We also recommend the creation of a grade of **Technical Assistant (Mechanical)**. Appointment thereto should be made by selection from among candidates possessing the **Mechanical & Electrical & Electronics Technicians Certificate** and the **Mechanical & Electrical & Electronics Technicians Diploma** awarded by the City and Guilds of London Institute OR the "Brevet de Technicien" in **Maintenance and Production Mechanics** or **Automobile Mechanics** of the Lycée Polytechnique of Flacq.

Page 514

Paragraph 85.20

To delete whole content

To replace by:

85.20 We further recommend the creation of a grade of **Technical Assistant (Electronic/Instrumentation)**. Appointment thereto should be made by selection from among holders of the "Brevet de Technicien" in **Electronics** of the Lycée Polytechnique of Flacq.

Page 520

To insert after paragraph 85.60

Customer Care Officer (New Grade)

Recommendation 16A

85.60A We recommend the creation of a grade of Customer Care Officer to be filled from among candidates possessing a post 'A' level Diploma in Communications Studies or Public Relations and reckoning at least two years' experience in the relevant field.

85.60B Incumbent would be required to deal with members of the public; develop a system to maintain close relationship with members of the public; conduct surveys to receive feedback from stakeholders; and perform word processing and other basic ICT functions, among others.

Page 521

To insert after paragraph 85.66

Finance and Purchasing Department

85.66A With the implementation of the Public Procurement Act 2006, the functions devolving on the Stores for the procurement of goods and services have considerably increased. To empower the Department and to render the services more efficient and effective, we are providing for a grade of Superintendent, Procurement and Supply and a grade of Procurement and Supply Officer.

Superintendent, Procurement and Supply (New Grade)

Recommendation 18A

85.66B We recommend the creation of a grade of Superintendent, Procurement and Supply. Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Senior Procurement and Supply Officer possessing a Diploma in Purchasing and Supply Management and reckoning at least three years' service in a substantive capacity.

85.66C Incumbent would be required, among others, to be in charge of the Stores Section; advise management on matters related to purchasing and supply management; and ensure that all purchasing and supply operations are carried out in accordance with provisions laid down in the Financial Management Manual.

Procurement and Supply Officer (New Grade)

Recommendation 18B

85.66D We also recommend the creation of a grade of Procurement and Supply Officer. Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Assistant Procurement and Supply Officer who have successfully completed an approved course in Purchasing and Supply Management and reckoning at least two years' service in a substantive capacity.

85.66E Incumbent would be required, among others, to organise and manage purchasing and supply activities; perform purchasing, storekeeping and stock control duties; assist in the appraisal and review exercises related to purchasing and supply operations; and make use of IT in the performance of his duties.

Page 523

From list of grades at paragraph 85.77

To delete : Engineer (Mechanical/Electrical)

To replace by: Engineer (Electrical)
formerly Engineer (Mechanical/Electrical)
Engineer (Mechanical)
formerly Engineer (Mechanical/Electrical)

To delete : Electrical Engineer (Personal)

To replace by: Engineer (Electrical)
formerly Electrical Engineer

To delete : Technical and Mechanical Officer

To replace by: Technical Officer (Mechanical & Electrical)
formerly Technical and Mechanical Officer

To add to the list: Technical Assistant (Electrical)
Technical Assistant (Electronic/Instrumentation)
Technical Assistant (Mechanical)

Page 524

To insert after paragraph 85.78

Risk and Hazard Allowance

Recommendation 22A

85.78A We recommend that employees in grades listed as hereunder, who are regularly exposed to insalubrious and risky conditions which may adversely affect their health, should be paid over and above the Retention Allowance as provided at paragraph 85.77, a Risk and Hazard Allowance equivalent to two increments at the salary point reached in their respective salary scales:

Technical Assistant (Electrical)
Technical Assistant (Electronic/Instrumentation)
Technical Assistant (Mechanical)
Driver (Wastewater Jetting Unit/Tanker)
Gangman
Plant and Equipment Operator

Pipe Cleaner

formerly Wastewater Pipe Cleaner

Wastewater Pipe Cleaner (Mechanical Unit)

Treatment Plant Worker (Shift)

General Worker

Page 526

To insert after Salary Code WMA 17

WMA 17A : Rs 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600

Clerk (Revenue Collection) (Personal to officers in post as at 30 June 2008)

Page 527

To insert after Salary Code WMA 28

WMA 28A : Rs 14200 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 26400

Customer Care Officer (New Grade)

Under Salary Code WMA 29

To add : Procurement and Supply Officer (New Grade)

Page 528

Under Salary Code WMA 31

To delete : Technical and Mechanical Officer

**To replace by: Technical Officer (Mechanical and Electrical)
*formerly Technical and Mechanical Officer***

Under Salary Code WMA 35

To add : Senior Technical Officer (Mechanical and Electrical) (New Grade)

To insert after Salary Code WMA 35

WMA 35A : Rs 21400 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 35000

Superintendent, Procurement and Supply (New Grade)

Page 529

Under Salary Code WMA 40

To delete : Electrical Engineer (*Personal to officers in post as at 30.06.08*)

**To replace by: Engineer (Electrical)
*formerly Electrical Engineer***

To delete : Engineer (Mechanical/Electrical)
To replace by: Engineer (Electrical)
formerly Engineer (Mechanical/Electrical)
Engineer (Mechanical)
formerly Engineer (Mechanical/Electrical)

Under Salary Code WMA 44

To delete Salary Scale

To replace by: Rs 50000 x 1500 – 56000 x 2000 – 62000

Under Salary Code WMA 45

To delete Salary

To replace by: Rs 70000

PRIVATE SECONDARY SCHOOLS

Page 530

Recommendation 1

Paragraph 5 (i)

2nd and 3rd lines

To delete : 1 July 2010

To replace by: 1 July 2012

Page 531

Paragraph 5(ii)

3rd line

To delete : and work up to 1500 hours

Recommendation 2

Paragraph 8

To delete whole content of paragraph 8 (i) and replace by:

- (i) **Educators (Private Secondary Schools) *formerly Education Officers, Private Secondary Schools* satisfying the requirement to cross the QB and performing the additional duties mentioned at paragraph 6, should on reaching the top salary point Rs 40000 be allowed to move incrementally in the master salary scale up to salary point of Rs 43750 provided that (a) they have drawn their top salary for a year and (b) have been consistently efficient and effective in their performance during the preceding two years and have not been adversely reported upon on grounds of either performance or conduct. The grant of any increment under this provision shall take effect as from the normal incremental date after 01 July 2009. As from that date, i.e. the normal incremental date after 01 July 2009,**

officers concerned drawing salary of Rs 41250 and above, by virtue of any provision, shall be eligible for all the benefits linked to that salary point, subject to provision at paragraph 18.2.26 (iii) of Volume I of the 2008 PRB Report concerning renewal of car; and

Page 533

Paragraph 10 (ii)

To delete first sentence

To replace by:

appointment to the grade of Rector should be made by selection from among Deputy Rectors reckoning three years' experience in a substantive capacity.

Paragraph 12

"Rs 1150" in the Table should read "Rs 1200"

Page 534

Recommendation 6

Paragraph 16

To delete last sentence

Page 535

Paragraph 22(a)

1st Line

To insert after "Physics": "or Computer Studies"

Page 537

To insert after paragraph 37

Refund of Contribution

37A In the event an employee of the private secondary schools leaves or otherwise ceases to be in the employment of the private secondary schools and no portable benefit is transferable and no pension, gratuity or other allowance is payable to him in respect of his past service in the private secondary schools, he should be refunded 100% of the additional contributions made to the Modified Pension Scheme as from 1 July 2008 together with compound interest at the rate of 4% per annum, provided he has effectively contributed to the scheme for at least a year.

Page 539

Recommendation 13

To delete paragraph 50(i)

To replace by:

- (i) may, subject to the provision at paragraph 52(i) below, be allowed to take up to a maximum of 19 days vacation leave, during term time subject to the exigencies of the service.

Page 540

To delete paragraph 52(i)

To replace by:

- (i) vacation leave may be granted during the third term only for the reasons specified at paragraph 51(i)-(vi) above; and

Page 541

To insert after paragraph 61

School Operational Hours and School Term Duration

61A Since 1987, the Bureau has been making provision in its successive Reports, to bring an alignment to the extent possible in the salary and conditions of service of the teaching personnel of Private Secondary Schools on those of the state secondary schools. This alignment exercise has, in principle, been completed in the 2008 PRB Report with the extension of the Contributory Pension Scheme, the pay scales inclusive of pension contributions as well as retirement benefits of public officers to teachers of the Private Secondary Schools.

61B In principle, therefore, all the conditions of service particularly school operational hours inclusive of hours of attendance of teaching staff and duration of term time in both private and state schools should be aligned. We understand that there exist regulations that may restrict this alignment. However, we hold the view that this should not be a compelling reason to impede the process in as much as it has been a normal practice to change legislation, if need be, to enable implementation of a recommendation. We note that the dates of school terms in Private Secondary Schools are, by virtue of regulation 8B of the Private Secondary Schools Regulations 1977, determined by the PSSA whilst the dates of school terms in all schools in receipt of public funds are, by virtue of regulation 39 of the Education Regulations 1957, approved by the Minister.

Recommendation 16A

61C **We recommend that, to the extent that the alignment is applicable and workable and subject to appropriate legislative/regulatory changes to the existing legislation, if required, the authorities consider the advisability of reviewing the school operational hours and the school term duration of Private Secondary Schools so as to align them with those of the State Secondary Schools.**

VOLUME II PART III - LOCAL AUTHORITIES

MUNICIPAL COUNCILS

CHIEF EXECUTIVE'S DEPARTMENT

Page 6

To insert after paragraph 1.10

Recommendation 2A

1.10A We further recommend that Assistant Chief Executives be allowed to proceed incrementally by one additional increment, over and above the special provisions set out at paragraph 10.52 of Volume I of the 2008 PRB Report, on the same terms and conditions.

Duty Free Facilities

Recommendation 2B

1.10B We further recommend that Assistant Chief Executives in Municipal Councils who by the nature of their duties, are required to attend various conferences/meetings in other organizations, receive delegates, organise workshops/events and work after normal working hours on a regular basis and drawing a monthly salary of at least Rs 29000, should be eligible to loan facilities and 70% duty remission for the purchase of a car on the terms and conditions as per relevant provisions at paragraphs 18.2.26 and 18.2.49 of the 2008 PRB Report, Volume I.

Page 10 - 11

Paragraph 1.41(b)

7th line

To delete : F6

To replace by: F8

WORKS DEPARTMENT

Page 22

Paragraph 1.109

For the Municipal Council of Vacoas-Phoenix

After the grade Roadmender/Tarman

To add : Caretaker

Under Salary Code PLCE 24

To add : Assistant Chief Executive
formerly Assistant Town Clerk

Under Salary Code PLCE 25

To insert : Internal Auditor (Qualified) (Personal)

Page 42

To delete Salary Code PLCE 27 and whole content

To replace by:

PLCE 27 : **Rs 42500 x 1250 – 50000 x 1500 – 56000 x 2000 – 62000**
Deputy Chief Executive
formerly Deputy Town Clerk

TREASURY

Page 42

To delete Salary Code PL T 2 and whole content

Page 43

To delete Salary Code PL T 14 and whole content

To replace by:

PL T 14 : **Rs 53000 x 1500 – 56000 x 2000 – 62000**
Financial Controller

PLANNING DEPARTMENT

Page 47

To delete Salary Code PLP 1 and whole content

To replace by:

PLP 1 : **Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 - 19600**
Cadastral Assistant

Under Salary Code PLP 6

To delete : Cadastral Officer (Personal to officer in post as at 30.06.2003)

To insert after Salary Code PLP 6

PLP 6A : **Rs 20200 x 600 – 23200 x 800 – 28000 x 1000 – 30000**
Cadastral Officer (Personal to officer in post as at 30.06.2003)

WELFARE DEPARTMENT

Part-Time Workers

Page 50

Under Salary Code PL WEL 22

To add : Photography Instructor

HEALTH DEPARTMENT

Page 51

Under Salary Code PLH 5

To delete : Burial Ground Attendant (Roster)

To insert after Salary Code PLH 5

PLH 5A : Rs 7800 x 200 – 10200 x 250 - 11700 x 300 – 12600

Burial Ground Attendant (Roster)

Under Salary Code PLH 8

To add : Gangman

To insert after Salary Code PLH 8

PLH 8A : Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000

Incinerator Operator

Under Salary Code PLH 14

To delete Salary Scale

To replace by: Rs 12000 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 - 26400

PARKS AND GARDENS DEPARTMENT

Page 53

To delete Salary Code PLPG 4 and whole content

MUNICIPAL COUNCIL OF BEAU BASSIN-ROSE HILL

WELFARE DEPARTMENT

Page 54

To insert after paragraph 1.2.4

Height Allowance

1.2.4A The grades of Technician (Stage Lighting) and Technician (Sound) are required, among others, to climb scaffolding at a height ranging from 20 to 30 feet for rigging and focusing projectors and installing various light and sound equipment in the performance of their duties.

We are providing a height allowance to this category of officers along similar lines as counterparts at the Ministry of Arts and Culture.

Recommendation 2A

1.2.4B We recommend the payment of a non-pensionable height allowance to the Technician (Stage Lighting) and Technician (Sound) whenever they are required to work at a height above 20 feet. The computation of the allowance should be at 80% of the normal hourly rate for each hour of such work.

CHIEF EXECUTIVE'S DEPARTMENT

Page 56

Under Salary Code BRHCE 21

To delete : Assistant Chief Executive
formerly Assistant Town Clerk

Under Salary Code BRHCE 22

To add : Assistant Chief Executive
formerly Assistant Town Clerk

Page 57

To delete Salary Code BRHCE 25 and whole content

To replace by:

BRHCE 25 : **Rs 42500 x 1250 – 50000 x 1500 – 56000 x 2000 – 62000**
Deputy Chief Executive
formerly Deputy Town Clerk

TREASURY

To delete Salary Code BRH T 2 and whole content

Under Salary Code BRH T 4

To delete : Assistant Data Entry Controller
Assistant Financial Operations Officer
formerly Book Keeper and Paying Clerk

To add : Assistant Financial Operations Officer (New Grade)

Page 58

To delete Salary Code BRH T 8 and whole content

To replace by: **Rs 17200 x 600 – 23200 x 800 – 28000 x 1000 – 30000**
Theatre Controller

To delete Salary Code BRH T 13 and whole content

To replace by:

BRH T 13 : Rs 53000 x 1500 – 56000 x 2000 – 62000

Financial Controller

WORKS DEPARTMENT

Page 59

Under Salary Code BRHW 10

To add : Automobile Electrician
Panel Beater
Welder

Page 60

Under Salary Code BRHW 19

To delete Salary Scale

To replace by: Rs 16000 x 600 – 23200 x 800 – 24800

PLANNING DEPARTMENT

Page 61

To delete Salary Code BRHP 1 and whole content

To replace by:

BRHP 1 : Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 - 19600

Cadastral Assistant

WELFARE DEPARTMENT

Part-Time Workers

Page 64

Under Salary Code BRH WEL 18

“Rs 120” should read “Rs 210”

HEALTH DEPARTMENT

Page 66

Under Salary Code BRHH 12

To delete Salary Scale

To replace by: Rs 12000 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 - 26400

MUNICIPAL COUNCIL OF CUREPIPE

CHIEF EXECUTIVE'S DEPARTMENT

Page 70

To delete Salary Code CCE 23 and whole content

Under Salary Code CCE 24

To add : Assistant Chief Executive
formerly Assistant Town Clerk

To delete Salary Code CCE 27 and whole content

To replace by:

CCE 27 : **Rs 42500 x 1250 – 50000 x 1500 – 56000 x 2000 – 62000**
Deputy Chief Executive
formerly Deputy Town Clerk

TREASURY

Page 72

To delete Salary Code C T 11 and whole content

To replace by:

C T 11 : **Rs 53000 x 1500 – 56000 x 2000 – 62000**
Financial Controller

WORKS DEPARTMENT

To insert after Salary Code CW 7

CW 7A : **Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600**
Chemical Sprayerman

Page 73

Under Salary Code CW 15

To add : Chief Tradesman

PLANNING DEPARTMENT

Page 74

To delete Salary Code CP 1 and whole content

To replace by:

CP 1 : **Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000
x 600 - 19600**
Cadastral Assistant

HEALTH DEPARTMENT

Page 77

Under Salary Code CH 5

To delete : Burial Ground Attendant (Roster)

To insert after Salary Code CH 5

CH 5A : Rs 7800 x 200 – 10200 x 250 - 11700 x 300 – 12600
Burial Ground Attendant (Roster)

To insert after Salary Code CH 6

CH 6A : Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000
Incinerator Operator

Under Salary Code CH 12

To delete Salary Scale

To replace by: Rs 12000 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 - 26400

MUNICIPAL COUNCIL OF QUATRE BORNES

CHIEF EXECUTIVE'S DEPARTMENT

Page 82

To delete Salary Code QBCE 20 and whole content

Under Salary Code QBCE 21

To add : Assistant Chief Executive
formerly Assistant Town Clerk

To delete Salary Code QBCE 24 and whole content

To replace by:

QBCE 24 : Rs 42500 x 1250 – 50000 x 1500 – 56000 x 2000 – 62000
Deputy Chief Executive
formerly Deputy Town Clerk

TREASURY

Page 83

To delete Salary Code QB T 11 and whole content

To replace by:

QB T 11 : Rs 53000 x 1500 – 56000 x 2000 – 62000
Financial Controller

PLANNING DEPARTMENT

Page 86

To delete Salary Code QBP 1 and whole content

To replace by:

QBP 1 : Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 - 19600

Cadastral Assistant

HEALTH DEPARTMENT

Page 89

Under Salary Code QBH 3

To add : Handy Worker (Sanitation/Disease Control)

Page 90

Under Salary Code QBH 15

To delete Salary Scale

To replace by: Rs 12000 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 - 26400

MUNICIPAL COUNCIL OF VACOAS-PHOENIX

CHIEF EXECUTIVE'S DEPARTMENT

Page 94

To delete Salary Code VPCE 19 and whole content

Page 95

Under Salary Code VPCE 20

To add : Assistant Chief Executive
formerly Assistant Town Clerk

To delete salary Code VPCE 23 and whole content

To replace by:

VPCE 23 : Rs 42500 x 1250 – 50000 x 1500 – 56000 x 2000 – 62000

Deputy Chief Executive
formerly Deputy Town Clerk

TREASURY

Under salary code VP T 2

“Machine Operator” should read “Machine Operator (Personal)”

Page 96

To delete Salary Code VP T 11 and whole content

To replace by:

VP T 11 : Rs 53000 x 1500 – 56000 x 2000 – 62000

Financial Controller

WORKS DEPARTMENT

Page 98

To insert after Salary Code VPW 21

VPW 21A : Rs 14200 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 28000 x 1000 – 29000

Technical and Mechanical Officer

WELFARE DEPARTMENT

Page 101

To delete Salary Code VP WEL 7 and whole content

HEALTH DEPARTMENT

Page 102

Under Salary Code VPH 4

To delete : Burial Ground Attendant (Roster)

To insert after Salary Code VPH 4

VPH 4A : Rs 7800 x 200 – 10200 x 250 - 11700 x 300 – 12600

Burial Ground Attendant (Roster)

Page 103

Under Salary Code VPH 13

To delete Salary Scale

To replace by: Rs 12000 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 - 26400

DISTRICT COUNCILS

CHIEF EXECUTIVE'S DEPARTMENT

Page 107

To insert after paragraph 2.14

Recommendation 2A

2.14A We further recommend that Assistant Chief Executives be allowed to proceed incrementally by one additional increment, over and above the special provisions set out at paragraph 10.52 of Volume I of the 2008 PRB Report, on the same terms and conditions.

Page 111

Paragraph 2.43(b)

7th line

To delete : F6

To replace by: F8

BLACK RIVER DISTRICT COUNCIL

CHIEF EXECUTIVE'S DEPARTMENT

Page 132

To delete Salary Code BRCE 21 and whole content

Under Salary Code BRCE 22

To add : Assistant Chief Executive
formerly Assistant Secretary

To delete Salary Code BRCE 25 and whole content

To replace by:

BRCE 25 : Rs 42500 x 1250 - 50000 x 1500 - 56000 x 2000 - 62000
Deputy Chief Executive
formerly Deputy Secretary

TREASURY DEPARTMENT

Page 133

To delete Salary Code BRT 10 and whole content

To replace by:

BRT 10 : Rs 53000 x 1500 - 56000 x 2000 - 62000
Financial Controller (New Grade)

WORKS DEPARTMENT

Page 135

To insert after Salary Code BRW 12

BRW 12A : Rs 10000 x 200 - 10200 x 250 - 11700 x 300 - 13800 x 400 - 15000 x 500 - 16000 x 600 - 21400

Assistant Inspector of Works

PLANNING DEPARTMENT

Under Salary Code BRP 1

To add : Assistant Building Inspector

HEALTH DEPARTMENT

Page 136

Under Salary Code BRH 4

To delete : Burial Ground Attendant (Roster)

To insert after Salary Code BRH 4

BRH 4A : Rs 7800 x 200 - 10200 x 250 - 11700 x 300 - 12600

Burial Ground Attendant (Roster)

To delete Salary Code BRH 7 and whole content

To replace by:

BRH 7 : Rs 12000 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 26400

Health Inspector

GRAND PORT – SAVANNE DISTRICT COUNCIL

CHIEF EXECUTIVE'S DEPARTMENT

Page 140

To delete Salary Code GSCE 20 and whole content

Page 141

Under Salary Code GSCE 21

To add : Assistant Chief Executive

formerly Assistant Secretary

Under Salary Code GSCE 24

To delete Salary Scale and whole content

To replace by: Rs 42500 x 1250 – 50000 x 1500 – 56000 x 2000 – 62000

Deputy Chief Executive

formerly Deputy Secretary

TREASURY DEPARTMENT

Page 142

Under Salary Code GST 10

To delete Salary Scale and whole content

To replace by: Rs 53000 x 1500 – 56000 x 2000 – 62000

Financial Controller (New Grade)

HEALTH DEPARTMENT

Page 145

Under Salary Code GSH 4

To delete : Burial Ground Attendant (Roster)

To add after Salary Code GSH 4

GSH 4A : Rs 7800 x 200 – 10200 x 250 - 11700 x 300 – 12600

Burial Ground Attendant (Roster)

Under Salary Code GSH 10

To delete Salary Scale and whole content

To replace by: Rs 12000 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 - 26400

Health Inspector

WELFARE DEPARTMENT

Page 146

Under Salary Code GS WEL 3

To delete : Kindergarten Teacher

To replace by: Infant School Teacher

formerly Kindergarten Teacher

**MOKA-FLACQ DISTRICT COUNCIL
CHIEF EXECUTIVE'S DEPARTMENT**

Page 151

To delete Salary Code MFCE 23 and whole content

Under Salary Code MFCE 24

To add : Assistant Chief Executive
formerly Assistant Secretary

To delete Salary Code MFCE 27 and whole content

To replace by:

MFCE 27 : **Rs 42500 x 1250 – 50000 x 1500 – 56000 x 2000 – 62000**
Deputy Chief Executive
formerly Deputy Secretary

TREASURY DEPARTMENT

Page 152

To delete Salary Code MFT 9 and whole content

To replace by:

MFT 9 : **Rs 53000 x 1500 – 56000 x 2000 – 62000**
Financial Controller (New Grade)

HEALTH DEPARTMENT

Page 155

Under Salary Code MFH 4

To delete : Burial Ground Attendant (Roster)

To insert after Salary Code MFH 4

MFH 4A : **Rs 7800 x 200 – 10200 x 250 - 11700 x 300 – 12600**
Burial Ground Attendant (Roster)

Page 156

To delete Salary Code MFH 10 and whole content

To replace by:

MFH 10 : **Rs 12000 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 26400**
Health Inspector

PAMPLEMOUSSES-RIVIERE DU REMPART DISTRICT COUNCIL

CHIEF EXECUTIVE'S DEPARTMENT

Page 160

To delete Salary Code PRCE 26 and whole content

Under Salary Code PRCE 27

To add : Assistant Chief Executive
formerly Assistant Secretary

Page 161

To delete Salary Code PRCE 30 and whole content

To replace by:

PRCE 30 : **Rs 42500 x 1250 – 50000 x 1500 – 56000 x 2000 - 62000**
Deputy Chief Executive
formerly Deputy Secretary

TREASURY DEPARTMENT

Page 162

To delete Salary Code PRT 9 and whole content

To replace by:

PRT 9 : **Rs 53000 x 1500 – 56000 x 2000 – 62000**
Financial Controller (New Grade)

PLANNING DEPARTMENT

Page 164

Under Salary Code PRP 1

To add : Assistant Building Inspector

To insert after the Salary Code PRP 1

PRP 1A : **Rs 18400 x 600 - 19600**
Cadet Planner (Personal)

To insert after Salary Code PRP 2

PRP 2A : **Rs 20200 x 600 - 23200 x 800 - 28000 x 1000 - 29000**
Senior Building Inspector

HEALTH DEPARTMENT

Page 165

Under Salary Code PRH 6

To delete : Burial Ground Attendant (Roster)

To add after Salary Code PRH 6

PRH 6A : **Rs 7800 x 200 - 10200 x 250 - 11700 x 300 - 12600**
Burial Ground Attendant (Roster)

To insert after Salary Code PRH 7

PRH 7A : **Rs 8800 x 200 - 10200 x 250 - 11700 x 300 - 13800 x 400 - 15000**
Incinerator Operator

Page 166

To delete Salary Code PRH 16 and whole content

To replace by:

PRH 16 : **Rs 12000 x 300 - 13800 x 400 - 15000 x 500 - 16000 x 600 - 23200 x 800 - 26400**
Health Inspector

WELFARE DEPARTMENT

Page 166

To insert before Salary Code PR WEL 1

PR WEL A : **Rs 7400 x 200 - 10200 x 250 - 11700**
Children Playground Attendant

VOLUME II - PART IV - RODRIGUES REGIONAL ASSEMBLY

OFFICE OF THE CLERK

Page 6

To delete Salary Code 02 00 85 and whole content

To replace by:

02 00 87 : Rs 72500

Clerk, Regional Assembly

To insert after Salary Code 02 00 85

02 51 71 : Rs 23200 x 800 - 28000 x 1000 - 30000 x 1250 - 45000

Deputy Clerk, Regional Assembly

CHIEF COMMISSIONER'S OFFICE

CENTRAL ADMINISTRATION

Page 8

To insert after paragraph 2.1.1

Administrative Officer

Recommendation A

2.1.1A We recommend that Administrative Officers be allowed to proceed incrementally by one additional increment, over and above the special provision set out at paragraph 10.52 of Volume I of the 2008 PRB Report, on the same terms and conditions.

2.1.1B We further recommend that the provision set out at paragraph 14.11C of this EOC Report should also be applicable to officers in the grades of Administrative Officer and Administrative Officer *formerly Assistant Island Secretary (Personal)*.

Paragraph 2.1.4

1st Line

To add after "Pending the manpower assessment exercise" the words "which should be completed by the end of year 2009"

Page 9

Paragraph 2.1.6

5th, 6th and 7th Lines

To delete : possessing a Diploma in Human Resource Management (HRM) or an alternative equivalent qualification

To insert after paragraph 2.1.7

Island Chief Executive and Departmental Head

2.1.7A Paragraphs 14.25 and 14.30 of Volume II Part I of the 2008 PRB Report make provisions for appointment to or filling of the posts of Permanent Secretary and Senior Chief Executive. We are making recommendations along more or less similar lines for the Island Chief Executive and Departmental Heads on the establishment of the Rodrigues Regional Assembly.

Recommendation 1A

2.1.7B We recommend that:

- (i) henceforth appointment to the grade of Island Chief Executive should be on contractual terms or on assignment basis from among officers holding a substantive post of Departmental Head; and
- (ii) the authorities consider the advisability of appointing the present holder of the post of Island Chief Executive as Departmental Head in a substantive capacity in the first instance prior to the implementation of paragraph 2.1.7C (ii) below.

2.1.7C We also recommend that:

- (i) appointment to or filling of the position of Departmental Head should continue to be on contractual terms or on an assignment basis for a period of two years; and
- (ii) after the expiry of a five-year period, incumbents on establishment and those employed on contract may be appointed in a substantive capacity, subject to their performance and the continued relevance of their competence.

Paragraph 2.1.9

2nd Line

“Rs 1200” should read “Rs 1250”

Page 13

To delete Salary Code 02 00 85 and whole content

To replace by:

02 00 87 : Rs 72500
Departmental Head

To insert after Salary Code 02 59 71

02 51 71 : Rs 23200 x 800 - 28000 x 1000 - 30000 x 1250 - 45000
Administrative Officer (Personal)
formerly Assistant Island Secretary

To delete Salary Code 02 44 67 and whole content

To replace by:

02 45 67 : Rs 19600 x 600 - 23200 x 800 - 28000 x 1000 - 30000 x 1250 - 40000
Administrative Officer

To delete Salary Code 08 55 69 and whole content

To replace by:

08 55 70 : Rs 26400 x 800 - 28000 x 1000 - 30000 x 1250 - 43750
Principal Executive Officer (Rodrigues)

MARINE SERVICES

Page 27

To insert after paragraph 2.6.1

2.6.1A Depending on the outcome of the negotiation between the Rodrigues Regional Assembly and the Mauritius Ports Authority, the staffing structure may be reviewed on an *ad-hoc* basis.

CIVIL STATUS DIVISION

Page 39

To insert after paragraph 2.11.9

Allowance to open Civil Status Offices after official time

Recommendation 2A

2.11.9A We further recommend that officers of the Civil Status Cadre providing emergency service from 1200 hours to 1700 hours on Saturdays, Sundays and Public Holidays be paid:

- (a) an On-Call Allowance of Rs 180 per day;
- (b) a travelling allowance of Rs 130, or appropriate mileage allowance at the approved rates for official travelling on distance travelled between residence and site of work each time they open office, inclusive of the collection from and the handing over of keys to the Police Station; and
- (c) an allowance of Rs 210 for each registration of death including the issue of burial/cremation permit.

Allowance for Registration of Religious Marriage to give Civil Effect

Recommendation 2B

2.11.9B We also recommend that Civil Status Officers be paid an allowance of Rs 400 for each registration to give civil effect to a religious marriage provided that such registration is done outside normal working hours.

Registration of Deaths for Burial during Cyclonic Conditions Class III and IV

Recommendation 2C

2.11.9C We further recommend that an officer of the Civil Status cadre should be on-call to register deaths requiring burial during cyclonic conditions Class III and IV and be paid:

- (a) an On-Call Allowance of Rs 180 per day; and
- (b) an allowance of Rs 210 for each registration of death including the issue of burial permit.

2.11.9D We additionally recommend that the Management of the Civil Status Division should make arrangements with the Police Department for the conveyance of the officers on call from their place of residence to office and back to register deaths which require burial during cyclonic conditions Class III & IV.

FISHERIES

Page 40

Paragraph 2.12.3

To delete last sentence

To insert after paragraph 2.12.3

2.12.3A The Union has represented that there is need for a dedicated grade to absorb these General Workers. However, management cannot confirm, at this stage, the permanency of these functions. **In the given circumstances, we recommend that the *ad-hoc* allowance payable to the General Workers be revised to Rs 700 monthly.**

Page 41

To delete Salary Code 19 52 62 and whole content

To replace by:

19 52 64 : Rs 24000 x 800 - 28000 x 1000 - 30000 x 1250 - 36250
Officer-in-Charge (Fisheries)

To delete Salary Code 19 41 52 and whole content

To replace by:

19 41 53 : Rs 17200 x 600 - 23200 x 800 - 24800
Principal Fisheries Protection Officer

CONSUMER PROTECTION UNIT

Page 45

Under sub-title “Officer-in-Charge, Consumer Protection (New Grade)”

To insert : Senior Consumer Protection Officer (New Grade)

Paragraph 2.14.2

To delete last sentence and to replace by: “We are, therefore, reviewing the structure.”

Paragraph 2.14.3

To delete whole content and replace by:

2.14.3 We recommend the creation of a grade of Senior Consumer Protection Officer. Promotion thereto should be on the basis of experience and merit of officers in the grade of Consumer Protection Officer reckoning at least four years’ service in a substantive capacity in the grade.

To insert after paragraph 2.14.3

2.14.3A We also recommend the creation of a grade of Officer-in-Charge, Consumer Protection. Appointment thereto should be made by selection from among officers in the grade of Senior Consumer Protection Officer possessing a Diploma in Communication Studies or Legal Studies or Public Administration and Management or Management or Commerce or Social Work.

To insert after paragraph 2.14.4

Allowance to Consumer Protection Officers

Recommendation 1A

2.14.4A We recommend that Consumer Protection Officers possessing specific communication skills, who are called upon to conduct and coordinate consumer education programmes/campaigns as well as delivering talks through the media, be paid an allowance of Rs 200 per session.

Page 46

To insert before Salary Code 18 48 59

**18 53 64 : Rs 24800 x 800 - 28000 x 1000 - 30000 x 1250 - 36250
Officer- in- Charge, Consumer Protection (New Grade)**

Under Salary Code 18 48 59

To delete : Officer- in- Charge, Consumer Protection (New Grade)

To replace by: Senior Consumer Protection Officer (New Grade)

DEPUTY CHIEF COMMISSIONER'S OFFICE

EDUCATION

Page 48

To delete Salary Code 02 00 85 and whole content

To replace by:

02 00 87 : Rs 72500

Departmental Head

To delete Salary Code 06 54 64 and whole content

To replace by:

06 54 65 : Rs 25600 x 800 – 28000 x 1000 – 30000 x 1250 – 37500

School Inspector

formerly Primary School Inspector

To delete Salary Code 06 49 64 and whole content

To replace by:

06 49 63 : Rs 22000 x 600 – 23200 x 800 - 28000 x 1000 – 30000 x 1250 – 35000

Head Master (possessing ACEM)

formerly Head Teacher/Senior Head Teacher (possessing Advanced Certificate in Educational Management)

To delete Salary Code 06 47 60 and whole content

To replace by:

06 47 61 : Rs 20800 x 600 – 23200 x 800 – 28000 x 1000 – 32500

Head Master

formerly Head Teacher/Senior Head Teacher

To insert after Salary Code 06 44 58

06 35 58 : Rs 14200 x 400 - 15000 x 500 - 16000 x 600 - 23200 x 800 - 28000 x 1000 - 29000

Mentor

Page 49

Under Salary Code 06 25 51

To add : Educator (Primary) (New Grade)

HUMAN RESOURCE CENTRE

Page 52

To delete Salary Code 16 31 47 and whole content

To replace by:

16 31 50 : Rs 12900 x 300 - 13800 x 400 - 15000 x 500 - 16000 x 600 - 22600
Binding Supervisor

ARTS AND CULTURE

Page 56

To insert after Salary Code 05 24 51

05 18 20 : Rs 9600 x 200 - 10000
Trainee Arts Officer (Rodrigues)

COMMISSION FOR SOCIAL SECURITY, CHILD DEVELOPMENT, FAMILY WELFARE AND WOMEN'S AFFAIRS

SOCIAL SECURITY

Page 58

To delete Salary Code 02 00 85 and whole content

To replace by:

02 00 87 : Rs 72500
Departmental Head

COMMISSION FOR PUBLIC INFRASTRUCTURE, ENVIRONMENT, HOUSING, MARINE PARKS AND TRANSPORT

PUBLIC INFRASTRUCTURE

Page 65

To delete Salary Code 02 00 85 and whole content

To replace by:

02 00 87 : Rs 72500
Departmental Head

Page 68

To delete Salary Code 24 09 29 and whole content

To replace by:

24 09 30 : Rs 7800 x 200 - 10200 x 250 - 11700 x 300 - 12600
Burial Ground Attendant (Rodrigues) (Roster)

NATIONAL TRANSPORT AUTHORITY

Page 76

To insert after paragraph 5.4.3

Hours of work

Recommendation A

5.4.3A We recommend that the provision of recommendation at paragraphs 17.2.10 of Volume II Part I of the 2008 PRB Report and 17.2.10A of this EOC Report should also be applicable to officers in the grade of Road Transport Inspector (Roster) in the Rodrigues Regional Assembly.

To delete Salary Code 18 34 55 and whole content

To replace by:

18 35 55 : Rs 14200 x 400 - 15000 x 500 - 16000 x 600 - 23200 x 800 - 26400
Road Transport Inspector (Roster)

COMMISSION FOR YOUTH AND SPORTS, LABOUR AND INDUSTRIAL RELATIONS AND EMPLOYMENT

YOUTH AND SPORTS

Page 78

To delete Salary Code 02 00 85 and whole content

To replace by:

02 00 87 : Rs 72500
Departmental Head

INDUSTRIAL RELATIONS

Page 83

To delete Salary Code 18 35 57 and whole content

To replace by:

18 35 58 : Rs 14200 x 400 - 15000 x 500 - 16000 x 600 - 23200 x 800 - 28000 x 1000 - 29000
Occupational Safety and Health Officer/Senior Occupational Safety and Health Officer
formerly Occupational Safety and Health Inspector

To delete both Salary Codes 18 25 52 and whole content

To replace by:

18 25 52 : Rs 11200 x 250 - 11700 x 300 - 13800 x 400 - 15000 x 500 - 16000 x 600 - 23200 x 800 - 24000

Inspector of Associations

Labour and Industrial Relations Officer

Under Salary Code 18 18 20

“Trainee Safety and Health Officer” should read “Trainee Occupational Safety and Health Officer”

COMMISSION FOR HEALTH, COMMUNITY DEVELOPMENT, COOPERATIVES, FIRE SERVICES, PRISONS AND REFORM INSTITUTIONS

MEDICAL AND HEALTH

Page 87

To insert after paragraph 7.1.5

7.1.5A We also recommend that a grade of Senior Midwife be created. Appointment thereto should be made by promotion, on the basis of experience and merit, of Midwives reckoning at least five years’ experience in a substantive capacity in the grade.

7.1.5B The Senior Midwife would be posted in Hospital and would be required to work on shift to provide round- the- clock service. This element has been taken into consideration in arriving at the salary recommended for the grade.

Medical Laboratory Service

Page 88

To insert after paragraph 7.1.18

Recommendation 7A

7.1.18A We also recommend that, should the services of a Medical Laboratory Technician and/or Senior Medical Laboratory Technician be required beyond their normal working hours in order to provide a 24-hour coverage of laboratory services during nights, weekends and Public Holidays in a pattern of work made up of “In-Attendance”, they should be paid “In-Attendance” allowances as hereunder:

"In-Attendance" Allowances		
Periods	Medical Laboratory Technician Rs	Senior Medical Laboratory Technician Rs
Weekdays:		
1600 hours to 2200 hours	480	670
2200 hours to 0900 hours the following day	880	1230
Saturdays:		
1200 hours to 2200 hours	790	1110
2200 hours to 0900 hours the following day	880	1230
Sundays and Public Holidays:		
0900 hours to 1600 hours	480	670
1600 hours to 2200 hours	480	670
2200 hours to 0900 hours the following day	880	1230

Recommendation 7B

7.1.18B We further recommend that the "In-Attendance" allowances should be paid on a *pro-rata* basis whenever the officer is required to work for more or less than the specified number of hours.

Page 90

To delete Salary Code 02 00 85 and whole content

To replace by:

02 00 87 : Rs 72500

Departmental Head

To delete Salary Code 09 00 85 and whole content

To replace by:

09 00 86 : Rs 70000

Health Director

To delete Salary Code 09 71 85 and whole content

To replace by:

09 73 85 : Rs 47500 x 1250 - 50000 x 1500 - 56000 x 2000 - 68000
Specialist/Senior Specialist

To delete Salary Code 09 63 79 and whole content

To replace by:

09 64 79 : Rs 36250 x 1250 - 50000 x 1500 - 56000
Community Physician

To delete Salary Code 09 59 75 and whole content

To replace by:

09 61 76 : Rs 32500 x 1250 - 50000 x 1500 - 51500
Medical and Health Officer/Senior Medical and Health Officer

To delete Salary Code 09 58 75 and whole content

To replace by:

09 60 76 : Rs 31250 x 1250 - 50000 x 1500 - 51500
Dental Surgeon/Senior Dental Surgeon

Page 91

To insert after Salary Code 09 36 52

09 38 55 : Rs 15500 x 500 - 16000 x 600 - 23200 x 800 - 26400
Senior Midwife (New Grade)

Page 92

To insert after Salary Code 09 55 64

09 50 61 : Rs 22600 x 600 - 23200 x 800 - 28000 x 1000 - 30000 x 1250 - 32500
Pharmacy Stores Manager (New Grade)

Page 93

To delete Salary Code 18 27 55 and whole content

To replace by:

18 28 55 : Rs 12000 x 300 - 13800 x 400 - 15000 x 500 - 16000 x 600 - 23200 x 800 - 26400
Health Inspector

To delete Salary Code 11 21 49 and whole content

To replace by:

11 24 53 : Rs 10950 x 250 - 11700 x 300 -13800 x 400 -15000 x 500 - 16000 x 600 - 23200 x 800 - 24800

Head Catering Unit

Page 96

Under Salary Code 24 14 36

To delete : Hospital Attendant (Shift)

**To replace by: Senior Hospital Care Attendant (Shift)
*formerly Hospital Attendant (Shift)***

Under Salary Code 24 13 32

To delete : Hospital Servant (Shift)

**To replace by: Hospital Care Attendant (Shift)
*formerly Hospital Servant (Shift)***

Page 97

To delete Salary Code 22 15 41 and whole content

To replace by:

22 15 42 : Rs 9000 x 200 - 10200 x 250 - 11700 x 300 -13800 x 400 - 15000 x 500 - 16000 x 600 - 17800

Telephonist

FIRE SERVICES

Page 101

To insert after paragraph 7.3.6

Senior Station Officer (New Grade)

Recommendation 1A

7.3.6A We recommend the creation of a grade of Senior Station Officer on the establishment of the Rodrigues Regional Assembly to be filled by promotion, on the basis of experience and merit, of officers in the grade of Station Officer.

7.3.6B Incumbent would, *inter alia*, be responsible for the organisation of fire prevention, training and mass education programmes; and for ensuring efficient organisation and management of a Fire Station.

Time Off

7.3.6C It has been reported that, as there is only one Fire Station in Rodrigues, it often happens that in emergency cases officers who are on leave or off duty are recalled for duty.

Recommendation 1B

7.3.6D **We recommend that officers of the Fire Services who are on leave or off duty and who are recalled for duty to cope with emergencies should be granted, subject to the exigencies of the service, equivalent time off for the extra hours put in.**

Page 102

To insert after Salary Code 07 48 60

07 44 57 : Rs 19000 x 600 - 23200 x 800 - 28000

Senior Station Officer (New Grade)

Under Salary Code 07 22 48

“Fire Fighter” should read “Firefighter”

**COMMISSION FOR AGRICULTURE, FOOD PRODUCTION, PLANT AND ANIMALS
QUARANTINE, WATER RESOURCES AND FORESTRY**

AGRICULTURE

Page 109

Paragraph 8.1.7

3rd and 4th Lines

To add after “Field Assistant” : “, Senior Technical Assistant”

Page 111

To delete Salary Code 02 00 85 and whole content

To replace by:

02 00 87 : Rs 72500

Departmental Head

Page 112

To delete Salary Code 19 41 52 and whole content

To replace by:

19 41 53 : Rs 17200 x 600 - 23200 x 800 - 24800

Senior Technical Assistant

FORESTRY SERVICE

Page 120

To delete Salary Code 19 52 62 and whole content

To replace by:

19 52 64 : Rs 24000 x 800 - 28000 x 1000 - 30000 x 1250 - 36250
Officer-in-Charge, Forestry

To delete Salary Code 19 41 52 and whole content

To replace by:

19 41 53 : Rs 17200 x 600 - 23200 x 800 - 24800
Deputy Forest Ranger

SPECIFIC CONDITIONS

Outer Island Supplement Allowance

Page 123

To insert after paragraph 3.9

3.9A However, we recommend that the Central Statistics Office re-computes the relative costliness of Rodrigues each time the Household Budget Survey is carried out to enable, in future, informed decision on the whole issue.

Page 124

To insert after paragraph 3.13

Passages to Rodriguan Officers for Medical Treatment

Recommendation 4A

3.13A We recommend that the provisions set out at paragraphs 22.25 (a) (ii) and (iii) of Volume I of the 2008 PRB Report should equally apply to officers on the establishment of the Rodrigues Regional Assembly.

Paragraph 3.16

2nd Line

“Rs 135” should read “Rs 150”

Page 125

Paragraph 3.18

2nd Line

“Rs 135” should read “Rs 150”

3. Supplementary Findings and Recommendations

- 3.1 This Chapter embodies a few issues of a general nature as well as a few specific ones which have been disclosed in the course of this exercise. These issues cannot be dealt with summarily in a piecemeal manner but require appropriate analysis prior to making corrective recommendations. These supplementary recommendations, which deal with these specific circumstances, should be read along with the main Report.

General Issues

Conversion

General Conversion Policy

- 3.2 Representations have generally been received from public sector employees, particularly those who prior to the 2008 PRB Report had already reached their top salary and had been stagnating for several years at this point and who suddenly found that they have still to move incrementally for a few more years to reach the new top salary. Such a situation occurs where the grades concerned have undergone a deliberate upgrading for one reason or another.
- 3.3 We have studied the whole conversion policy anew and have, to the extent possible, addressed the issue for this category of employees.
- 3.4 **We recommend that officers, who as at 30 June 2008 have been stagnating at the top of their respective salary scales for at least two years and whose top salary converts to a salary point which is less than the top salary point of the recommended scale by at least two incremental points, should be granted one additional increment on conversion.**
- 3.5 **This recommendation is not applicable in respect of increments beyond the top in a scale, the grant of which is subject to additional specified performance/qualification requirements.**
- 3.6 **This recommendation should be implemented only hypothetically from 1 July 2008 and effectively from 1 July 2009.**

Conversion at Senior Levels

- 3.7 Representations have been received from incumbents in senior positions in several quarters arguing that, while in general the pay structures are fair and equitable, yet the principle adopted for conversion to the recommended salary structures appeared to be flawed in as much as the salaries on conversion do not take into account the deliberate upgrading to reflect market realities in key critical areas.

- 3.8 In fact, in designing the new pay structures in the main Report, a competitiveness factor has been introduced to bring the salaries at certain levels in the public sector more or less in line with market realities and this not only to address the issue of external equity but also particularly to address the problem of shortage of staff in highly sensitive areas. However, this element has been deliberately deferred in the conversion exercise. We are, in this Report, reviewing the conversion policy at specified levels to taper more smoothly the increases granted at different levels to match market realities and facilitate public sector organisations to recruit the staff they need and to retain the staff they have.
- 3.9 **We recommend that officers who in the pre-PRB 2008 salary structure were drawing basic salary of:**
- (i) **Rs 30000 to Rs 35000 should be granted one additional increment on conversion, subject to the maximum of the revised salary scale;**
 - (ii) **Rs 36000 to Rs 39000 should be granted two additional increments on conversion, subject to the maximum of the revised salary scale; and**
 - (iii) **Rs 40000 to Rs 41250 should be granted three additional increments on conversion, subject to the maximum of the revised salary scale.**

This recommendation shall be implemented only hypothetically from 1 July 2008 and effectively from 1 July 2009.

Special Provisions for Officers drawing Salary in Scales not exceeding Rs 27200

- 3.10 The main purposes of the pension reforms, including the gradual increase in the retirement age from 60 to 65 years, are to stagger the pension costs over time and encourage the seasoned and experienced officers to stay in office for a few more years in order to enable the public sector as a whole to benefit.
- 3.11 Findings suggest that, in general, senior officers tend to stay as long as they are allowed to do so on account of certain fringe benefits associated to their positions and/or status. This is, however, not the case for those public sector employees at the base and the lower levels of the hierarchy.
- 3.12 To induce invariably all categories of employees to stay up to their new compulsory retirement age and to ensure that the reforms achieve and yield the expected results, we are introducing some special provision for public sector employees of up to a certain level who are not in receipt of fringe benefits like commuted traveling allowance and travel grant and who have contributed to the pension scheme after eligibility for full pension.
- 3.13 **We recommend that public officers in post as at 30 June 2008 who (a) draw salary in a scale the maximum of which is not more than Rs 27200 in the revised 2008 Pay Structure; (b) attain the compulsory retirement age as per the transitional provisions; (c) reckon at least 33 $\frac{1}{3}$ years of pensionable service; (d) have contributed to the pension scheme for a continuous period of at least 12 months after eligibility for full pension ; and (e) have drawn the top salary of the recommended scale for a year**

should be granted hypothetically one additional increment for the purpose of determining the pensionable emolument for pension purposes.

SPECIFIC ISSUES

PRIME MINISTER'S OFFICE

Special Provisions for Permanent Secretaries

- 3.14 The Association of Public Administrators (APA) has drawn attention, among others, to the parity of Permanent Secretary with a few posts outside the administrative cadre, particularly with posts having professionals at the apex as accounting and responsible heads and some other specialist, policy oriented jobs. It has been argued that the tasks that the Senior Civil Service (SCS), in particular the Permanent Secretaries, are required to carry out have been steadily changing and expanding as the role of Government has changed. The Permanent Secretaries, while being responsible to run their own departments, are predominantly concerned with providing quality policy advice to Ministers on diverse issues. Recent decades have seen a huge expansion in the delivery functions of Government for a variety of reasons, and completely new functions have been created. All these, according to the association, suggest that the senior civil servants are now being required to have a very different skill set and furthermore, the levels of risk and exposure have increased considerably. The foregoing arguments are undisputed facts.
- 3.15 However, paradoxically, other Chief Executives including certain Permanent Secretaries have, during consultation in the context of the 2008 PRB Report, drawn attention to the necessity of encouraging the highly skilled and experienced professionals to stay at the cutting edge of service delivery points for a more gainful utilisation of their scarce skills set with SCS pay levels and benefits, as is the practice elsewhere. It has been argued that, in general, specialisation even in posts at the apex of professional cadres is still seen as something of a dead end.
- 3.16 The question then arises as to what is the appropriate basis on which to maintain linkage between the pay of Permanent Secretaries and the rest of the SCS posts, given that Permanent Secretaries have a spot rate salary with, in practice, a moving position to grades of Senior Chief Executive, Secretary for Home Affairs, and Secretary to Cabinet and Head of the Civil Service. The exact position of the Permanent Secretary in relation to other posts of equivalent importance is inevitably a matter of judgement to some degree. However, we have made assumptions about the typical salary path of a Permanent Secretary to provide a basis for our judgement.
- 3.17 Research into documentation available from Review Body on Senior Salaries indicates that in the UK, the SCS is divided into three main pay bands above the Permanent Secretaries and equivalents. The Permanent Secretaries and equivalents are classified in a four-level salary band below, for example, the Home Office Permanent Secretary; Chief Medical Officer; Chief Executive, National Health Service; and Cabinet Secretary and Head of Home Civil Service.

- 3.18 In the light of the foregoing, we believe that past linkage arrangements, if they were to continue in their existing form, would act as a constraint on the development of pay scales for non-administrative SCS positions. We strongly hold the view that there should be reasonable differentials between the salary of a Permanent Secretary and that of other technical heads reporting directly to him/her in Ministries where the Permanent Secretary is the responsible and accounting officer. We have, therefore, recommended accordingly. However, in Ministries headed by a Senior Chief Executive or an officer of equivalent or higher status, we do not see why certain specialist, policy-oriented positions should be contained below the Permanent Secretary.
- 3.19 Notwithstanding the foregoing, we consider that there is need to introduce, subject to satisfying certain conditions, some sort of compensation by way of an allowance for those Permanent Secretaries who have effectively delivered as accounting and responsible officers of Ministries or in a major area of responsibility that can be deemed equivalent. We are making same recommendation for officers of the diplomatic service of equivalent status satisfying certain specific conditions.
- 3.20 **We recommend that the High Powered Committee considers the advisability of the payment of a monthly allowance of Rs 2500 to Permanent Secretaries who have performed satisfactorily for a period of at least two years as either**
- (i) **Accounting Heads and Responsible Officers of Ministries; or**
 - (ii) **an officer having a major portfolio responsibility in a Ministry headed by a Senior Chief Executive or an officer of equivalent status and above; or**
 - (iii) **an officer in charge of a division within a Ministry dealing with highly sensitive and critical issues of national importance.**
- 3.21 **We further recommend that the above allowance may, on the recommendation of the Ministry of Foreign Affairs, Regional Integration and International Trade and subject to the approval of the High Powered Committee, be extended to officers of the diplomatic service of equivalent status posted overseas who have (a) effectively delivered for a period of at least two years as Head of Mission; (b) have been mandated to represent the country in designated international fora or organisation on specialist policy oriented matters to promote and defend the economic interests of Mauritius and (c) have to put in regularly long hours of work well beyond the normal hours to deliver effectively.**

MINISTRY OF CIVIL SERVICE AND ADMINISTRATIVE REFORMS

- 3.22 At Chapter 15 of the 2008 PRB Report (Volume I), the Bureau has reviewed the General Services Grades and the Personnel Cadre and has recommended a three level structure of polyvalent grades comprising Officer, Senior Officer and Office Management Executive, made provisions for the filling of the post of Confidential Secretary and created the HRM Cadre with the Human Resource Officer as the source grade.

- 3.23 To ease the implementation process, the High Powered Committee at its meetings of 15 July, 19 August and 27 October 2008 approved that:
- (i) All Clerical Officer/Higher Clerical Officers join the grade of Officer on the same date and this be implemented with effect from the date of prescription of the new scheme of service.
 - (ii) Appointment to the post of Confidential Secretary be restricted up to 30 June 2013 to officers in the Word Processing Operator Cadre reckoning at least 15 years' service and who opt not to join the grade of Officer.
 - (iii) Appointment to the grade of Human Resource Officer should be made by selection from among Office Superintendents/Office Management Executives, Higher Executive Officers, and from among Executive Officers reckoning at least four years' service in the grade and Senior Officers reckoning an aggregate of at least four years' service in the grades of Senior Officer and Executive Officer. The requirement of the Diploma in Human Resource Management should be deferred up to 2013.
 - (iv) The recommendation to open the Human Resource Management Cadre to other public officers possessing the Diploma in Human Resource Management be implemented as from 2013.
- 3.24 Schemes of service in respect of the appropriate grades are being modified to reflect the above changes to which we concur.

MINISTRY OF EDUCATION AND HUMAN RESOURCES

Educator (Primary)

- 3.25 We have recommended at paragraph 22.23(iii) of Volume II Part I that Teacher/Senior Teachers and Teacher/Senior Teachers (Oriental Languages), in post as at 30 June 2008, would be made to join the new grade of Educator (Primary). In that context, we recommended the setting up of a committee to look into the process of the integration. In order not to diminish drastically the promotion prospects of Teacher/Senior Teachers in post as at 30.06.08, the Ministry has suggested that the integration should not be applicable for Teacher/Senior Teachers and Teacher/Senior Teachers (Oriental Languages) in post as at 30.06.2008.
- 3.26 We agree with the proposals of the Ministry and **recommend accordingly.**

Head Master *formerly Head Teacher/Senior Head Teacher* and Rector

- 3.27 We have recommended in the main Report that a Diploma in Educational Management should be a requirement for Deputy Head Teachers *now restyled Deputy Head Master*, Mentors and Health & Physical Education Instructors to compete for the post of Head Master. However, no provision was made for a transition period to enable the officers concerned to acquire the required additional qualification.

- 3.28 We have also recommended at paragraph 22.68 (v) of the main Report that Deputy Rectors and Administrators (Education) should reckon at least five years' experience in a substantive capacity in order to compete for the post of Rector. The Ministry of Education, Culture and Human Resources has submitted that presently an appreciable number of posts of Rector are vacant but the number of eligible serving incumbents in the grades of Deputy Rector and Administrator are few.
- 3.29 Given that an important number of posts in the grades of Head Master and Rector have remained vacant for quite some time, the Ministry has proposed to the High Powered Committee to fill the vacant post in both grades on the basis of schemes of service in force as at 30 June 2008.
- 3.30 The High Powered Committee, at its meeting of 5 February 2009, gave its approval for vacancies in these two grades to be filled on the basis of schemes of service prevailing as at 30 June 2008 **for one last recruitment exercise only.**
- 3.31 **We, therefore, recommend accordingly.**

Secondary School Operational Hours and Term Duration

- 3.32 The secondary school year in our country comprises three terms with an aggregate duration of 36 weeks. The daily operational school hours are 6½ hours in the state schools and 6 hours in the Private Secondary Schools. Learning from foreign experience indicates that the school term time averages 39 weeks annually and the school operational hours of secondary schools range from 6½ to 8 hours daily.
- 3.33 We have, in the main Report, recommended that the operational hours of the secondary school, that is, the time during which teaching staff should be in attendance, be extended up to 1500 hours on the understanding that the school would start at 0800 hours, i.e. increasing the operational hours to seven. This extension was meant to cater for the need to organise extra curricula activities, look after the welfare of students as well as to respond to the mission of the Ministry in as far as education at secondary level is concerned.
- 3.34 The implementation of the foregoing recommendations was fraught with practical difficulties particularly due to serious transport problems at the school ending time. To ease the situation, therefore, the Ministry with the concurrence of the Authorities agreed to trade off the duration of school operational hours with an extension of term time. In this connection, the High Powered Committee has, at its meeting of 5 February 2009, approved the following:
- "(i) school would end at 1430 hours for both students and Educators;
 - (ii) the co-curricula activities intended to take place during the extended hours would be maintained on the basis of revised time table of nine periods of thirty five minutes instead of eight periods of forty minutes daily; and
 - (iii) in order to ensure that there was no reduction in the teaching time and that Educators were made to put in the required hours of teaching and attendance, the term time for secondary schools would correspondingly be extended by some two weeks, possibly during the second term."

3.35 The Ministry submits that it would not be appropriate to perceive the foregoing arrangements as inflexible, rigid and permanent particularly considering the circumstances leading to the reversion to the former school ending time and the reasons why the extension was suspended.

3.36 Considering that:

- (a) the additional hours of attendance have been taken into account in the remuneration package of staff of secondary schools;
- (b) the school operational hours and term time are of longer duration in other countries; and
- (c) the present arrangement should not remain inflexible but liable to changes whenever the circumstances demand and the situation permits;

it would be appropriate to empower the Responsible Officer of the Ministry to effect any desirable change whenever the need is felt and the circumstances permit.

3.37 We, therefore, recommend that the Responsible Officer of the Ministry be empowered and be responsible to determine, modify and vary, following consultation with stakeholders, both the school operational hours and the term time, with a view to responding to the dynamic environment of the education sector whenever the situation requires and this considering that:

- (a) the school operational hours and the duration of term time should be such as to enable the conduct of the necessary academic and extra curricula activities;**
- (b) the additional hours have been taken into consideration in the remuneration package of the teaching personnel; and**
- (c) the school operational hours and term time are of longer duration abroad.**

OFFICE OF THE DIRECTOR OF PUBLIC PROSECUTIONS

3.38 The Office of the Director of Public Prosecutions (DPP) is established under section 72 (1) of the Constitution whereby the Director is conferred independent powers in relation to criminal prosecutions, which may be exercised by him in person or through other persons acting in accordance with his general or specific instructions.

3.39 In the discharge of his functions, the Director of Public Prosecutions is normally assisted by law officers drawn from the common pool of professionals available at the Attorney -General's Office. They are generally officers in the grades of State Counsel, Senior State Counsel and Principal State Counsel. Furthermore, as a step towards consolidating the structure of the Office of the Director of Public Prosecutions, we have in the main Report, recommended the creation of a grade of Deputy Director of Public Prosecutions. We understand that action is currently under way for the finalisation of the scheme of service.

3.40 The Presidential Commission set up to examine and report upon the structure and operation of the Judicial System and Legal Profession of Mauritius did recognise in its 1998 Report known as Mackay Report that there is need for the Office of Director of Public Prosecutions to

be manned by staff not working at the same time for the Office of the Attorney-General, and having the Director of Public Prosecutions as Responsible Officer.

- 3.41 The decision to have a separate Office of the Director of Public Prosecutions was approved by Cabinet (CAB (2006) 789) in November 2006. In that connection, the Law Reform Commission of Mauritius has recently examined the background of the Office of the Director of Public Prosecutions and has prepared a paper, which addresses the question of the independence of the Office of the Director of Public Prosecutions and the need to establish a separate office, distinct from the Attorney-General's Office.
- 3.42 A meeting held on Tuesday 7 April 2009 under the Chairmanship of the Secretary to Cabinet and Head of the Civil Service to discuss ways and means to implement the recommendation of Lord Mackay concerning the operational autonomy of the Office of Director of Public Prosecutions also agreed, among others, that (i) in view of the difficult economic situation, the Office of the Director of Public Prosecutions should, at the initial stage, manage as far as possible with the staff presently serving in his office and the staff that would be provided by the Attorney-General's Office; and (ii) any future request of the Director of Public Prosecutions for additional resources would be favourably considered by the Ministry of Finance and Economic Empowerment provided that it is linked to specific deliverables.
- 3.43 It is understood that, as from 1 July 2009, the Office of the Director of Public Prosecutions would be established as a separate Office, distinct from the Attorney-General's Office, with its own Vote item for budget purposes and subsequently its own establishment.**
- 3.44 At the initial stage, the structure of the Office of the Director of Public Prosecutions would, besides the Director of Public Prosecutions, consist of the following grades: Deputy Director of Public Prosecutions, Principal State Counsel, Senior State Counsel and State Counsel and such other grades as may be required from the Attorney-General's Office to meet operational exigencies, subject to their availability.**
- 3.45 For the day to day administration of the Office of the Director of Public Prosecutions, consideration may, at the initial stage, be given to the posting of a Legal Secretary or such other officer as may be considered appropriate on secondment from the Attorney-General's Office. The incumbent would assist the Director of Public Prosecutions in the administration of the Office and would be the Accounting Officer.**
- 3.46 In due course, it is recommended that consideration be given for the creation of dedicated grades on the establishment of the Director of Public Prosecution's office, including one to assist the Director of Public Prosecution in the administration of the office and to be the Accounting officer, one of Assistant Director of Public Prosecutions and such other grades depending on operational requirements.**
- 3.47 Further, to induce officers of the right competencies to serve at the office of the Director of Public Prosecutions, it would be advisable that the arrangement which provides for flexibility at certain levels to allow for the interchangeability and**

transferability of officers between the Magistracy and the Attorney-General's Office be made applicable and extended to the Director of Public Prosecutions office.

- 3.48** Appropriate recommendations have been made at Chapter 2 of this Report under the Attorney-General's Office for the present Director of Public Prosecutions to be eligible, on a personal basis, to (i) the retirement benefits accruing to Judges; and (ii) the monthly pensionable Housing Allowance of Rs 10000 recommended in the 2008 PRB Report for Puisne Judges and the Senior Puisne Judge.
- 3.49** The Special Legal Service Allowance and the Judicial and Legal Allowance set out respectively at paragraphs 29.22 and 29.32 of Volume II Part I of the 2008 PRB Report should equally apply to the professional staff of the Office of the Director of Public Prosecutions.

PRIVATE SECONDARY SCHOOLS

Pension of Retirees

- 3.50** In its successive Reports, the Bureau has been progressively bringing an alignment in the salaries and conditions of service between employees of the State Secondary Schools and those of the Private Secondary Schools. The present Report goes further with the alignment process by extending the Contributory Pension Scheme, the revised pay scales inclusive of pension contributions and retirement benefits to employees of the Private Secondary Schools. Recommendations were also made in the main Report to re-compute the pensions of employees of Private Secondary Schools who would retire after 1 July 2008 in line with provisions for officers in the public service following every major pay review.
- 3.51** With respect to employees of the Private Secondary Schools who retired before 1 July 2008, the Bureau recommended a study aimed at assessing the financial implications involved. The Bureau also invited the Ministry of Education, Culture and Human Resources and the Ministry of Finance and Economic Empowerment to submit, after the study, their views through the appropriate channel to facilitate the formulation of a recommendation for the retirees concerned.
- 3.52** The assessment which was carried out by the PSSA in consultation with SICOM revealed that the increase in pension payable to existing pensioners of the Private Secondary Schools who have retired up to 30 June 2008 would amount to Rs 28.6m annually until the next review.
- 3.53** While the Ministry of Education, Culture and Human Resources considers that the pensions of retirees prior to 1 July 2008 may be adjusted subject to availability of funds, the Ministry of Finance and Economic Empowerment is of the view that the financial burden should not be met exclusively from public monies but should be shared. In this context, the Ministry of Finance and Economic Empowerment submits that the Government would be ready to 'chip in' a rupee for each rupee contributed by the employees, i.e. an equal contribution in a spirit of solidarity. The complete indexation of pensions of retirees prior to 1 July 2008 would imply

raising through voluntary contributions a sum of about Rs 14.3 million annually from employees of the PSSA, i.e., a contribution of around Rs 200 monthly per employee.

3.54 In the light of the foregoing and considering:

- (i) the disparity in pensions of retirees prior to and after 1 July 2008;
- (ii) that past retirees have not obviously contributed to the new pension scheme;
- (iii) that the alignment of conditions of employment has been effected in a staged manner; and
- (iv) the need to contain additional burden on Government resources,

we hold the view that out of solidarity with the retirees, a fund may be set up to meet the pension liability of employees who retired before 1 July 2008.

3.55 It is also understood that a study is being carried out on the whole issue of indexation of pensions of pensioners in areas not reported upon by the Bureau.

3.56 We recommend the constitution of a Fund under the management of the Private Secondary Schools Authority, which should put in place such administrative mechanism as it may deem appropriate whereby employees of the Private Secondary Schools would be called upon to make monthly contributions on a voluntary basis. The Ministry of Finance and Economic Empowerment would, subject to the PSSA having successfully put in place such an arrangement, make a matching contribution i.e. a contribution equivalent to the total voluntary contributions of employees.

3.57 We further recommend that pending such an arrangement being put in place and the outcome of the study mentioned above, the pensions of employees who retired before 1 July 2008 be increased by 10%.
