



Republic of Mauritius

**Review of  
Pay and Grading Structures  
and Conditions of Service in the Public Sector**

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

and

**The Private Secondary Schools**

**Volume II**

**Part IV**

**Rodrigues Regional Assembly**

**THIS PART IS A CONTINUATION**

**OF**

**VOLUME I**

## TABLE OF CONTENTS

<b>Chapter</b>	<b>Description</b>	<b>Page</b>
1.	<b>INTRODUCTION</b> -----	<b>1</b>
2.	<b>ORGANISATION AND PAY RECOMMENDATIONS</b> -----	<b>5</b>
	1. OFFICE OF THE CLERK -----	5
	2. CHIEF COMMISSIONER'S OFFICE -----	8
	3. DEPUTY CHIEF COMMISSIONER'S OFFICE -----	47
	4. COMMISSION FOR SOCIAL SECURITY, CHILD DEVELOPMENT, FAMILY WELFARE AND WOMEN'S AFFAIRS -----	58
	5. COMMISSION FOR PUBLIC INFRASTRUCTURE, ENVIRONMENT, HOUSING, MARINE PARKS AND TRANSPORT -----	63
	6. COMMISSION FOR YOUTH AND SPORTS, LABOUR AND INDUSTRIAL RELATIONS AND EMPLOYMENT -----	77
	7. COMMISSION FOR HEALTH, COMMUNITY DEVELOPMENT, COOPERATIVES, FIRE SERVICES, PRISONS AND REFORM INSTITUTIONS ---	86
	8. COMMISSION FOR AGRICULTURE, FOOD PRODUCTION, PLANT AND ANIMALS QUARANTINE, WATER RESOURCES, AND FORESTRY-----	108
3.	<b>SPECIFIC CONDITIONS</b> -----	<b>122</b>
	<b>MASTER CONVERSION TABLE</b> -----	<b>Annex</b>

\*\*\*\*\*

## RODRIGUES REGIONAL ASSEMBLY

### 1. INTRODUCTION

#### Background

- 1.1 The Rodrigues Regional Assembly was set up under the Rodrigues Regional Assembly Act (No. 39 of 2001). The Assembly is a body corporate and the exercise of its functions is regarded as done on behalf of the Government of Mauritius. It is responsible for the formulation and/or implementation of policy in respect of the areas of responsibility under its jurisdiction.
- 1.2 The Executive Council of the Regional Assembly, which is responsible for carrying out the functions of the Regional Assembly and for developing policy on matters relating to Rodrigues, comprises the Chief Commissioner, the Deputy Chief Commissioner and five Commissioners, who are responsible for exercising general direction and control over the Commissions falling under their respective responsibility.
- 1.3 The Island Chief Executive is responsible for the efficient administration of all the functions of the Executive Council and the staff of the Regional Assembly works under his administrative control. He is empowered to exercise the functions of the Magistrate in his absence, of the Director of Environment in the enforcement of environmental laws and of the Tourism Authority in the enforcement of the Tourism Act.
- 1.4 The departments under the jurisdiction of the Regional Assembly have been grouped under the supervision of Departmental Heads who are Accounting Officers of their respective departments.

#### Visit to Rodrigues

- 1.5 As in the past, an official visit to Rodrigues was organised. Prior to the visit, preparatory works were carried out, *inter alia*, to probe into the mass of materials submitted by the Rodrigues Administration in response to our circular letters, to organise surveys including interview of officers in the Rodrigues Regional Assembly, and to plan the different meetings with, on the one hand, the staff associations, namely the Rodrigues Government Employees Association (RGEA), the Government Servants Association (GSA) and the Rodrigues Public Service Workers Union (RPSWU) and, on the other hand, the official side which includes the Island Chief Executive and the Departmental Heads of the different Commissions. The list of officers sampled for interviews and the schedule of meetings with the official and staff sides were communicated in advance to the Rodrigues Administration for prior arrangements.

- 1.6 In the first instance, a team of six officers was in the island during the period 29 July to 04 August 2007 to conduct surveys and write job descriptions. Sampled job incumbents were interviewed and their job descriptions written. All job descriptions were invariably signed by the respective job incumbents and vetted by their immediate supervisors. Overall, some 110 interviews of officers in grades specific to the Rodrigues establishment in the Workmen's Group were conducted. Site visits were also effected, where it was deemed expedient, to observe *de visu* the operations and the working environment.
- 1.7 The top management team of the Bureau comprising the Director, the Deputy Director and a Principal Job Analyst as well as representatives of the Ministry of Civil Service and Administrative Reforms visited Rodrigues from 31 July to 04 August 2007. Meetings were held in the first instance with the three main unions, namely the Rodrigues Government Employees Association (RGEA), the Government Servants Association (GSA) and the Rodrigues Public Service Workers Union (RPSWU) and thereafter with the management of the Rodrigues Regional Assembly. The delegation also agreed to some private interviews/consultations with some groups of officers as well as individual officers who are directly or indirectly concerned with the report of the PRB.

### **Approach and Methodology**

- 1.8 The Bureau has also adopted, as for the mainland, a transparent and consultative approach in dealing with parties. Management and Staff Unions as well as individual employees were given the opportunity to depone separately. We, however, allowed staff representatives to attend part of the deliberations during meetings with management. This was done with the objective of sharing with parties the representations that could be considered and those that could not, particularly those concerning the organisation structures. Parties were also sounded on possible options at those meetings. Feedback received confirmed that the novelty of our approach was very much appreciated.

### **Findings and Considerations**

- 1.9 During consultations with Management of the different Commissions of the Rodrigues Regional Assembly and the Unions, the following salient features were highlighted:-
- (i) A few divisions/sections cannot deliver their objectives effectively in accordance with laws and regulations in the absence of the appropriate structures/human resources. Some divisions are manned by a single officer and, as such, this causes long delays and work being attended to only partially.
  - (ii) In several sections, the most senior officer is being paid an *ad hoc* allowance for performing higher duties in addition to the normal ones.

- (iii) Some structures need re-invention and modernization, as they do not fit the new sets of expectations in line with the new policy framework and the new direction. These structures have, so far, proved to be inadequate to meet the gradual increase in demand.
- (iv) Certain structures, particularly in those sectors constituting the major pillars, require professional and trained staff on their establishment.
- (v) Some structures call for strengthening at the top to cater for additional administrative and technical responsibilities as there is a gap in the overall supervision/coordination; hence the need for a permanent head to be accountable.
- (vi) Other structures need reinforcement at the promotional level, even on a one to one basis, as of necessity, to be in compliance with legal requirements and regulations in force.
- (vii) There is need for polyvalent and multifunctional personnel in some sectors, which would prove beneficial in terms of the judicious use of available human resources, job enlargement and a reduction of the multiplicity of grades and grade appellations.
- (viii) Some schemes of service need restructuring to remove rigidities and to widen the field of recruitment.
- (ix) With the advent of rapid development in the island and the consequent changes, the services of officers in a few grades would no longer be required.

### **Conclusions**

- 1.10 To address the foregoing issues, we have, among others, professionalised certain functions; strengthened several structures with the creation of posts at the apex to ensure proper accountability; strengthened other cadres to ensure an adequate level of supervision; phased out those grades which are no longer required; and restructured the schemes of service of a few grades to remove rigidities and to widen the field of recruitment. In other instances, where more in-depth studies are required, we have recommended that appropriate manpower assessment exercises be undertaken.
- 1.11 In the process of making our recommendations, we have taken into consideration the physical separation of Rodrigues, its isolation, the restricted opportunities for employment and career fulfilment as well as the special needs of Rodrigues in view of its distinct identity.

### **Consequential Structural Changes**

- 1.12 In general, structural changes effected in the Personnel cadre, Purchasing and Supply cadre, Finance cadre, Internal Control cadre and the Workmen's Group in the Civil Service have, as appropriate, been extended to the Parastatal Bodies, Local Authorities and Rodrigues Regional Assembly.

**These changes are dealt with in details in the relevant Chapters of Volume II Part I of this Report.**

**Structure of the Report**

- 1.13 As the organisation structures are linked to and depend upon the mandate of the Commissions/Divisions and the pay structures are based on the number of levels in the organisation structures, the Bureau considers that in this present review it would be more practical to look at both structures i.e. organisation and pay Commissionwise/Divisionwise. Such an approach would, besides emphasising the link between the mandates of the departments/divisions and their structures, facilitate the treatment of specific issues proper to each department/division.
  
- 1.14 The recommendations related to organisation design and pay structures have, therefore, been made under the respective Commissions/Divisions. The Master Conversion Table is given at Annex I.
  
- 1.15 In the introduction in respect of each Commission/Division, we have, wherever possible, defined and spelt out clearly the goals, objectives and future orientations for our users and have emphasised the link between the mandate of each Commission/Division and the pay and grading structures – a link primordial in the context of the drive to inculcate a performance management culture in the Public Sector. In defining the mandates, we have had the collaboration and inputs from parties, more particularly management, which we acknowledge.

**\*\*\*\*\***

## 2. ORGANISATION AND PAY RECOMMENDATIONS

### 1. OFFICE OF THE CLERK

- 1.1 The Clerk of the Rodrigues Regional Assembly is the Accounting Officer and is responsible for the proper organization and conduct of the business of the Assembly.
- 1.2 The supporting personnel of the Assembly comprises officers in the grade of Reporter, the general services and the Workmen's Group. The Clerk of the Regional Assembly has expatiated on the difficulties encountered to fill vacancies in the grade of Reporter.

#### **Trainee Reporter/Reporter**

- 1.3 Trainee Reporters are recruited from among holders of the Cambridge School Certificate with credit in English Language and French, a certificate in English Shorthand of 110 words a minute and a certificate in French Shorthand of 100 words a minute from a recognised examining body, and a certificate in Typewriting at a speed of at least 60 words a minute from a recognised institution.
- 1.4 Trainee Reporters are required to undergo on-the-job training in all aspects of the work of a Reporter for a period of at least one year. On successful completion of their training and on obtention of the certificate in English Shorthand of 120 words a minute, Trainee Reporters are eligible for appointment as Reporter.
- 1.5 However, as indicated earlier, difficulties are encountered to recruit candidates with the required profiles. To palliate the shortage, Confidential Clerks and Word Processing Operators are being paid an *ad hoc* monthly allowance for performing part of the duties of a Reporter.

#### **Audio Typist (New Grade)**

- 1.6 To address the issue, we are making provision for a new grade, which would help to fill the gap on a longer term basis, pending the availability of suitably qualified candidates on the local labour market.

#### **Recommendation 1**

- 1.7 **We recommend the creation of a grade of Audio Typist on the establishment of the Office of the Clerk. Appointment thereto should be made by selection from among candidates possessing the Cambridge School Certificate with credit in English Language and French, a certificate in typewriting at a speed of at least 35 words a minute and a certificate in Word Processing or Data Processing from a**



**recognized institution or equivalent qualifications acceptable to the Public Service Commission.**

- 1.8 Incumbent would be required, *inter alia*, to listen and type from audio recording, notes or minutes of debates and meetings both in English and French; to type and collate official documents; to perform word processing and simple computer/data processing work; and to operate telefax and e-mail services.

### **Sergeant-at-Arms**

- 1.9 An allowance of Rs 2000 monthly is paid to the Police Officer performing the duties of Sergeant-at-Arms. We are revising the allowance.

### **Recommendation 2**

- 1.10 **We recommend that the allowance paid to the Police Officer performing the duties of Sergeant-at-Arms be revised to Rs 2400 a month.**

### ***SALARY SCHEDULE***

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
	<i>OFFICE OF THE CLERK</i>
02 00 85	<b>Rs 68000</b> Clerk, Regional Assembly
08 42 55	<b>Rs 17800 x 600 – 23200 x 800 – 27200</b> Reporter
08 36 40	<b>Rs 14600 x 400 – 15000 x 500 – 16000 x 600 – 16600</b> Trainee Reporter
08 20 48	<b>Rs 10000 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 21400</b> Audio Typist (New Grade)
08 34 55	<b>Rs 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 26400</b> Confidential Clerk/Senior Confidential Clerk

Salary Code	Salary Scale and Grade
08 29 49	<b>Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b> Executive Officer (Rodrigues)
08 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Clerical Officer/Higher Clerical Officer <i>formerly Clerk</i>
08 17 44	<b>Rs 9400 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19000</b> Word Processing Operator
24 18 37	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Senior/Head Office Caretaker
24 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Office Caretaker
24 13 36	<b>Rs 8600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600</b> Driver
24 06 25	<b>Rs 7200 x 200 – 10200 x 250 – 11200</b> Handy Worker

\*\*\*\*\*

## **2. CHIEF COMMISSIONER'S OFFICE**

- 2.0.1 The Chief Commissioner's Office encompasses the following portfolios: Central Administration; Tourism; Judicial; Civil Aviation; Registration Unit; Marine Services; Cadastral Division; Meteorological Services; Trade, Commerce and Licencing; Industrial Development; Civil Status; Fisheries; Transport Section ; Consumer Protection; Handicraft; and Customs.

### **2.1 CENTRAL ADMINISTRATION**

- 2.1.1 The Central Administration is responsible for the administration of the staff of the Regional Assembly and is headed by the Island Chief Executive.
- 2.1.2 The Island Chief Executive has recommended, subject to the concurrence of the Ministry of Civil Service and Administrative Reforms, the creation of the following positions in the Chief Commissioner's Office: Officer-in-Charge, Human Resources; Personnel Officer; and Establishment Officer. It was argued that the Principal Executive Officer now in post has been performing duties comparable to those of a Chief Personnel Officer for years with only an allowance of Rs 1000 monthly. The team of officers in these new grades would be responsible to provide overall assistance to the Island Chief Executive to manage the human resources of the Rodrigues Regional Assembly in general and to deal with the specific administration of staff of the Chief Commissioner's Office. The Federation of Civil Service and Other Unions has, on its part, submitted that there is need for the creation of grades of Personnel Officer and Establishment Officer for posting in the different Commissions along similar lines as for officers of the Finance cadre.
- 2.1.3 The Ministry of Civil Service and Administrative Reforms is about to carry out a proper manpower assessment exercise in the Rodrigues Regional Assembly to determine the needs, *inter alia*, with regard to the human resource management functions.
- 2.1.4 Pending the manpower assessment exercise, the Bureau is of the view that on account of the establishment size of the entire Rodrigues Regional Assembly, **there is need to professionalise the human resource management function through the posting of an officer not below the level of Assistant Manager, Human Resource to assume overall responsibility of the function.**
- 2.1.5 To assist the Assistant Manager, Human Resource, we are also providing for a grade of Human Resource Officer.

### **Recommendation 1**

**2.1.6 We recommend the creation of a grade of Human Resource Officer on the establishment of the Rodrigues Regional Assembly. Appointment thereto should be made by selection from among officers holding a substantive appointment in the grades of Executive Officer (Rodrigues) and Higher Executive Officer (Rodrigues) possessing a Diploma in Human Resource Management (HRM) or an alternative equivalent qualification.**

2.1.7 Incumbent would be responsible, *inter alia*, for providing, in accordance with standing rules and regulations, advice and assistance on all personnel policies and other related matters; supervising and providing proper guidance and training to junior staff; performing duties of Secretary of Committees/Boards concerning personnel matters; and participating in job inspection exercises with a view to keeping staffing requirements under constant review.

### **Principal Executive Officer**

2.1.8 One Principal Executive Officer combines the duties of head of the Executive cadre and the responsibility for personnel functions. At present, an allowance of Rs1000 monthly is paid to the Principal Executive Officer.

### **Recommendation 2**

**2.1.9 We recommend that, pending the manpower assessment exercise, the Principal Executive Officer should be paid an allowance of Rs 1200 monthly for combining the duties mentioned above.**

### **Future Entrants to the Grades of Clerical Officer/Higher Clerical Officer, Word Processing Operator, Driver and General Worker**

2.1.10 In line with the caution expressed at Chapter 24 of Volume 1 of this Report, **we recommend that future entrants to the grades of Clerical Officer/Higher Clerical Officer and Word Processing Operator, who should be exclusively holders of the Higher School Certificate or equivalent qualification, should proceed incrementally in the respective salary scales up to salary points Rs 16600 and Rs 16000. Similarly, future entrants to the grades of Driver and General Worker should proceed incrementally in the respective salary scales up to salary points Rs 12900 and Rs 9200.**

### **Statistician (New Grade)**

2.1.11 At present, the Statistics Section is manned by officers in the grades of Senior Statistical Assistant and Statistical Assistant.

- 2.1.12 The Central Statistics Office (CSO) of Mauritius has noticed various shortcomings in the Rodrigues statistical system. The CSO opined that the present statistical system in Rodrigues is weak with regard to statistics on tourism and other economic related activities which are vital for decision taking. The shortcomings are mostly explained by the lack of fully qualified persons in the Statistics Section.
- 2.1.13 To address this drawback, there is need for a professional to head the Section.

### **Recommendation 3**

- 2.1.14 **We recommend the creation of a grade of Statistician. Appointment thereto should be made by selection from among candidates possessing the Graduate Diploma of the Royal Statistical Society, UK or a post 'A' level degree with Statistics as one of the major subjects.**
- 2.1.15 **We further recommend that the Statistician possessing the Graduate Diploma of the Royal Statistical Society, UK should join the recommended salary scale at salary point Rs 19600.**
- 2.1.16 Incumbent would be required, among others, to monitor the work of Senior Statistical Assistants and Statistical Assistants; be responsible for the organization and conduct of censuses and surveys including the design of sample; to apply advanced statistical methods and analyse statistical data; to make forecasts and projections; and to prepare technical reports and statistical digests.

### **Information and Communication Technologies (ICT)**

- 2.1.17 In Rodrigues, unlike Mauritius, there is, presently, no proper set up for the ICT Sector. Given the importance of ICT for Rodrigues, there is an immediate need for a formal structure for the sector. With the gradual purchase of IT equipment in Rodrigues' administration and the development of computerized environment, there is need for the Rodrigues Regional Assembly to develop its own IT Unit. The different commissions of the Rodrigues Regional Assembly require increased assistance from IT professionals in terms of development of software and computerised systems, better management through use of IT and provision of e-government services. However, the existing structure consisting of a Systems Analyst (post which is vacant) and a Computer Support Officer is, by far, insufficient to meet the gradual increase in demand.
- 2.1.18 In the light of the foregoing, we are making appropriate recommendations, based on the proposals of the Central Information Systems Division (CISD) to the Rodrigues Regional Assembly, for the setting up of a full fledged IT Unit with trained and qualified staff. The IT Unit, which would fall under the

Chief Commissioner's Office, would be responsible for the running and maintenance of all IT infrastructure of the Rodrigues Regional Assembly, the development of new systems/software and the promotion of the ICT Sector as a whole in Rodrigues. The IT Unit would undertake such duties and tasks as management of computerization projects, procurement of computer systems, consultancy services to Commissions, operation and maintenance of computerized systems, and processing of payroll. The Unit would be headed by a qualified professional who would be responsible for the development and implementation of ICT projects in Rodrigues, including the management of the website of Rodrigues Administration. The Information and Communication Unit, besides the Head, would be staffed with a Systems Analyst and the current Computer Support Officer. However, the existing scheme of service of the grade of Systems Analyst would have to be restructured to widen the field of recruitment in order to meet the new exigencies and to encompass the function of systems engineering.

#### **Head, Information and Communication Technology (New Grade)**

##### **Recommendation 4**

**2.1.19 We recommend the creation of a grade of Head, Information and Communication Technology. Appointment thereto should be made by selection from among candidates possessing a post "A" level degree in Computer Science or an equivalent qualification and reckoning at least four years' experience in systems analysis, database design, operation of multi-user systems and systems administration.**

2.1.20 Incumbent would be in charge of the Information and Communications Technology Unit and would be required, among others, to perform network, systems and database administration; perform software application maintenance and development; perform quality assurance on computer systems; prepare e-business/information plans for the computerization of the Commissions; design and conduct IT awareness campaigns/programmes; and prepare tender specifications for IT equipment and systems.

#### **Systems Analyst**

##### **Recommendation 5**

**2.1.21 We recommend that the qualification requirements in the scheme of service of the grade of Systems Analyst be restructured such that, in future, appointment thereto be made by selection from among holders of a post 'A' level degree in any of the following fields: Information Technology, Computer Science, Information Systems, Software Engineering or an equivalent qualification acceptable to the Public Service Commission.**

- 2.1.22 Incumbent would be required, *inter alia*, to assist the Head, Information and Communication Technology; prepare functional and technical specifications for computer systems and perform technical evaluations; design, develop and maintain website and Intranet; perform hardware maintenance and repairs; and provide end-user training and support.

### **Workmen's Group – General**

- 2.1.23 For the sake of efficiency, greater flexibility in the posting of workers in the manual grades and reduction in the multiplicity of grades involved in manual works, we introduced, in the 1998 PRB Report, the grades of Handy Worker and Handy Worker (Special Class) to render the employees polyvalent and multifunctional.
- 2.1.24 However, while the grades of Handy Worker and Handy Worker (Special Class) have subsequently been created, the other grades which were supposed to be absorbed in the new polyvalent grades are still on establishment.
- 2.1.25 To facilitate the process, we are, in this Report, making appropriate provisions so as to induce employees in post to join the new polyvalent grades.

### **Recommendation 6**

- 2.1.26 **We recommend that the following grades: Lorry Loader, Sanitary Attendant, Sanitary Attendant *formerly Nightsoilman*, Gateman and Filterman, which prior to this Report were classified under salary code 24 03 20 in salary scale Rs 5050 x 125 – 5675 x 150 – 7325 x 175 – 7500, should gradually be phased out.**
- 2.1.27 **We also recommend that the grades of Stone Breaker and Social Security Attendant, which prior to this Report were classified under salary code 24 05 23 in salary scale Rs 5300 x 125 – 5675 x 150 – 7325 x 175 – 8025, should gradually be phased out.**
- 2.1.28 **We further recommend that officers in the grades mentioned at paragraphs 2.1.26 and 2.1.27 above should be given the option to join the grades of Handy Worker and Handy Worker (Special Class) respectively. These employees should be granted one additional increment on conversion on integrating the respective grades, subject to the maximum salary of the grades.**

Salary Code	Salary Scale and Grade
<b>CHIEF COMMISSIONER'S OFFICE</b> <i>CENTRAL ADMINISTRATION</i>	
02 00 93	<b>Rs 87500</b> Island Chief Executive
02 00 85	<b>Rs 68000</b> Departmental Head
01 80 82	<b>Rs 58000 x 2000 –62000</b> Director of Finance
02 59 71	<b>Rs 30000 x 1250 – 45000</b> Project Manager
02 44 67	<b>Rs 19000 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 40000</b> Administrative Officer
08 55 69	<b>Rs 26400 x 800 – 28000 x 1000 – 30000 x 1250 – 42500</b> Principal Executive Officer (Rodrigues)
08 48 60	<b>Rs 21400 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 31250</b> Senior Executive Officer (Rodrigues)
08 41 55	<b>Rs 17200 x 600 – 23200 x 800 – 26400</b> Higher Executive Officer (Rodrigues) Human Resource Officer (New Grade)
08 29 49	<b>Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b> Executive Officer (Rodrigues)
08 29 58	<b>Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 28000 x 1000 – 29000</b> Citizen's Advice Bureau Organiser



Salary Code	Salary Scale and Grade
08 47 61	<b>Rs 20800 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 32500</b> Office Superintendent
08 37 51	<b>Rs 15000 x 500 – 16000 x 600 – 23200</b> Office Supervisor
08 34 55	<b>Rs 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 26400</b> Confidential Clerk/Senior Confidential Clerk
08 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Clerical Officer/Higher Clerical Officer <i>formerly Clerk</i>
04 59 71	<b>Rs 30000 x 1250 – 45000</b> Head, Information and Communication Technology (New Grade)
04 45 67	<b>Rs 19600 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 40000</b> Systems Analyst
08 27 48	<b>Rs 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 21400</b> Senior Word Processing Operator
04 21 49	<b>Rs 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b> Computer Support Officer
04 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Data Entry Officer
08 17 44	<b>Rs 9400 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19000</b> Word Processing Operator

Salary Code	Salary Scale and Grade
24 21 39	<b>Rs 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000</b> Butler
22 12 39	<b>Rs 8400 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000</b> Receptionist/Telephone Operator
24 27 41	<b>Rs 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 17200</b> Senior Gangman
16 15 43	<b>Rs 9000 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 QB 16600 x 600 – 18400</b> Machine Minder (Bindery) (Rodrigues) (Personal)
24 21 39	<b>Rs 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000</b> Driver (Heavy vehicles above 5 tons) Driver (Mechanical Unit)
24 18 37	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Senior/Head Office Caretaker
24 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Office Caretaker
25 14 37	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Carpenter Electrician Mason
24 18 36	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600</b> Gangman
24 13 32	<b>Rs 8600 x 200 – 10200 x 250 – 11700 x 300 – 13200</b> Cook Senior Gardener/Nurseryman

Salary Code	Salary Scale and Grade
24 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Gardener/Nurseryman
24 09 29	<b>Rs 7800 x 200 – 10200 x 250 – 11700 x 300 – 12300</b> Watchman
24 08 28	<b>Rs 7600 x 200 – 10200 x 250 – 11700 x 300 – 12000</b> Handy Worker (Special Class)
24 07 27	<b>Rs 7400 x 200 – 10200 x 250 – 11700</b> Stone Breaker Stores Attendant
25 07 27	<b>Rs 7400 x 200 – 10200 x 250 – 11700</b> Tradesman's Assistant
24 06 25	<b>Rs 7200 x 200 – 10200 x 250 – 11200</b> Handy Worker
24 06 24	<b>Rs 7200 x 200 – 10200 x 250 – 10950</b> Lorry Loader
24 02 21	<b>Rs 6425 x 175 – 6600 x 200 – 10200</b> General Worker
<i>FINANCE CADRE</i>	
01 60 71	<b>Rs 31250 x 1250 – 45000</b> Manager, Financial Operations <i>formerly Chief Finance Officer</i>
01 54 64	<b>Rs 25600 x 800 – 28000 x 1000 – 30000 x 1250 – 36250</b> Assistant Manager, Financial Operations <i>formerly Principal Finance Officer</i>

Salary Code	Salary Scale and Grade
01 48 59	<b>Rs 21400 x 600 – 23200 x 800 – 28000 x 1000 – 30000</b> Senior Financial Operations Officer <i>formerly Senior Finance Officer</i>
01 41 55	<b>Rs 17200 x 600 – 23200 x 800 – 26400</b> Financial Operations Officer <i>formerly Finance Officer</i>
01 29 49	<b>Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b> Assistant Financial Operations Officer <i>formerly Assistant Finance Officer</i>
<i>INTERNAL CONTROL CADRE</i>	
01 48 59	<b>Rs 21400 x 600 – 23200 x 800 – 28000 x 1000 – 30000</b> Senior Internal Control Officer <i>formerly Senior Internal Controller</i>
01 29 55	<b>Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 26400</b> Internal Control Officer <i>formerly Internal Controller</i>
<i>PURCHASING AND SUPPLIES CADRE</i>	
21 60 71	<b>Rs 31250 x 1250 – 45000</b> Manager (Procurement and Supply) <i>formerly Chief Purchasing and Supply Officer</i>
21 48 59	<b>Rs 21400 x 600 – 23200 x 800 – 28000 x 1000 – 30000</b> Senior Procurement and Supply Officer <i>formerly Senior Purchasing and Supply Officer</i>
21 41 55	<b>Rs 17200 x 600 – 23200 x 800 – 26400</b> Procurement and Supply Officer <i>formerly Higher Purchasing and Supply Officer</i>

Salary Code	Salary Scale and Grade
21 29 49	<p><b>Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b></p> <p>Assistant Procurement and Supply Officer <i>formerly Purchasing and Supply Officer</i></p> <p style="text-align: center;"><i>ELECTORAL COMMISSION</i></p>
08 18 45	<p><b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b></p> <p>Clerical Officer/Higher Clerical Officer <i>formerly Clerk</i></p> <p style="text-align: center;"><i>ECONOMIC PLANNING &amp; MONITORING UNIT</i></p>
02 44 67	<p><b>Rs 19000 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 40000</b></p> <p>Economist</p>
20 44 67	<p><b>Rs 19000 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 40000</b></p> <p>Statistician (New Grade)</p>
20 41 55	<p><b>Rs 17200 x 600 – 23200 x 800 – 26400</b></p> <p>Senior Statistical Assistant (Rodrigues)</p>
20 29 49	<p><b>Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b></p> <p>Statistical Assistant (Rodrigues)</p>

\*\*\*\*\*

## 2.2 TOURISM DIVISION

- 2.2.1 The Tourism Division is responsible for the promotion of the Island as a tourist destination. It aims at attracting a larger number of tourists from the regional market and to make this sector a major pillar of the economy. The Tourism Sector is called upon to become the principal engine of growth of the island's economy over the next five years. The present annual tourist's arrival is around 42,000. The objective of the Rodrigues Regional Assembly is to attain a figure of 100,000 tourist's arrivals.
- 2.2.2 At present, the Tourism Division is manned by the Tourism Planner and the Tourism Enforcement Officer.
- 2.2.3 To attain the objective set, the structure is in need of professional and trained staff in the tourism sector. These professionals are also required for enforcement and implementation of the norms and standards in accordance with the Rodrigues Regional Assembly (Tourism) Regulations 2007. We are, therefore, strengthening the "Office du Tourisme" and the Tourism Division.

### **Officer-in-Charge, Tourism (New Grade)**

#### **Recommendation 1**

- 2.2.4 **We recommend the creation of a grade of Officer-in-Charge, Tourism. Appointment thereto should be made by selection from among Tourism Promotion Officers reckoning at least eight years' experience in middle or senior management level in the tourism sector.**
- 2.2.5 Incumbent would be required, *inter alia*, to be responsible for tourism planning through the formulation of tourism development policies, marketing/communication strategies and preparation, implementation, monitoring and evaluation of tourism development plans, programmes and projects; monitoring activities pertaining to tourism development; initiating and coordinating market research; ensuring that the appropriate legislation are enforced; and recommending amendments to legislation, whenever required.

### **Tourism Promotion Officer (New Grade)**

#### **Recommendation 2**

- 2.2.6 **We recommend the creation of a grade of Tourism Promotion Officer. Appointment thereto should be made by selection from among candidates possessing a post "A" level degree in Tourism or related field and reckoning at least five years' experience in the Tourism Sector.**
- 2.2.7 Incumbent would be responsible for the preparation and regular update of tourism promotional materials, newsletter and other handouts; and would be

required, among others, to organise programmes of visit for educational groups, media people, TV crew and VIP visiting Rodrigues; organize participation in international fairs and attend such fairs; and organize events, seminars and workshops both locally and internationally.

### Tourism Information Officer (New Grade)

#### Recommendation 3

- 2.2.8 **We recommend the creation of a grade of Tourism Information Officer. Appointment thereto should be made by selection from among candidates possessing the Cambridge School Certificate with credit in at least five subjects including English Language and French and the GCE “A” level with passes in at least two subjects or equivalent qualifications.**
- 2.2.9 Incumbent would be required, *inter alia*, to attend to enquiries from visitors on a wide range of subjects such as hotel accommodation, transport, shopping facilities, places of interest, and history of Rodrigues; provide information to facilitate their contacts with businessmen and Government Officials; and accompany guests, journalists and travel agents on tour.
- 2.2.10 The Tourism Information Officer would be required to work beyond normal working hours and during weekends and public holidays in accordance with work exigencies. This element has been taken care of in the recommended salary scale.

Salary Code	Salary Scale and Grade
	<i>TOURISM DIVISION</i>
10 65 75	<b>Rs 37500 x 1250 – 50000</b> Officer-in-Charge, Tourism (New Grade)
10 59 71	<b>Rs 30000 x 1250 – 45000</b> Tourism Promotion Officer (New Grade)
10 44 67	<b>Rs 19000 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 40000</b> Tourism Planner
18 35 56	<b>Rs 14200 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 27200</b> Tourism Enforcement Officer

Salary Code	Salary Scale and Grade
23 23 53	<b>Rs 10700 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 24800</b> Leisure Officer
10 19 49	<b>Rs 9800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b> Tourism Information Officer (New Grade)
08 29 49	<b>Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b> Executive Officer (Rodrigues)
08 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Clerical Officer/Higher Clerical Officer <i>formerly Clerk</i>
24 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Office Caretaker

\*\*\*\*\*



### 2.3 JUDICIARY

- 2.3.1 The Judiciary is entrusted with the administration of justice in the Island. Since October 2007, a Magistrate on the establishment in Mauritius is on permanent posting to Rodrigues.
- 2.3.2 At this stage, the structures of the Judiciary are adequate and need no change.

Salary Code	Salary Scale and Grade
	<i>JUDICIARY</i>
12 41 56	<b>Rs 17200 x 600 – 23200 x 800 – 27200</b> Senior Court Officer
12 26 52	<b>Rs 11450 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 24000</b> Court Officer
12 26 52	<b>Rs 11450 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 24000</b> Court Usher
12 18 20	<b>Rs 9600 x 200 – 10000</b> Trainee Court Officer
24 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Office Caretaker
24 02 21	<b>Rs 6425 x 175 – 6600 x 200 – 10200</b> General Worker

\*\*\*\*\*

## 2.4 CIVIL AVIATION

2.4.1 The Civil Aviation of Rodrigues works in close collaboration with the Department of Civil Aviation of Mauritius and the Ministry of External Communications for the provision of best aviation services for Rodrigues. The Civil Aviation Sector is, presently, being re-engineered following the appointment of Airports of Rodrigues Limited as the aerodrome operator and the signature of a Memorandum of Understanding between the Airports of Rodrigues Ltd. and the Department of Civil Aviation in Mauritius. The staff requirements of the Civil Aviation are being examined by a Steering Committee set up to look at the transfer of part of the staff to Airports of Rodrigues Limited, and the re-engineering of the Section to meet the future objectives of that sector.

Salary Code	Salary Scale and Grade
	<i>CIVIL AVIATION</i>
03 49 63	<b>Rs 22000 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 35000</b> Air Traffic Controller Grade I
03 36 56	<b>Rs 14600 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 27200</b> Assistant Air Traffic Controller, Rodrigues
03 21 55	<b>Rs 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 26400</b> Flight Data Officer <i>formerly Air Traffic Control Assistant</i>
22 41 58	<b>Rs 17200 x 600 – 23200 x 800 – 28000 x 1000 – 29000</b> Senior Technician
07 48 60	<b>Rs 21400 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 31250</b> Airport Fire Officer
07 39 54	<b>Rs 16000 x 600 – 23200 x 800 – 25600</b> Station Officer

Salary Code	Salary Scale and Grade
07 37 51	<b>Rs 15000 x 500 – 16000 x 600 – 23200</b> Sub Officer
07 22 48	<b>Rs 10450 x 250 – 11700 x 300 – 12600 QB 12900 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 21400</b> Firefighter <i>formerly Fireman</i>
03 24 49	<b>Rs 10950 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b> Assistant Ground Supervisor (Rodrigues)
03 16 44	<b>Rs 9200 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19000</b> Patrolman
25 17 40	<b>Rs 9400 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 16600</b> Electrician (Shift) Fitter (Shift)
25 14 37	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Motor Diesel Mechanic
24 14 37	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Driver (Roster)
24 09 29	<b>Rs 7800 x 200 – 10200 x 250 – 11700 x 300 – 12300</b> Watchman
24 06 24	<b>Rs 7200 x 200 – 10200 x 250 – 10950</b> Sanitary Attendant
24 02 21	<b>Rs 6425 x 175 – 6600 x 200 – 10200</b> General Worker

\*\*\*\*\*

## 2.5 REGISTRATION UNIT

- 2.5.1 The main functions of the Registration Unit are, *inter alia*, to register information regarding land ownership and obligation, and register particulars of deeds and documents including transfer of vehicles.
- 2.5.2 The Unit is manned by officers of the Registration cadre assisted by general service grades.

### Copyist and Check Clerk

- 2.5.3 The grade of Copyist and Check Clerk is an isolated one outside the mainstream with no avenue of promotion. It has a job appellation specific to the tasks at hand and, hence, the incumbent is not polyvalent and multifunctional.
- 2.5.4 To facilitate mobility and greater flexibility in the posting of staff, we are making appropriate recommendation for the gradual phasing out of the grade and its replacement by a general service grade as we are recommending for the Registrar-General's Department in Mauritius.

### Recommendation 1

- 2.5.5 **We recommend that the grade of Copyist and Check Clerk on the establishment of the Registration Unit of the Rodrigues Regional Assembly be made evanescent and be abolished on vacancy. We have provided personal salaries for the officers in post.**
- 2.5.6 **We further recommend that, in future, the duties be performed by an officer of the general services.**

Salary Code	Salary Scale and Grade
	<i>REGISTRATION UNIT</i>
18 48 59	<b>Rs 21400 x 600 – 23200 x 800 – 28000 x 1000 – 30000</b> Principal Registration Officer
18 41 53	<b>Rs 17200 x 600 – 23200 x 800 – 24800</b> Senior Registration Officer
18 21 49	<b>Rs 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b> Registration Officer

Salary Code	Salary Scale and Grade
18 18 20	<b>Rs 9600 x 200 – 10000</b> Trainee Registration Officer (Personal)
08 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000            x 500 – 16000 x 600 – 19600</b> Clerical Officer/Higher Clerical Officer <i>formerly Clerk</i>
18 16 44	<b>Rs 9200 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000            x 500 – 16000 x 600 – 19000</b> Copyist and Check Clerk (Personal)
24 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Office Caretaker

\*\*\*\*\*

## 2.6 MARINE SERVICES

2.6.1 A restructure of the Marine Services has been deferred in view of a probable takeover/transfer of the staff to the Mauritius Ports Authority. It is understood that the present staff in post deals only with the berthing and unberthing of vessels and there would be no change in the near future concerning the status of these officers.

### **Foreman *formerly Dredging Foreman***

2.6.2 The Dredging Foreman is generally performing duties of a Foreman as there are, at present, no dredging duties being carried out. The Commission intends to contract out the dredging activities of the port to the Mauritius Ports Authority. We are restyling the grade to reflect the nature of duties being carried out by the incumbent.

### **Recommendation 1**

2.6.3 **We recommend that the grade of Dredging Foreman be restyled Foreman.**

Salary Code	Salary Scale and Grade
	<i>MARINE SERVICES</i>
13 35 60	<b>Rs 14200 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 31250</b> Quay Superintendent
13 32 56	<b>Rs 13200 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 27200</b> Port Supervisor
08 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Clerical Officer/Higher Clerical Officer <i>formerly Clerk</i>
25 32 45	<b>Rs 13200 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Foreman <i>formerly Dredging Foreman</i>

Salary Code	Salary Scale and Grade
13 26 40	<b>Rs 11450 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 16600</b> Artificer Coxswain Crane Driver and Mechanic
13 23 37	<b>Rs 10700 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Assistant Coxswain Dredging Mate
25 14 37	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Carpenter Marine Electrician
24 14 37	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Diver (Rodrigues)
13 13 36	<b>Rs 8600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600</b> Launch Driver
13 13 32	<b>Rs 8600 x 200 – 10200 x 250 – 11700 x 300 – 13200</b> Longshoreman/Deckhand
13 11 32	<b>Rs 8200 x 200 – 10200 x 250 – 11700 x 300 – 13200</b> Enginehand
24 02 21	<b>Rs 6425 x 175 – 6600 x 200 – 10200</b> General Worker

\*\*\*\*\*

## 2.7 CADASTRAL DIVISION

- 2.7.1 The state lands of Rodrigues have to be judiciously utilized in the best interests of the population. There are some 8000 state leases that have been granted by the government and some 7000 applications are still being processed. The Commission for Lands and Town and Country Planning is called upon to ensure the professional management of the lands.
- 2.7.2 The Cadastral Division provides the necessary services in respect of the allocation of state land leases for the potential development of the Island while ensuring the harmonious integration of environmental, social and economic dimensions of development. Its objectives are, *inter alia*, to promote sustainable development through better land use planning and land development; and streamline procedures in respect of allocation of land and planning.

### Senior Surveyor (New Grade)

- 2.7.3 The Cadastral Division is manned by officers in the grades of Principal Surveyor and Surveyor supported by Cartographers. Given the increasing volume of work in the land and cadastral section and the implementation of a digitalized cadastre, there is need for a review and reinforcement of the structure at different levels as well as for more professionals in the sector.

### Recommendation 1

- 2.7.4 **We recommend the creation of a grade of Senior Surveyor. Promotion thereto should be on the basis of experience and merit of officers in the grade of Surveyor reckoning at least four years' service in a substantive capacity in the grade.**
- 2.7.5 Incumbent would be required, among others, to be in charge of survey works, make an appraisal of all lands that should be surveyed; update records of state lands; seek information from applicants/ promoters or owners whose lands are to be acquired; inspect lands and report on applications for lease, exchange and sale; and sign memoranda of surveys.

### Senior Cartographer (New Grade)

#### Recommendation 2

- 2.7.6 **We recommend the creation of a grade of Senior Cartographer. Promotion thereto should be on the basis of experience and merit of officers in the grade of Cartographer reckoning at least three years' service in a substantive capacity in the grade.**
- 2.7.7 Incumbent would be required, among others, to check map sheets prior to publication; ensure proper use of map specifications and maintenance of a



good standard and accuracy in map production; and provide technical support for the charting and mapping requirements of other departments.

### Allowance for the Principal Surveyor

2.7.8 The Principal Surveyor, on a tour of service in Rodrigues, from the Ministry of Housing and Lands, is presently acting as the Officer-in-Charge of the Cadastral Office and is called upon to monitor the work of the whole Cadastral Office, including the Registry, the application section and the planning unit.

2.7.9 As these duties fall outside the scheme of service of the Principal Surveyor, we are recommending an appropriate allowance.

### Recommendation 3

2.7.10 We recommend that the Principal Surveyor in post in Rodrigues be paid an allowance of Rs 1000 monthly.

Salary Code	Salary Scale and Grade
	<i>CADASTRAL DIVISION</i>
26 65 75	<b>Rs 37500 x 1250 – 50000</b> Principal Surveyor
26 59 71	<b>Rs 30000 x 1250 – 45000</b> Senior Surveyor (New Grade)
26 44 67	<b>Rs 19000 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 40000</b> Surveyor
26 18 21	<b>Rs 9600 x 200 – 10200</b> Trainee Surveyor
26 48 60	<b>Rs 21400 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 31250</b> Senior Cartographer (New Grade)

Salary Code	Salary Scale and Grade
26 31 55	<b>Rs 12900 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 26400</b> Cartographer
26 18 20	<b>Rs 9600 x 200 – 10000</b> Trainee Cartographer
26 20 48	<b>Rs 10000 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 21400</b> Survey Technician <i>formerly Surveying and Mapping Assistant</i>
24 28 43	<b>Rs 12000 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 18400</b> Head Survey field Worker <i>formerly Head Poler</i>
24 09 36	<b>Rs 7800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600</b> Survey Field Worker/Senior Survey Field Worker <i>formerly Chainman Poler</i>
08 29 49	<b>Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b> Executive Officer (Rodrigues)
08 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Clerical Officer/ Higher Clerical Officer <i>formerly Clerk</i>
08 17 44	<b>Rs 9400 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19000</b> Word Processing Operator
04 14 42	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 17800</b> Plan Printing Operator

Salary Code	Salary Scale and Grade
22 12 39	<b>Rs 8400 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000</b> Receptionist /Telephone Operator
24 14 37	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Driver (Roster)
24 13 36	<b>Rs 8600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600</b> Driver
24 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Office Caretaker
<i>PLANNING UNIT</i>	
26 49 67	<b>Rs 22000 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 40000</b> Town and Country Planning Officer
26 35 58	<b>Rs 14200 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 28000 x 1000 – 29000</b> Development Control Officer
26 43 45	<b>Rs 18400 x 600 – 19600</b> Cadet Planner
26 20 48	<b>Rs 10000 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 21400</b> Planning Assistant

\*\*\*\*\*

## **2.8 METEOROLOGICAL SERVICES**

2.8.1 The Meteorological Services of Rodrigues work in close collaboration with the Meteorological Services of Vacoas to provide accurate and timely weather information to the inhabitants of Rodrigues. The Meteorological Services provide daily weather information to the inhabitants and weather forecasts for fishermen in Rodrigues. A Principal Meteorological Technician is, presently, acting as Officer-in-Charge of the service and is assisted by one Meteorological Technician, three Senior Meteorological Observers and 10 Meteorological Observers.

### **Principal Meteorological Observer (New Grade)**

2.8.2 In the context of this review, the Management of the Meteorological Services in Mauritius has represented that there is need to strengthen the establishment of the Meteorological Observer cadre in Rodrigues at the top to ensure continuity in the despatch of business as the Principal Meteorological Technician and the Meteorological Technician are posted there on a tour of service. It has been reported that, on the expiry of a tour of service, the transition period pending replacement is too long and there is no officer to assume responsibility of the Meteorological Services.

### **Recommendation 1**

2.8.3 **We recommend the creation of a grade of Principal Meteorological Observer. Promotion thereto should be on the basis of experience and merit of officers in the grade of Senior Meteorological Observer reckoning at least two years' service in a substantive capacity in the grade.**

2.8.4 Incumbent would be required, among others, to assist in handling administrative responsibilities and staff deployment; coordinate and supervise the works of the Senior Meteorological Observers and Meteorological Observers; and ensure proper follow-up action in the work of Senior Meteorological Observers.

Salary Code	Salary Scale and Grade
19 51 62	<p><i>METEOROLOGICAL SERVICES</i></p> <p><b>Rs 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 33750</b></p> <p>Principal Meteorological Technician</p>

Salary Code	Salary Scale and Grade
19 50 60	<b>Rs 22600 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 31250</b> Principal Meteorological Observer (New Grade)
19 26 52	<b>Rs 11450 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 24000</b> Meteorological Technician
19 46 58	<b>Rs 20200 x 600 – 23200 x 800 – 28000 x 1000 – 29000</b> Senior Meteorological Observer
19 22 50	<b>Rs 10450 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22600</b> Meteorological Observer
19 14 16	<b>Rs 8800 x 200 – 9200</b> Trainee Meteorological Observer
24 14 37	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Driver (Roster)
24 02 21	<b>Rs 6425 x 175 – 6600 x 200 – 10200</b> General Worker

\*\*\*\*\*

## **2.9 TRADE, COMMERCE AND LICENCE DIVISION**

- 2.9.1 The Trade, Commerce and Licence Division aims at promoting and facilitating trade and commercial activities in the Island by providing members of the public with appropriate information.

### **Setting up of a Legal Metrology Unit**

- 2.9.2 At present, officers of the Legal Metrology Services in Mauritius officially visit the island of Rodrigues only once a year to assize weights and measures. With the rapid expansion of trade activities in Rodrigues, both the Management and the Union have requested for the setting up of a Legal Metrology Unit for the provision of legal metrology services throughout the year.
- 2.9.3 We are making appropriate recommendation, at this stage, to initiate the setting up of the Legal Metrology Unit.

### **Technical Officer (Legal Metrology) (New Grade)**

#### **Recommendation 1**

- 2.9.4 **We recommend the creation of a grade of Technical Officer (Legal Metrology) on the establishment of the Rodrigues Regional Assembly. Appointment thereto should be made by selection from among holders of a Diploma in Mechanical or Electrical Engineering from a recognized institution or an equivalent qualification acceptable to the Public Service Commission.**
- 2.9.5 **We also recommend that the selected candidate should follow on the job training, both theoretical and practical, for a period of at least six months at the Legal Metrology Division in Mauritius.**
- 2.9.6 Incumbent would be responsible, *inter alia*, for the custody and maintenance of standards and weighing/measuring instruments used in verification work; the calibration, verification and assizing of weighing and measuring instruments used in trade; the supervision of the use and inspection of weighing and measuring instrument in trade; the test purchase of commodities, including prepackaged articles for compliance with the legal metrology legislation; the investigation of complaints from consumers and traders; and the calibration of weighing/measuring instruments for industries and other bodies.

Salary Code	Salary Scale and Grade
	<i>TRADE, COMMERCE AND LICENCE DIVISION</i>
02 44 67	<b>Rs 19000 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 40000</b> Trade Analyst
19 35 58	<b>Rs 14200 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 28000 x 1000 – 29000</b> Technical Officer (Legal Metrology) (New Grade)
08 29 49	<b>Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b> Executive Officer (Rodrigues)
08 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Clerical Officer/ Higher Clerical Officer <i>formerly Clerk</i>
24 02 21	<b>Rs 6425 x 175 – 6600 x 200 – 10200</b> General Worker

\*\*\*\*\*

**2.10 INDUSTRIAL DEVELOPMENT DIVISION**

- 2.10.1 The mission of the Industrial Development Division is to promote the development of Small and Medium Enterprises to make Rodrigues more self sufficient and to raise the standard of living of its inhabitants.
- 2.10.2 One of the main objectives of the Regional Government is to boost up the economic development of Rodrigues. In this connection, a Unit has been set up to coordinate the role of Government as facilitator for the attraction of investors in Rodrigues. At present, the Unit is staffed by one Senior Industrial Analyst posted on a tour of service from Mauritius and a newly recruited Industrial Analyst.

Salary Code	Salary Scale and Grade
02 44 67	<p style="text-align: center;"><i>INDUSTRIAL DEVELOPMENT DIVISION</i></p> <p><b>Rs 19000 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 40000</b></p> <p>Industrial Analyst</p>

\*\*\*\*\*



## 2.11 CIVIL STATUS DIVISION

- 2.11.1 The main objective of the Civil Status Division is to offer modern, efficient, rapid and quality services to the Rodriguan people, both in matters pertaining to Civil Status and National Identity Cards.
- 2.11.2 The Division coordinates the activities of the two Civil Status Offices in the island and provides, *inter alia*, the following services: registration of birth, registration of marriages, registration of death, and issue of National Identity Cards.

### **Officer-in-Charge, Civil Status (New Grade)**

- 2.11.3 The Civil Status Division is, presently, manned by a Senior Civil Status Officer and a Civil Status Officer.
- 2.11.4 With the impending computerisation project at Port Mathurin and La Ferme, the work of these officers would expand both in volume and complexity.
- 2.11.5 It has been submitted that the Registrar of Civil Status, during a visit to Rodrigues in December 2004 to discuss matters in connection with the extension of the Civil Status Computerisation Project to Port Mathurin and La Ferme Civil Status Offices, has recommended and the Prime Minister's Office has approved that a grade of Officer-in-Charge, Civil Status be created. In order to cater for the additional administrative and technical responsibilities, we are providing for the new grade.

### **Recommendation 1**

- 2.11.6 **We recommend the creation of a grade of Officer-in-Charge, Civil Status. Promotion thereto should be on the basis of experience and merit of Senior Civil Status Officers reckoning at least five years' service in a substantive capacity in the grade.**
- 2.11.7 Incumbent would be responsible for the management of the Civil Status Branch and would be required, among others, to assist/advise the Departmental Head on matters relating to civil status and National Identity Card; deal with administrative issues relating to civil status; supervise the issue of National Identity Cards; perform all duties as prescribed in the Civil Status Act; and liaise with the Registrar of Civil Status in Mauritius on matters relating to Civil Status and National Identity Cards.

### **Loan Facilities to Civil Status Officers**

- 2.11.8 Officers of the Civil Status cadre are granted loan facilities for the purchase of a car on the same terms and conditions laid down at paragraph 15.2.89 (ii) of Volume I of the 2003 PRB Report and are paid the appropriate mileage allowance at the approved rates for official traveling on distance travelled

between residence and site of work on Saturdays, Sundays and Public Holidays after 1200 hours.

## Recommendation 2

**2.11.9 We recommend that officers of the Civil Status cadre should continue to be granted loan facilities for the purchase of a car on the same terms and conditions laid down at paragraph 18.2.49 (e) of Volume I of this Report and should be paid the appropriate mileage allowance at the approved rates for official travelling on distance travelled between residence and site of work on Saturdays, Sundays and Public Holidays after 1200 hours.**

Salary Code	Salary Scale and Grade
	<i>CIVIL STATUS DIVISION</i>
18 48 59	<b>Rs 21400 x 600 – 23200 x 800 – 28000 x 1000 – 30000</b> Officer-in-Charge, Civil Status (New Grade)
18 37 51	<b>Rs 15000 x 500 – 16000 x 600 – 23200</b> Senior Civil Status Officer
18 18 46	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 20200</b> Civil Status Officer
24 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Office Caretaker
24 02 21	<b>Rs 6425 x 175 – 6600 x 200 – 10200</b> General Worker
	<i>NATIONAL IDENTITY CARD SECTION</i>
08 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Clerical Officer/Higher Clerical Officer <i>formerly Clerk</i>

\*\*\*\*\*

## 2.12 FISHERIES

- 2.12.1 The objectives of the Fisheries Protection Service are to prevent and detect offences and to deliver licences in accordance with the Fisheries and Marine Resources Act No 22 of 1998. It also aims at planning and ensuring a proper management of the Fisheries Protection Service in Rodrigues. It provides, *inter alia*, the following main services: registration of fishers; issue of licence to fishmongers; registration of new boats; renewal of licences; and patrol on land and at sea.
- 2.12.2 The Island of Rodrigues has a lagoon of 240 km<sup>2</sup> comparable to mainland Mauritius which has a lagoon of 243 km<sup>2</sup>. There are 1999 registered professional fishers in Rodrigues and some 1200 amateur fishers. There are three main Fisheries Control Posts where all activities are reported. The establishment of the Fisheries Protection Service consists of some 100 officers inclusive of supporting staff.

### **Allowance to General Workers**

- 2.12.3 Some seven General Workers are, presently, performing certain duties normally befalling on Fisheries Protection Officers against payment of an *ad hoc* allowance equivalent to three increments. **We concur with this arrangement.**

### **Allowance for officers posted in Flying Squad**

- 2.12.4 At present, a monthly special duty allowance equivalent to one increment at the initial of the salary scales is paid to officers of the Fisheries Protection cadre posted in the Flying Squad in Mauritius. Representation has been made for the extension of the special duty allowance to officers of the Fisheries Protection cadre of Rodrigues. We concur that there is need to align, wherever it warrants, the remuneration system in Rodrigues on that prevailing in Mauritius. We are making appropriate recommendation to that effect.

### **Recommendation 1**

- 2.12.5 **We recommend payment of a monthly special duty allowance equivalent to one and a half increments at the initial of the salary scales to officers posted in the Flying Squad.**

Salary Code	Salary Scale and Grade
	<i>FISHERIES</i>
19 45 67	<b>Rs 19600 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 40000</b> Scientific Officer (Fisheries)
19 35 58	<b>Rs 14200 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 28000 x 1000 – 29000</b> Technical Officer (Fisheries)
19 52 62	<b>Rs 24000 x 800 – 28000 x 1000 – 30000 x 1250 – 33750</b> Officer-in-Charge (Fisheries)
19 47 59	<b>Rs 20800 x 600 – 23200 x 800 – 28000 x 1000 – 30000</b> Assistant Controller, Fisheries Protection Service (Rodrigues)
19 41 52	<b>Rs 17200 x 600 – 23200 x 800 – 24000</b> Principal Fisheries Protection Officer
06 24 50	<b>Rs 10950 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22600</b> Training Instructor, Fisheries
19 34 49	<b>Rs 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b> Senior Fisheries Protection Officer
19 17 45	<b>Rs 9400 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Fisheries Protection Officer
08 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Clerical Officer/ Higher Clerical Officer <i>formerly Clerk</i>

Salary Code	Salary Scale and Grade
13 26 40	<b>Rs 11450 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 16600</b> Artificer Coxswain
25 14 37	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Carpenter (Marine) Outboard Motor Mechanic
13 13 36	<b>Rs 8600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600</b> Launch Driver
13 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Boatman
24 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Office Caretaker
24 09 29	<b>Rs 7800 x 200 – 10200 x 250 – 11700 x 300 – 12300</b> Watchman
24 02 21	<b>Rs 6425 x 175 – 6600 x 200 – 10200</b> General Worker

\*\*\*\*\*

## 2.13 TRANSPORT

### Officer-in-Charge, Transport *formerly Transport Superintendent*

- 2.13.1 The Transport Division is responsible for the proper management of the fleet of vehicles of the Rodrigues Regional Assembly, which comprises some 150 vehicles. The Division is manned by a Transport Superintendent who is assisted by a Transport Supervisor. In addition to being responsible to the Island Chief Executive for the effective and efficient administration of the entire fleet and for the planning, coordination and supervision of transport for all Commissions, the Transport Superintendent shoulders technical responsibilities.
- 2.13.2 On account of the overall responsibility of the incumbent, there is need to review the grading of the post and to restyle its appellation to a more appropriate one.

### Recommendation 1

- 2.13.3 We recommend that the grade of Transport Superintendent be restyled **Officer-in-Charge, Transport.**

Salary Code	Salary Scale and Grade
	<i>TRANSPORT SECTION</i>
26 38 63	<b>Rs 15500 x 500 – 16000 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 35000</b> Officer-in-Charge, Transport <i>formerly Transport Superintendent</i>
26 19 46	<b>Rs 9800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 20200</b> Transport Supervisor
08 17 45	<b>Rs 9400 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Transport Accounts Clerk
24 21 39	<b>Rs 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000</b> Driver (Heavy Vehicles above 5 Tons) Driver ( Mechanical Unit)

Salary Code	Salary Scale and Grade
24 14 37	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Driver (Roster)
24 13 36	<b>Rs 8600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600</b> Driver
24 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Office Caretaker
24 06 24	<b>Rs 7200 x 200 – 10200 x 250 – 10950</b> Lorry Loader

\*\*\*\*\*

## **2.14 CONSUMER PROTECTION UNIT**

2.14.1 The Consumer Protection Unit aims at safeguarding and promoting consumers' interests by controlling the price of basic commodities; enforcing consumer protection laws; and delivering consumer education programmes. The objective of the Consumer Protection Service is to offer quality and timely services to consumers in Rodrigues. However, it cannot deliver its objective effectively in the absence of the appropriate human resources.

### **Officer-in-Charge, Consumer Protection (New Grade)**

2.14.2 The Consumer Protection Unit is required to undertake prosecution for contraventions established against contraveners. A Consumer Protection Officer cannot perform this duty, as this responsibility is normally delegated to a Senior Consumer Protection Officer. At present, in view of the shortage of staff – only two Consumer Protection Officers are in post out of an establishment of four, all case files and contraventions are sent to Mauritius and this causes much delays before cases are processed/completed. Furthermore, the most senior officer is being paid an *ad hoc* allowance for performing higher duties in addition to the normal ones. We are, therefore, providing for a new level.

### **Recommendation 1**

2.14.3 **We recommend the creation of a grade of Officer-in-Charge, Consumer Protection. 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.**

2.14.4 Incumbent would be responsible for the efficient and effective operation and administration of the Consumer Protection Unit and would be required, *inter alia*, to ensure that the relevant Laws and Regulations relating to consumer protection are properly enforced; monitor cases submitted for prosecution and give prosecution orders; work out programmes of work of Consumer Protection Officers; supervise and coordinate their work; assist in the implementation and evaluation of national programmes on consumer protection; and perform prosecution duties, as and when required.



Salary Code	Salary Scale and Grade
18 48 59	<i>CONSUMER PROTECTION UNIT</i> <b>Rs 21400 x 600 – 23200 x 800 – 28000 x 1000 – 30000</b> Officer-in-Charge, Consumer Protection (New Grade)
18 41 55	<b>Rs 17200 x 600 – 23200 x 800 – 26400</b> Consumer Protection Officer
24 02 21	<b>Rs 6425 x 175 – 6600 x 200 – 10200</b> General Worker

\*\*\*\*\*

### **3. DEPUTY CHIEF COMMISSIONER'S OFFICE**

- 3.0.1 The Deputy Chief Commissioner's Office has under its responsibility the following portfolios: Education; Human Resource Centre; Library Services; Arts and Culture; and Cultural & Leisure Centre

#### **3.1 EDUCATION**

- 3.1.1 The mission of the Education Division is to promote the highest standard in human resource development through learning, training, counselling, placement and to support capacity building in Rodrigues. The Division is responsible, *inter alia*, for the overall administration of education at pre-primary, primary and secondary levels; the implementation of policies pertaining to education; the admission and transfer of pupils; and the provision of adequate infrastructure, equipment and furniture.

##### **Head of Education (Primary) (New Grade)**

- 3.1.2 At present, the School Inspectorate consists of a Senior Primary School Inspector and Primary School Inspectors. There are 13 primary schools in Rodrigues. Given the number of schools and their location throughout the island, the time of the personnel is taken up in school inspection. Furthermore, the Senior Primary School Inspector is required to shoulder part of the responsibilities pertaining to pre-primary schools against payment of a monthly *ad hoc* allowance.
- 3.1.3 We are providing for a new grade to be in charge of the education services pertaining to pre-primary and primary education and to assume responsibility for the administrative and managerial functions.

##### **Recommendation 1**

- 3.1.4 **We recommend the creation of a grade of Head of Education (Primary). Promotion thereto should be on the basis of experience and merit of officers in the grade of Senior Primary School Inspector reckoning at least three years' service in the grade.**
- 3.1.5 Incumbent would be required, among others, to assist the Departmental Head in the administration of primary and pre-primary schools and advise on new strategies to enhance the teaching/learning process. He would also be required to ensure the implementation of various development/projects; assist in the preparation of annual budget, work plans and reports; plan and organize the yearly programme of inspection; assess manpower, technical assistance and training requirements; and act as resource person for the development of curriculum.

Salary Code	Salary Scale and Grade
	<i>EDUCATION</i>
02 00 85	<b>Rs 68000</b> Departmental Head
06 59 71	<b>Rs 30000 x 1250 – 45000</b> Head of Education (Primary) (New Grade) Secondary School Inspector
06 58 68	<b>Rs 29000 x 1000 – 30000 x 1250 – 41250</b> Senior School Inspector <i>formerly Senior Primary School Inspector</i>
06 54 64	<b>Rs 25600 x 800 – 28000 x 1000 – 30000 x 1250 – 36250</b> School Inspector <i>formerly Primary School Inspector</i>
06 49 64	<b>Rs 22000 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 - 33750</b> Head Master (possessing ACEM or Diploma in Educational Management) <i>formerly Head Teacher/Senior Head Teacher (possessing Advanced Certificate in Educational Management)</i>
06 47 60	<b>Rs 20800 x 600 – 23200 x 800 – 28000 x 1000 – 31250</b> Head Master <i>formerly Head Teacher/Senior Head Teacher</i>
06 44 58	<b>Rs 19000 x 600 – 23200 x 800 – 28000 x 1000 – 29000</b> Deputy Head Master (possessing CEM) <i>formerly Deputy Head Teacher (possessing CEM)</i>
06 43 56	<b>Rs 18400 x 600 – 23200 x 800 – 27200</b> Health and Physical Education Instructor (Personal) Deputy Head Master <i>formerly Deputy Head Teacher</i>
06 29 52	<b>Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 24000</b> Teacher/Senior Teacher (possessing ACE)

Salary Code	Salary Scale and Grade
06 25 51	<b>Rs 11200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200</b> Teacher/Senior Teacher
06 18 20	<b>Rs 9600 x 200 – 10000</b> Trainee Educator (Primary) <i>formerly Trainee Teacher</i>
10 20 48	<b>Rs 10000 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 21400</b> Audio Visual Assistant
08 29 49	<b>Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b> Senior School Clerk
08 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> School Clerk
08 41 55	<b>Rs 17200 x 600 – 23200 x 800 – 26400</b> Higher Executive Officer (Rodrigues)
08 34 55	<b>Rs 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 26400</b> Confidential Clerk/Senior Confidential Clerk
08 29 49	<b>Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b> Executive Officer (Rodrigues)
08 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Clerical Officer/ Higher Clerical Officer <i>formerly Clerk</i>

Salary Code	Salary Scale and Grade
08 17 44	<b>Rs 9400 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19000</b> Word Processing Operator
24 18 37	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Senior/Head School Caretaker Senior/Head Office Caretaker
24 14 37	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Driver (Roster)
24 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> School Caretaker
25 14 37	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Electrician
24 13 36	<b>Rs 8600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600</b> Driver
21 10 31	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12900</b> Storekeeper
24 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Office Caretaker
24 09 29	<b>Rs 7800 x 200 – 10200 x 250 – 11700 x 300 – 12300</b> Watchman
24 07 27	<b>Rs 7400 x 200 – 10200 x 250 – 11700</b> Stores Attendant

Salary Code	Salary Scale and Grade
24 06 24	<b>Rs7200 x 200 – 10200 x 250 – 10950</b> Sanitary Attendant Sanitary Attendant <i>formerly Nightsoilman</i>
24 02 21	<b>Rs 6425 x 175 – 6600 x 200 – 10200</b> General Worker

\*\*\*\*\*

### 3.2 HUMAN RESOURCE CENTRE

- 3.2.1 The Human Resource Centre acts as a facilitator and catalyst for the promotion of capacity building by offering career guidance services. The centre also facilitates the learning/training process through documentation and ICT resources.
- 3.2.2 The Human Resource Centre is manned by a Head, who is assisted by a Coordinator and a Library Officer for the professional and technical functions. The support personnel comprises, among others, officers of the general services and the Bindery cadre.
- 3.2.3 The structure is appropriate to enable the Human Resource Centre to pursue efficiently and effectively its mandate and, therefore, does not require any change.

Salary Code	Salary Scale and Grade
	<i>HUMAN RESOURCE CENTRE</i>
02 58 75	<b>Rs 29000 x 1000 – 30000 x 1250 – 50000</b> Head, Human Resource Centre
02 44 67	<b>Rs 19000 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 40000</b> Co-ordinator, Human Resource Centre
05 35 58	<b>Rs 14200 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 28000 x 1000 – 29000</b> Library Officer
08 29 49	<b>Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b> Executive Officer (Rodrigues)
16 31 47	<b>Rs 12900 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 20800</b> Binding Supervisor
08 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Clerical Officer/ Higher Clerical Officer <i>formerly Clerk</i>

Salary Code	Salary Scale and Grade
16 15 43	<b>Rs 9000 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 QB 16600 x 600 – 18400</b> Machine Minder (Bindery) (Rodrigues) (Personal)
16 14 41	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 QB 15500 x 500 – 16000 x 600 – 17200</b> Machine Minder (Bindery) (Rodrigues)
24 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Office Caretaker
24 06 25	<b>Rs7200 x 200 – 10200 x 250 – 11200</b> Handy Worker
24 02 21	<b>Rs 6425 x 175 – 6600 x 200 – 10200</b> General Worker

\*\*\*\*\*



### 3.3 PUBLIC LIBRARY

3.3.1 The Public Library Service provides access to information to the public in general. Its main functions are, *inter alia*, to ensure that the Central Library provides effective and efficient access to its collection; and the library's collections are classified, catalogued and indexed and are easily retrievable.

#### Officer-in-Charge, Library Services (New Grade)

3.3.2 There are five libraries in Rodrigues. At present, the Library Service is manned by a Librarian who is supported by officers in the grades of Senior Library Clerk and Library Clerk.

3.3.3 For the proper overall management of the five libraries with more professionalism, we are providing for a new grade.

#### Recommendation 1

3.3.4 **We recommend the creation of a grade of Officer-in-Charge, Library Services. Promotion thereto should be on the basis of experience and merit of officers in the grade of Librarian reckoning at least four years' service in a substantive capacity in the grade.**

3.3.5 Incumbent would be responsible for the overall administration and management of the Library Service and ensure that libraries are run in the most economical and efficient manner; to formulate the Rodrigues Library Service strategy; develop policies and plans for the implementation of sound library practices; and advise on policies, legislation and development in the library sector. He would also organize the proper staffing of libraries; plan, direct and manage library projects; advise on training needs for officers in the cadre; and coordinate the bibliographical activities of the country.

Salary Code	Salary Scale and Grade
	<i>PUBLIC LIBRARY</i>
05 59 71	<b>Rs 30000 x 1250 – 45000</b> Officer-in-Charge, Library Services (New Grade)
05 45 67	<b>Rs 19600 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 40000</b> Librarian ( Rodrigues)

Salary Code	Salary Scale and Grade
05 34 49	<b>Rs 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b> Senior Library Clerk ( Rodrigues)
05 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Library Clerk ( Rodrigues)
05 14 16	<b>Rs 8800 x 200 – 9200</b> Trainee Library Clerk
21 10 31	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12900</b> Storekeeper
24 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Library Attendant Office Caretaker
24 02 21	<b>Rs 6425 x 175 – 6600 x 200 – 10200</b> General Worker

\*\*\*\*\*

### 3.4 ARTS AND CULTURE

- 3.4.1 The objectives of the Arts and Culture Division are, *inter alia*, to promote harmony and stability through programmes and activities of inter-cultural dialogue and to promote the conservation and management of the social cultural heritage of the Island. The Division is committed to promote artists and their development in artistic fields and to organise, coordinate and supervise annual cultural events.
- 3.4.2 The Events Management Officer restyled Culture Officer heads the Arts and Culture Division and he is assisted, *inter alia*, by an Arts Officer and officers of the general services. We are maintaining the structure.

Salary Code	Salary Scale and Grade
	<i>ARTS AND CULTURE</i>
05 44 67	<b>Rs 19000 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 40000</b> Culture Officer <i>formerly Events Management Officer</i>
05 24 51	<b>Rs 10950 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200</b> Arts Officer (Rodrigues)
08 29 49	<b>Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b> Executive Officer (Rodrigues)
08 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Clerical Officer/ Higher Clerical Officer <i>formerly Clerk</i>
08 17 44	<b>Rs 9400 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19000</b> Word Processing Operator

Salary Code	Salary Scale and Grade
10 13 41	<b>Rs 8600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 17200</b> Operator Video Unit (Personal)
24 14 37	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Driver (Roster)
24 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Office Caretaker
24 13 36	<b>Rs 8600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600</b> Driver
25 07 27	<b>Rs 7400 x 200 – 10200 x 250 – 11700</b> Tradesman's Assistant
<i>CULTURAL AND LEISURE CENTRES</i>	
05 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Library Clerk (Rodrigues)
22 23 51	<b>Rs 10700 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200</b> Technician (Light and Sound)

\*\*\*\*\*

#### 4. COMMISSION FOR SOCIAL SECURITY, CHILD DEVELOPMENT, FAMILY WELFARE AND WOMEN'S AFFAIRS

4.0.1 The portfolios under the general control of the Commission comprise Social Security, Child Development, Family Welfare and Women's Affairs.

##### 4.1 SOCIAL SECURITY

4.1.1 The Social Security Division is responsible for the payment of non contributory basic pension and the provision of financial assistance to needy persons and victims of natural disasters.

4.1.2 We are maintaining the present structures which are appropriate.

Salary Code	Salary Scale and Grade
	<i>SOCIAL SECURITY</i>
02 00 85	<b>Rs 68000</b> Departmental Head
08 41 55	<b>Rs 17200 x 600 – 23200 x 800 – 26400</b> Higher Executive Officer (Rodrigues)
08 34 55	<b>Rs 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 26400</b> Confidential Clerk/Senior Confidential Clerk
08 29 49	<b>Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b> Executive Officer (Rodrigues)
23 49 60	<b>Rs 22000 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 31250</b> Principal Social Security Officer
23 42 55	<b>Rs 17800 x 600 – 23200 x 800 – 26400</b> Senior Social Security Officer

Salary Code	Salary Scale and Grade
23 35 52	<b>Rs 14200 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 24000</b> Higher Social Security Officer
23 21 49	<b>Rs 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b> Social Security Officer
08 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Clerical Officer/ Higher Clerical Officer <i>formerly Clerk</i>
08 17 44	<b>Rs 9400 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19000</b> Word Processing Operator
24 14 37	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Driver (Roster)
24 13 36	<b>Rs 8600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600</b> Driver
24 07 27	<b>Rs 7400 x 200 – 10200 x 250 – 11700</b> Social Security Attendant

\*\*\*\*\*

## **4.2 WOMEN'S AFFAIRS, FAMILY WELFARE AND CHILD DEVELOPMENT**

- 4.2.1 The Women's Affairs, Family Welfare and Child Development Division comprises the Family Protection Unit and the Child Development Unit. The Family Protection Unit provides adequate support to the family for promoting values, traditions and unity in the family by attending to problems facing any member of the family, investigating and following cases referred, providing counselling service and conducting sensitization programmes on the responsibilities of members of the family.
- 4.2.2 The Child Development Unit ensures that the rights of children are respected by their parents as well as by society and protects children against any form of abuse and ill treatment.

### **Shelter Care Attendant (Shift) (New Grade)**

#### **Matron (New Grade)**

- 4.2.3 The shelter at Oyster Bay is operational since December 2005 to help family and children in distress. At present, General Workers with wide experience in the field have been selected to work at the shelter. Four General Workers were assigned the duties of Caretaker. They were trained in the running of a shelter in Mauritius. Of the four, there are only two left. However, in the meantime, five General Workers joined the workforce at the shelter.
- 4.2.4 In this Report, we are providing for the grades of Shelter Care Attendant and Matron to run the shelter.

### **Recommendation 1**

- 4.2.5 **We recommend the creation of a grade of Shelter Care Attendant. Appointment thereto should be made by selection from among General Workers possessing the Certificate of Primary Education and having experience in work related to family protection and child development.**
- 4.2.6 Incumbent would be required, among others, to clean and maintain the physical environment of the shelter and premises; take care of minors admitted to the shelter; wash and iron clothes; cook food for inmates; and accompany minors to hospital, school, Court or other places, as and when required.
- 4.2.7 The Shelter Care Attendants would be required to work on a shift system and this element has been taken care of in arriving at the salary scale recommended.

**Recommendation 2**

**4.2.8 We recommend the creation of a grade of Matron. Appointment thereto should be made by selection from among candidates possessing a Cambridge School Certificate or equivalent qualification and having experience in work related to family protection and child development.**

4.2.9 Incumbent would be responsible for the management of the shelter and organization of work of staff and would be required, among others, to control the stock of provisions of the shelter and submit requests for replenishment at regular intervals; look after the welfare of the children; keep a petty cash book in respect of all expenses; and ensure that all equipment and furniture of the shelter are in good order.

Salary Code	Salary Scale and Grade
	<i>WOMEN'S AFFAIRS, FAMILY WELFARE AND CHILD DEVELOPMENT</i>
23 29 55	<b>Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 26400</b> Family Welfare and Protection Officer
23 25 52	<b>Rs 11200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 24000</b> Organising Officer, Women's Centre
08 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Clerical Officer/ Higher Clerical Officer <i>formerly Clerk</i>
23 21 47	<b>Rs 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 20800</b> Matron (New Grade)
24 09 27	<b>Rs 7800 x 200 – 10200 x 250 – 11700</b> Shelter Care Attendant (Shift) (New Grade)
24 06 25	<b>Rs 7200 x 200 – 10200 x 250 – 11200</b> Handy Worker



Salary Code	Salary Scale and Grade
24 02 21	<b>Rs 6425 x 175 – 6600 x 200 – 10200</b> General Worker

\*\*\*\*\*

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

- 5.0.1 The Commission for Public Infrastructure has also the following areas of responsibility under its jurisdiction: Environment Division; Mechanical Workshop; and National Transport Authority.
- 5.0.2 The Commission is responsible to upgrade and extend road infrastructure and construct new ones so as to facilitate inland communication; maintain and renovate public buildings; effect maintenance, servicing and repair of all government vehicles so as to increase their lifetime; implement proper strategies for the cleaning and embellishment of sites; and construct decent houses for needy persons.

**5.1 PUBLIC INFRASTRUCTURE**

- 5.1.1 The Public Infrastructure Division is responsible for the maintenance, renovation of the Rodrigues Regional Assembly buildings; upgrading and extension of existing roads and construction of new ones; and control of development in the island through the issue of building permits.

**Officer-in-Charge, Public Infrastructure (New Grade)**

- 5.1.2 The Public Infrastructure Division includes three main sections, namely the Road Section, the Building Section and the Mechanical Workshop. The three sections are under the supervision of a Senior Engineer and an Engineer who are supported by Technical Officers and officers of the Inspectorate cadre. They are accountable directly to the Departmental Head. However, it has been noticed that there is a gap in the overall supervision/coordination of the technical aspects of the works and the administrative issues of the three sections. We are, therefore, strengthening the structure of the Public Infrastructure Division by providing for a new grade at the apex of the engineering cadre.

**Recommendation 1**

- 5.1.3 **We recommend the creation of a grade of Officer-in-Charge, Public Infrastructure. Promotion thereto should be on the basis of experience and merit of officers in the grade of Senior Engineer reckoning at least two years' service in a substantive capacity in the grade.**
- 5.1.4 Incumbent would be required, among others, to take charge of the Public Infrastructure Division; supervise and coordinate the work of staff working under his control; review reports from Consultants and coordinate works of Consultants; ensure that the provisions of appropriate legislation are enforced; make recommendations for amendments in legislation, whenever necessary; and participate in the preparation and evaluation of tenders.

**Chief Tradesman *formerly Chief Cabinet Maker*  
Chief Carpenter**

5.1.5 At present, there are the grades of Chief Cabinet Maker and Chief Carpenter on the Rodrigues establishment. The staff side has requested for the creation of grades of Chief Tradesman in other fields e.g masonry, plumbing and pipefitting, welding etc.

5.1.6 We have studied the issue and consider that, to enable the organisation to deliver its services efficiently and effectively, there is need for polyvalent and multifunctional personnel at the different levels. This would prove beneficial in terms of the judicious use of available human resources, job enlargement and a reduction of the multiplicity of grades and grade appellations.

**Recommendation 2**

**5.1.7 We recommend that the grades of Chief Cabinet Maker and Chief Carpenter be restyled Chief Tradesman.**

**Recruitment Procedures**

5.1.8 In the context of the 2003 PRB Report, it was argued that the system of recruitment for the grades of Tradesman Assistant and Foreman was such that the exercise was made solely from among serving employees and that outside candidates who had followed technical courses in the relevant fields from recognized institutions like the IVTB, Lycee Polytechnique, College St Gabriel or any IVTB approved institutions were thus debarred from entry in the service. In view of the specificity of Rodrigues, it was felt that the recruitment procedures should be less rigid and appropriate recommendation was made to address the issue.

**Recommendation 3**

**5.1.9 We recommend that recruitment to the grade of Tradesman Assistant should continue to be opened also to candidates from outside the service who have successfully followed technical courses in the relevant fields at the IVTB, Lycee Polytechnique, College St Gabriel or any IVTB approved institutions.**

**Watchman - Caverne Patate**

5.1.10 We are revising the allowance paid to the Watchman posted at Caverne Patate.

**Recommendation 4**

5.1.11 We recommend that the allowance of Rs 325 monthly payable to the Watchman posted at Caverne Patate be revised to Rs 400.

Salary Code	Salary Scale and Grade
	<i>PUBLIC INFRASTRUCTURE</i>
	<i>ADMINISTRATION</i>
02 00 85	<b>Rs 68000</b> Departmental Head
08 34 55	<b>Rs 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 26400</b> Confidential Clerk/Senior Confidential Clerk
08 29 49	<b>Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b> Executive Officer (Rodrigues)
08 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Clerical Officer/ Higher Clerical Officer <i>formerly Clerk</i>
08 17 44	<b>Rs 9400 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19000</b> Word Processing Operator
24 21 39	<b>Rs 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000</b> Driver (Mechanical Unit)
22 12 39	<b>Rs 8400 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000</b> Receptionist/Telephone Operator

Salary Code	Salary Scale and Grade
24 18 37	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Senior/Head Office Caretaker
24 14 37	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Driver (Roster)
24 13 36	<b>Rs 8600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600</b> Driver
21 10 31	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12900</b> Storekeeper
24 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Office Caretaker
24 09 29	<b>Rs 7800 x 200 – 10200 x 250 – 11700 x 300 – 12300</b> Watchman
24 07 27	<b>Rs 7400 x 200 – 10200 x 250 – 11700</b> Stores Attendant
24 02 21	<b>Rs 6425 x 175 – 6600 x 200 – 10200</b> General Worker
<i>TECHNICAL</i>	
26 65 75	<b>Rs 37500 x 1250 – 50000</b> Officer-in-Charge, Public Infrastructure (New Grade)
26 59 71	<b>Rs 30000 x 1250 – 45000</b> Senior Engineer (Civil)

Salary Code	Salary Scale and Grade
26 49 67	<b>Rs 22000 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 40000</b> Architect Engineer (Civil) Quantity Surveyor
22 49 67	<b>Rs 22000 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 40000</b> Electrical Engineer
26 43 45	<b>Rs 18400 x 600 – 19600</b> Trainee Architect Trainee Civil Engineer Trainee Engineer
22 43 45	<b>Rs 18400 x 600 – 19600</b> Trainee Electrical Engineer
26 35 58	<b>Rs 14200 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 28000 x 1000 – 29000</b> Technical Officer (Civil Engineering)
26 51 62	<b>Rs 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 33750</b> Chief Inspector of Works
26 46 58	<b>Rs 20200 x 600 – 23200 x 800 – 28000 x 1000 – 29000</b> Senior Inspector of Works
26 39 53	<b>Rs 16000 x 600 – 23200 x 800 – 24800</b> Inspector of Works
26 20 48	<b>Rs 10000 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 21400</b> Assistant Inspector of Works
26 14 16	<b>Rs 8800 x 200 – 9200</b> Trainee Assistant Inspector of Works

Salary Code	Salary Scale and Grade
26 29 52	<b>Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 24000</b> Draughtsman
26 18 20	<b>Rs 9600 x 200 – 10000</b> Trainee Draughtsman
25 32 45	<b>Rs 13200 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Chief Tradesman <i>formerly Chief Cabinet Maker            Chief Carpenter</i> Foreman
18 15 48	<b>Rs 9000 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 21400</b> Supervisor of Cemeteries
24 09 29	<b>Rs 7800 x 200 – 10200 x 250 – 11700 x 300 – 12300</b> Burial Ground Attendant (Rodrigues) (Roster)
24 06 24	<b>Rs 7200 x 200 – 10200 x 250 – 10950</b> Sanitary Attendant <i>formerly Nightsoilman</i>
13 26 40	<b>Rs 11450 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 16600</b> Crane Driver and Mechanic
25 14 37	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Automobile Electrician Blacksmith Cabinet Maker Carpenter Electrician Mason Painter Plumber & Pipe Fitter Tinsmith

Salary Code	Salary Scale and Grade
24 18 36	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600</b> Gangman
25 13 36	<b>Rs 8600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600</b> Barbender
24 13 32	<b>Rs 8600 x 200 – 10200 x 250 – 11700 x 300 – 13200</b> Plant and Equipment Operator
24 11 31	<b>Rs 8200 x 200 – 10200 x 250 – 11700 x 300 – 12900</b> Waste Water Pipe Cleaner (Roster)
24 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Seamstress
24 07 27	<b>Rs 7400 x 200 – 10200 x 250 – 11700</b> Sprayerman Stone Breaker
25 07 27	<b>Rs 7400 x 200 – 10200 x 250 – 11700</b> Tradesman's Assistant (Blacksmith) Tradesman's Assistant (Carpenter) Tradesman's Assistant (Cabinet Maker) Tradesman's Assistant (Electrician) Tradesman's Assistant (Mason) Tradesman's Assistant (Painter) Tradesman's Assistant (Welder) Tradesman's Assistant
24 06 24	<b>Rs 7200 x 200 – 10200 x 250 – 10950</b> Lorry Loader

\*\*\*\*\*



## 5.2 ENVIRONMENT DIVISION

5.2.1 The objectives of the Environment Division, among others, are to enforce environmental laws and other related mechanism to protect the natural environment; develop and implement government environment policies for the protection of human health and environment; and implement embellishment projects for the up-lifting of the physical environment and to increase the quality of life of people.

### Officer-in-Charge, Environment (New Grade)

5.2.2 The Environment Division has on its establishment two posts of Environment Officer, one post of Technical Officer and three posts of Enforcement Officer. Each Environment Officer has under his responsibility one of the two following main sectors: (i) Waste Management, Pollution Prevention, Beach Cleaning; and (ii) Education and Sensitisation, Information and Research, Maintenance and Embellishment of public places.

5.2.3 There is, therefore, need to strengthen the structure at the top with a professional to be responsible for the management of the entire Environment Division and also to advise in the formulation of government policy on matters pertaining to environmental issues in Rodrigues.

### Recommendation 1

5.2.4 **We recommend the creation of a grade of Officer-in-Charge, Environment. Promotion thereto should be on the basis of experience and merit of officers in the grade of Environment Officer who reckon at least four years' service in a substantive capacity in the grade.**

5.2.5 Incumbent would be responsible for the management of the Environment Division and would be required, among others, to advise in the formulation of policy for the protection of the environment; ensure the implementation of government policies in matters relating to environment; monitor the work of subordinate staff; and supervise and provide training to officers of the Environment Division.

Salary Code	Salary Scale and Grade
19 59 71	<i>ENVIRONMENT DIVISION</i>  <b>Rs 30000 x 1250 – 45000</b> Officer-in-Charge, Environment (New Grade)

Salary Code	Salary Scale and Grade
19 45 67	<b>Rs 19600 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 40000</b> Environment Officer
19 35 58	<b>Rs 14200 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 28000 x 1000 – 29000</b> Technical Officer (Environment)
18 25 50	<b>Rs 11200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22600</b> Enforcement Officer
24 27 41	<b>Rs 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 17200</b> Senior Gangman
25 14 37	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Carpenter Mason
24 18 36	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600</b> Gangman
24 13 36	<b>Rs 8600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600</b> Driver
21 10 31	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12900</b> Storekeeper
24 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Office Caretaker
24 09 29	<b>Rs 7800 x 200 – 10200 x 250 – 11700 x 300 – 12300</b> Watchman

Salary Code	Salary Scale and Grade
24 06 25	<b>Rs 7200 x 200 – 10200 x 250 – 11200</b> Handy Worker
24 06 24	<b>Rs 7200 x 200 – 10200 x 250 – 10950</b> Lorry Loader Sanitary Attendant <i>formerly Nightsoilman</i>
24 02 21	<b>Rs 6425 x 175 – 6600 x 200 – 10200</b> General Worker

\*\*\*\*\*

### 5.3 MECHANICAL WORKSHOP

5.3.1 The Mechanical Workshop is responsible to maintain, service and repair all government vehicles, including heavy duty ones, and to carry out preventive maintenance to improve the life time of vehicles thus reducing repair costs.

5.3.2 We are maintaining the present structures which are appropriate.

Salary Code	Salary Scale and Grade
	<i>MECHANICAL WORKSHOP</i>
26 49 67	<b>Rs 22000 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 40000</b> Mechanical Engineer
26 35 58	<b>Rs 14200 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 28000 x 1000 – 29000</b> Technical Officer (Mechanical)
25 40 49	<b>Rs 16600 x 600 – 22000</b> Workshop Supervisor
22 21 48	<b>Rs 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 21400</b> Automobile Electronics Technician
26 43 45	<b>Rs 18400 x 600 – 19600</b> Trainee Mechanical Engineer
25 32 45	<b>Rs 13200 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Chief Mechanic Chief Panel Beater Foreman
08 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Clerical Officer/ Higher Clerical Officer <i>formerly Clerk</i>

Salary Code	Salary Scale and Grade
25 14 37	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Automobile Electrician Coach Painter Diesel Fitter Mechanic Electrician Fitter Motor Diesel Mechanic Panel Beater Tinsmith Turner and Machinist Upholsterer Welder
24 14 37	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Vulcaniser
24 13 36	<b>Rs 8600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600</b> Driver
21 10 31	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12900</b> Storekeeper
24 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Office Caretaker Toolskeeper
24 09 29	<b>Rs 7800 x 200 – 10200 x 250 – 11700 x 300 – 12300</b> Watchman
25 07 27	<b>Rs 7400 x 200 – 10200 x 250 – 11700</b> Tradesman's Assistant (Automobile) Tradesman's Assistant (Motor Diesel Mechanic) Tradesman's Assistant (Panel Beater) Tradesman's Assistant (Welder)
24 07 27	<b>Rs 7400 x 200 – 10200 x 250 – 11700</b> Stores Attendant

Salary Code	Salary Scale and Grade
24 02 21	<b>Rs 6425 x 175 – 6600 x 200 – 10200</b> General Worker

\*\*\*\*\*

#### 5.4 NATIONAL TRANSPORT AUTHORITY

- 5.4.1 The National Transport Authority is the regulatory body for implementing policies and decisions relating to road transport and transport planning.
- 5.4.2 At present, the National Transport Authority Sub-Office in Rodrigues is staffed with four Road Transport Inspectors, among whom, are two Mauritian officers posted to Rodrigues on a tour of service. The two Mauritian officers are assigned the duties of Senior Road Transport Inspector and the most senior is in charge of the office performing the combined duties of a Senior Road Transport Inspector together with the administrative duties of the Sub-Office against payment of an appropriate allowance.
- 5.4.3 We concur with this arrangement.

Salary Code	Salary Scale and Grade
	<i>NATIONAL TRANSPORT AUTHORITY</i>
18 34 55	<b>Rs 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 26400</b> Road Transport Inspector
08 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Clerical Officer/ Higher Clerical Officer <i>formerly Clerk</i>
24 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Office Caretaker

\*\*\*\*\*

## **6. COMMISSION FOR YOUTH AND SPORTS, LABOUR AND INDUSTRIAL RELATIONS AND EMPLOYMENT**

- 6.0.1 The Commission for Youth and Sports, Labour & Industrial Relations and Employment has under its general control the following areas of responsibility: Youth and Sports; Labour and Industrial Relations; and Employment.
- 6.0.2 The objectives of the Commission are to decentralize sports activities and promote the concept of 'sport de masse'; empower the youth; increase the employability of the youth; promote a safety culture and social dialogue; and respect workers' rights and responsibilities at work places in order to provide the appropriate environment conducive to economic growth and social development. These include liaising with stakeholders, including private firms in Rodrigues and Mauritius, with a view to providing job placement and training opportunities for the youth.
- 6.0.3 The vision of the Commission is that all Rodriguans have access to gainful and sustainable employment and that the youth is fully empowered and imbibe a culture of entrepreneurial and sports.

### **6.1 YOUTH AND SPORTS**

- 6.1.1 The Youth and Sports Division aims at marketing sport as a good product and ensures the empowerment of leaders and trainers in sports so that they can deliver to the best of their abilities. It also ensures the provision of adequate and modern infrastructure for the practice of sports and youth and leisure activities. Its main objectives are to decentralize sports activities and promote the concept of 'sport de masse'.
- 6.1.2 The present structures are adequate, except for the Coach cadre which requires to be strengthened.

#### **Senior Coach (New Grade)**

- 6.1.3 Sports services in Rodrigues are provided, among others, by the Sports Officers and Coaches. To strengthen the Sports Section and to ensure an adequate level of supervision over the sport coaches, we are creating a supervisory grade which would be filled from sport coaches irrespective of disciplines.

#### **Recommendation 1**

- 6.1.4 **We recommend the creation of a grade of Senior Coach. Appointment thereto should be made by selection from among officers in the grade**



**of Coach reckoning at least five years' service in a substantive capacity in the grade.**

- 6.1.5 Incumbent would be required, among others, to advise on matters concerning the promotion of various disciplines; take charge of sports infrastructure and be responsible for matters relating to staff and maintenance/repairs on the infrastructure; co-ordinate the work of sports coaches; organize and implement training programmes for sports cadres in collaboration with the federations; and run training sessions in various sports disciplines at regional, national and international levels.

**Coach**

- 6.1.6 Coaches are often required to work at irregular hours. At present, Coaches who have to put in extra hours of work are given equivalent time off for the extra hours put in. Where it has not been possible for management to grant time off within a period of six consecutive months, a request is made to the Ministry of Civil Service and Administrative Reforms through the Island Chief Executive for the payment of an appropriate allowance as compensation for the extra hours.

**Recommendation 2**

- 6.1.7 **We recommend that Coaches who have to put in extra hours of work should continue to be given equivalent time off for the extra hours put in. Where it has not been possible for management to grant time off within a period of six consecutive months, a request should be made to the Ministry of Civil Service and Administrative Reforms through the Island Chief Executive for the payment of an appropriate allowance as compensation for the extra hours.**

Salary Code	Salary Scale and Grade
	<i>YOUTH AND SPORTS</i>
02 00 85	<b>Rs 68000</b> Departmental Head
23 25 52	<b>Rs 11200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 24000</b> Organising Officer (Youth Counselling Centre)
08 41 55	<b>Rs 17200 x 600 – 23200 x 800 – 26400</b> Higher Executive Officer (Rodrigues)

Salary Code	Salary Scale and Grade
08 34 55	<b>Rs 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 26400</b> Confidential Clerk/Senior Confidential Clerk
08 29 49	<b>Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b> Executive Officer (Rodrigues)
08 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Clerical Officer/ Higher Clerical Officer <i>formerly Clerk</i>
08 17 44	<b>Rs 9400 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19000</b> Word Processing Operator
24 14 37	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Driver (Roster)
24 13 36	<b>Rs 8600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600</b> Driver
24 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Office Caretaker
24 06 24	<b>Rs 7200 x 200 – 10200 x 250 – 10950</b> Lorry Loader
<i>YOUTH SERVICES</i>	
23 47 61	<b>Rs 20800 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 32500</b> Principal Youth Officer

Salary Code	Salary Scale and Grade
23 43 57	<b>Rs 18400 x 600 – 23200 x 800 – 28000</b> Senior Youth Officer
23 26 52	<b>Rs 11450 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 24000</b> Youth Officer
08 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Clerical Officer/ Higher Clerical Officer <i>formerly Clerk</i>
24 11 31	<b>Rs 8200 x 200 – 10200 x 250 – 11700 x 300 – 12900</b> Youth Centre Attendant (Roster)
24 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Office Caretaker
24 09 29	<b>Rs 7800 x 200 – 10200 x 250 – 11700 x 300 – 12300</b> Watchman
24 02 21	<b>Rs 6425 x 175 – 6600 x 200 – 10200</b> General Worker
<i>SPORTS SERVICES</i>	
06 44 67	<b>Rs 19000 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 40000</b> Sports Officer
06 43 59	<b>Rs 18400 x 600 – 23200 x 800 – 28000 x 1000 – 30000</b> Senior Coach (New Grade)
06 25 52	<b>Rs 11200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 24000</b> Coach

Salary Code	Salary Scale and Grade
06 26 53	<b>Rs 11450 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 24000</b> Coach (Swimming)
22 23 51	<b>Rs 10700 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200</b> Technician (Youth and Sports)
08 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Clerical Officer/ Higher Clerical Officer <i>formerly Clerk</i>
24 18 36	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600</b> Gangman
24 09 29	<b>Rs 7800 x 200 – 10200 x 250 – 11700 x 300 – 12300</b> Watchman
24 06 25	<b>Rs 7200 x 200 – 10200 x 250 – 11200</b> Handy Worker
24 02 21	<b>Rs 6425 x 175 – 6600 x 200 – 10200</b> General Worker

\*\*\*\*\*

## **6.2 LABOUR AND INDUSTRIAL RELATIONS**

- 6.2.1 The Labour and Industrial Relations Division is responsible to enforce labour legislation and ensure compliance with the various statutory orders among the various stakeholders. The Division aims at ensuring a harmonious working environment to maintain social dialogue and respect of workers' rights.
- 6.2.2 The Labour and Industrial Relations Division comprises three sections, namely the Labour and Industrial Relations Section, the Occupational Safety and Health Section and the Registry of Associations.
- 6.2.3 There has been a considerable increase in the volume of work during the past years with a fourfold increase in the number of enterprises from 106 in 1998 to 462 in May 2007. There is a total labour population of 3100 workers in the private enterprises. It is estimated that the number of enterprises may reach 600 by the year 2010 with a worker population of 5000.

### **Officer-in-Charge, Labour and Industrial Relations (New Grade)**

- 6.2.4 At present, the Labour and Industrial Relations Division is manned by one Labour and Industrial Relations Officer in spite of the fact that the context has changed. The result is that there is a long delay in attending to complaints and sometimes inspections are not carried out at work places. There is, therefore, an urgent need to address these issues and to provide an appropriate staffing structure to cope with the increasing demand and exigencies of the public and to enable the Commission to meet its objectives.

### **Recommendation 1**

- 6.2.5 **We recommend the creation of a grade of Officer-in-Charge, Labour and Industrial Relations. Promotion thereto should be on the basis of experience and merit of officers in the grade of Labour and Industrial Relations Officer who reckon at least five years' service in a substantive capacity in the grade.**
- 6.2.6 Incumbent would be responsible for the administration and management of the different units of the Industrial Relations Service and would be required, among others, to ensure that the relevant laws on Labour and Industrial Relations, Occupational Safety and Health and Registry of Associations are properly enforced; and assist in the preparation of regulations related thereto. He would also supervise officers in inspections; investigate into complaints and difficult cases in the settlement of grievances; give advice and information to employers and unions on provisions of labour legislation and promote harmonious industrial relations systems in enterprises; monitor and manage outstanding difficult cases for undue delay; and decide on cases to be referred to Court.

Salary Code	Salary Scale and Grade
<i>INDUSTRIAL RELATIONS</i>	
18 46 61	<b>Rs 20200 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 32500</b> Officer-in-Charge, Labour and Industrial Relations (New Grade)
18 35 57	<b>Rs 14200 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 28000</b> Occupational Safety and Health Officer/Senior Occupational Safety and Health Officer <i>formerly Occupational Safety and Health Inspector</i>
18 25 52	<b>Rs 11200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 24000</b> Labour and Industrial Relations Officer Occupational Safety and Health Inspector
18 25 52	<b>Rs 11200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 24000</b> Inspector of Associations
08 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Clerical Officer/ Higher Clerical Officer <i>formerly Clerk</i>
18 18 20	<b>Rs 9600 x 200 – 10000</b> Trainee Inspector of Associations Trainee Labour and Industrial Relations Officer Trainee Safety and Health Officer <i>formerly Trainee Occupational Safety and Health Inspector</i>

\*\*\*\*\*

### 6.3 EMPLOYMENT

- 6.3.1 The Employment Division provides, *inter alia*, the following services: registration of job seekers; advice to job seekers; and computerized statistical data on employment.

#### **Officer-in-Charge, Employment (New Grade)**

- 6.3.2 The Employment Division is manned by officers in the grades of Senior Employment Officer, Employment Officer and Employment Assistant/Senior Employment Assistant.
- 6.3.3 The present structure is not adequate and is preventing the Commission from meeting its objectives of installing its employment services in each of the six Youth Advisory Bureau of the six local regions throughout Rodrigues. This has become inevitable due to the great increase in the number of job seekers from 1892 in 2000 to 3771 as at April 2007. An average of 50 persons report to the Employment Division on a daily basis and the figure sometimes reaches 200. Furthermore, the implementation of the Labour Market Information System (LMIS) now makes available to the local population timely and appropriate information regarding the world of work. In short, the Senior Employment Officer in Rodrigues is responsible for the proper management of the entire employment service vis-à-vis his counterpart in Mauritius who is responsible for employment offices in an allocated area or for some specific schedules.
- 6.3.4 All these, therefore, require a strengthening of the division to be able to cope with the increasing workload, to cater for the day-to-day management of the Employment Division and to meet the objectives of the Commission.

#### **Recommendation 1**

- 6.3.5 **We recommend the creation of a grade of Officer-in-Charge, Employment. Promotion thereto should be on the basis of experience and merit of officers in the grade of Senior Employment Officer having supervisory ability and reckoning at least two years' service in a substantive capacity in the grade.**
- 6.3.6 Incumbent would be responsible for the overall management of the Employment Division and would be required, among others, to deal with administrative issues concerning employment and employment duties; and carry out investigations in respect of applications for work permit from non-citizens and enforce the provisions of legislation. He would also be required to monitor activities of expatriates in employment in Rodrigues; keep close working relationship with employees; and process all vacancies for posting onto the job bank.

Salary Code	Salary Scale and Grade
	<i>EMPLOYMENT</i>
18 48 59	<b>Rs 21400 x 600 – 23200 x 800 – 28000 x 1000 – 30000</b> Officer-in-Charge, Employment (New Grade)
18 41 55	<b>Rs 17200 x 600 – 23200 x 800 – 26400</b> Senior Employment Officer
18 21 50	<b>Rs 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22600</b> Employment Officer
18 16 44	<b>Rs 9200 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19000</b> Employment Assistant/Senior Employment Assistant

\*\*\*\*\*



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

- 7.0.1 The Commission for Health encompasses the following portfolios: Medical and Sanitation Services; Cooperatives; Fire Services; Prisons and Reform Institutions; and Community Development.
- 7.0.2 The objectives of the Commission with regard to the different portfolios are to provide high quality and timely health services so as to have a healthy population and ensure that the latter benefits from technological and medical innovations; ensure the safety of the population and a pollution free environment inland and in the port through high quality and efficient fire services; create a conducive environment for the rehabilitation of young and old detainees and enable them to revert to normal civilian life; facilitate and encourage the development of the co-operatives sector; and provide assistance to the community in the development of programmes geared towards welfare, education, health and poverty alleviation.

**7.1 MEDICAL AND HEALTH**

- 7.1.1 The Medical and Health Division is responsible for the provision of health care to Rodriguans. It consists of one main hospital, two area health centres and 14 community health centres and has on its establishment some 600 employees.
- 7.1.2 We have revised the quantum of the different allowances payable to the medical and health personnel and examined the representations submitted by the midwives and made appropriate recommendations.

**Midwifery**

- 7.1.3 According to their scheme of service, Midwives are required, among others, to provide ante and post natal education to pregnant women; participate in family planning, immunization and other health programmes; and participate in primary health care during community sensitization and mobilization.
- 7.1.4 Midwifery service is being discharged in Rodrigues by one senior community midwife, three community midwives and 26 midwives. Some of these midwives are required to take charge of the maternity ward at night and the duties involved require them to be trained in nursery and gynaecology. These midwives posted at the Queen Elizabeth Hospital have argued that they are performing part of the duties normally devolving on Nursing Officers and yet, their prospects of promotion to the grade of Community Midwife are low compared to their counterparts in Mauritius. Management has confirmed the facts of the submission.

### **Recommendation 1**

- 7.1.5 **We recommend that, as long as the present arrangement continues, a Midwife assuming responsibility of the Labour Ward, while on night shift, be paid a monthly allowance of Rs 1000, provided the officer performs all the night shifts she is scheduled for the month.**

### **Insecticide Sprayerman**

- 7.1.6 The Insecticide Sprayerman, besides performing duties of Sprayerman, is also required to spray insecticide on decaying corpses. This duty is not included in the scheme of service of the grade.
- 7.1.7 The staff side has requested for the payment of an allowance to the Insecticide Sprayerman for the additional duty and on account of the health hazard involved.

### **Recommendation 2**

- 7.1.8 **We recommend that an allowance of Rs 50 per case be paid to Insecticide Sprayerman for spraying insecticide on decaying corpses.**

### **Health Director**

- 7.1.9 At present, on account of the enhanced responsibilities, an allowance is paid to the Health Director to bring his salary to the level of a Regional Health Director. This allowance is taken into account to compute the disturbance allowance.

### **Recommendation 3**

- 7.1.10 **We recommend that the payment of an allowance to the Health Director to bring his salary to the level of a Regional Health Director should be maintained. We further recommend that this allowance should continue to be taken into account to compute the disturbance allowance.**

### **Allowance to Doctors in Rodrigues**

- 7.1.11 Doctors posted in Rodrigues are paid an allowance of Rs 105 per case for certifying the cause of death 'a domicile'.

### **Recommendation 4**

- 7.1.12 **We are revising the allowance paid to doctors in Rodrigues for certifying the cause of death 'a domicile' to Rs 135 per case.**

### **Post Mortem/Autopsy Examination**

- 7.1.13 At present, doctors in Rodrigues are paid an allowance of Rs 180 per case for post-mortem/autopsy examination.

**Recommendation 5**

- 7.1.14 We recommend that the allowance paid to doctors in Rodrigues for post-mortem/autopsy examination be revised from Rs 180 to Rs 235 per case.**

**Allowance to Nursing Officers in the Operation Theatre**

- 7.1.15** Nursing officers attached to the operation theatre are required to be on call after office hours and to attend work whenever there are emergency operations carried out after official hours. They are, presently, paid the Bank Nurse Allowance when they are called for duty after office hours.

**Recommendation 6**

- 7.1.16 We are maintaining the present system.**

**Medical Laboratory Services**

- 7.1.17** Medical Laboratory Technicians and Senior Medical Laboratory Technicians in Rodrigues Hospital provide emergency laboratory services during nights, weekends and public holidays in an “on-call” system and are paid allowances for being “on-call” and for attendance during “on-call”. The present arrangement should continue.

**Recommendation 7**

- 7.1.18 We recommend that Medical Laboratory Technicians and Senior Medical Laboratory Technicians in Rodrigues Hospital who are required to be "on call" and to attend to emergencies during nights, weekends and public holidays be paid allowances as hereunder:**

<b>Period</b>	<b>'On-call' Allowance Rs</b>	<b>'In Attendance' during on-call Rs/hour</b>
<b>Weekdays 1600 hours to 0900 hours the following day</b>	<b>220</b>	<b>110</b>
<b>Saturdays 1200 hours to 0900 hours the following day</b>	<b>280</b>	<b>110</b>
<b>Sundays and Public Holidays 0900 hours to 0900 hours the following day</b>	<b>330</b>	<b>110</b>

**On-Call/In Attendance Allowance (Radiography)**

7.1.19 At present, an emergency Radiography (diagnostic) service at the Radiography Unit in Rodrigues is provided during nights, weekends and public holidays in an "on-call" system. A Radiographer restyled Medical Imaging Technologist or a Senior Radiographer restyled Senior Medical Imaging Technologist who remains on call after a normal day's work is paid an "on-call" allowance and an "in attendance" allowance for attendance during on call. We are maintaining the present arrangement and reviewing the allowances.

**Recommendation 8**

7.1.20 **We recommend that Medical Imaging Technologists and Senior Medical Imaging Technologists in Rodrigues Hospital who are required to be "on-call" and to attend to emergencies during nights, weekends and public holidays should be paid allowances as hereunder:**

Period	'On-call' Allowance Rs	'In Attendance' during on-call Rs/hour
<b>Weekdays</b> 1600 hours to 0900 hours the following day	210	105
<b>Saturdays</b> 1200 hours to 0900 hours the following day	260	105
<b>Sundays and Public Holidays</b> 0900 hours to 0900 hours the following day	310	105

**Screening Allowance**

7.1.21 The Radiography staff serving in Rodrigues carries out screening examinations in the absence of a Radiologist. At present, the screening allowance is Rs 65 per case. We are revising this allowance.

**Recommendation 9**

7.1.22 **We recommend that officers of the Medical Imaging Technologist cadre in Rodrigues performing screening examinations in the absence of a Radiologist be paid a screening allowance of Rs 85 per case.**

**Hospital Attendant**

7.1.23 Hospital Attendants posted in operation theatres for a whole month are paid a non-pensionable monthly allowance of Rs 300.

**Recommendation 10**

- 7.1.24 We recommend that the non-pensionable monthly allowance of Rs300 paid to Hospital Attendants posted in operation theatres for a whole month be revised to Rs 360.**

**Mortuary Attendant**

- 7.1.25** The Mortuary Attendant of the Rodrigues Regional Assembly is paid a non-pensionable commuted monthly allowance of Rs 500 in lieu of the allowance recommended for his counterpart on the Island of Mauritius.

**Recommendation 11**

- 7.1.26 We recommend that the Mortuary Attendant of the Rodrigues Regional Assembly be paid a non-pensionable commuted monthly allowance of Rs 600 in lieu of the allowance recommended for his counterpart on the Island of Mauritius.**

Salary Code	Salary Scale and Grade
<i>MEDICAL AND HEALTH</i>	
02 00 85	<b>Rs 68000</b> Departmental Head
09 00 85	<b>Rs 68000</b> Health Director
09 71 85	<b>Rs 45000 x 1250 – 50000 x 1500 – 56000 x 2000 –68000</b> Specialist/Senior Specialist
09 63 79	<b>Rs 35000 x 1250 – 50000 x 1500 – 56000</b> Community Physician
09 59 75	<b>Rs 30000 x 1250 – 50000</b> Medical and Health Officer/Senior Medical and Health Officer
09 58 75	<b>Rs 29000 x 1000 – 30000 x 1250 – 50000</b> Dental Surgeon/Senior Dental Surgeon

Salary Code	Salary Scale and Grade
09 49 67	<b>Rs 22000 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 40000</b> Pharmacist
19 45 67	<b>Rs 19600 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 40000</b> Nutritionist
09 59 71	<b>Rs 30000 x 1250 – 45000</b> Nursing Administrator (Female) Nursing Administrator (Male)
09 53 65	<b>Rs 24800 x 800 – 28000 x 1000 – 30000 x 1250 – 37500</b> Nursing Supervisor (Female) Nursing Supervisor (Male)
09 43 57	<b>Rs 18400 x 600 – 23200 x 800 – 28000</b> Charge Nurse (Female) Charge Nurse (Male)
09 41 57	<b>Rs 17200 x 600 – 23200 x 800 – 28000</b> Community Health Nursing Officer
09 28 53	<b>Rs 12000 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 24800</b> Nursing Officer
09 16 18	<b>Rs 9200 x 200 – 9600</b> Student Nurse
09 42 55	<b>Rs 17800 x 600 – 23200 x 800 – 26400</b> Senior Community Midwife
09 36 52	<b>Rs 14600 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 24000</b> Community Midwife

Salary Code	Salary Scale and Grade
09 24 50	<b>Rs 10950 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22600</b> Midwife
09 33 55	<b>Rs 13500 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 26400</b> Blood Bank Officer
09 16 18	<b>Rs 9200 x 200 – 9600</b> Student Midwife
09 55 64	<b>Rs 26400 x 800 – 28000 x 1000 – 30000 x 1250 – 36250</b> Principal Pharmacy Dispenser
09 43 57	<b>Rs 18400 x 600 – 23200 x 800 – 28000</b> Senior Pharmacy Dispenser
09 27 53	<b>Rs 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 24800</b> Pharmacy Dispenser
09 16 18	<b>Rs 9200 x 200 – 9600</b> Student Pharmacy Dispenser
09 55 66	<b>Rs 26400 x 800 – 28000 x 1000 – 30000 x 1250 – 38750</b> Principal Medical Laboratory Technician
09 51 62	<b>Rs 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 33750</b> Senior Medical Laboratory Technician
09 35 58	<b>Rs 14200 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 28000 x 1000 – 29000</b> Medical Laboratory Technician
09 18 21	<b>Rs 9600 x 200 – 10200</b> Student Medical Laboratory Technician

Salary Code	Salary Scale and Grade
18 53 62	<b>Rs 24800 x 800 – 28000 x 1000 – 30000 x 1250 – 33750</b> Principal Health Inspector
18 45 59	<b>Rs 19600 x 600 – 23200 x 800 – 28000 x 1000 – 30000</b> Senior Health Inspector
18 27 55	<b>Rs 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 26400</b> Health Inspector
18 18 20	<b>Rs 9600 x 200 – 10000</b> Trainee Health Inspector
11 44 67	<b>Rs 19000 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 40000</b> Hospital Administrator
11 46 58	<b>Rs 20200 x 600 – 23200 x 800 – 28000 x 1000 – 29000</b> Hospital Administrative Assistant
11 21 49	<b>Rs 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b> Head Catering Unit
11 29 49	<b>Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b> Executive Officer (Health Services) (Non Shift) Steward
11 21 46	<b>Rs 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 20200</b> Catering Supervisor
09 17 46	<b>Rs 9400 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 20200</b> Physiotherapy Assistant



Salary Code	Salary Scale and Grade
09 48 60	<b>Rs 21400 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 31250</b> Senior Medical Imaging Technologist <i>formerly Senior Radiographer</i>
09 33 55	<b>Rs 13500 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 26400</b> Medical Imaging Technologist <i>formerly Radiographer</i>
09 16 18	<b>Rs 9200 x 200 – 9600</b> Student Medical Imaging Technologist <i>formerly Student Radiographer</i>
09 31 48	<b>Rs 12900 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 21400</b> Senior Radiographic Assistant
09 15 43	<b>Rs 9000 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 18400</b> Radiographic Assistant
22 21 48	<b>Rs 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 21400</b> Bio-Medical Engineering Technician <i>formerly Bio-Medical Technician</i>
09 20 48	<b>Rs 10000 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 21400</b> ECG Technician
09 34 48	<b>Rs 13800 x 400 – 15000 x 500 – 16000 x 600 – 21400</b> Senior Dental Assistant
09 17 45	<b>Rs 9400 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Dental Assistant

Salary Code	Salary Scale and Grade
09 37 53	<b>Rs 15000 x 500 – 16000 x 600 – 23200 x 800 – 24800</b> Senior Health Records Clerk <i>formerly Senior Medical Records Clerk</i>
09 33 49	<b>Rs 13500 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b> Higher Health Records Clerk <i>formerly Medical Records Clerk</i>
09 17 46	<b>Rs 9400 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 20200</b> Health Records Clerk <i>formerly Medical Records Assistant</i>
09 20 48	<b>Rs 10000 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 21400</b> Community Health Rehabilitation Officer
09 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Community Health Care Officer
09 19 48	<b>Rs 9800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 21400</b> Health Care Assistant
24 14 41	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 17200</b> Laboratory Attendant
24 21 40	<b>Rs 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 16600</b> Ambulance Driver (Shift)
09 10 41	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 17200</b> Linen Officer

Salary Code	Salary Scale and Grade
24 14 37	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Incinerator Operator
24 14 37	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Mortuary Attendant (Roster)
24 14 36	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600</b> Hospital Attendant (Shift)
24 15 34	<b>Rs 9000 x 200 – 10200 x 250 – 11700 x 300 – 13800</b> Cook (Roster)
24 13 32	<b>Rs 8600 x 200 – 10200 x 250 – 11700 x 300 – 13200</b> Ambulance Attendant (Shift) Hospital Servant (Shift)
24 09 29	<b>Rs 7800 x 200 – 10200 x 250 – 11700 x 300 – 12300</b> Laundry Attendant (Roster)
24 06 24	<b>Rs 7200 x 200 – 10200 x 250 – 10950</b> Sanitary Attendant <i>formerly Nightsoilman</i>
<i>OTHERS</i>	
08 41 55	<b>Rs 17200 x 600 – 23200 x 800 – 26400</b> Higher Executive Officer (Rodrigues)
08 29 49	<b>Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b> Executive Officer (Rodrigues)
08 34 55	<b>Rs 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 26400</b> Confidential Clerk/Senior Confidential Clerk

Salary Code	Salary Scale and Grade
08 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Clerical Officer/ Higher Clerical Officer <i>formerly Clerk</i>
08 17 44	<b>Rs 9400 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19000</b> Word Processing Operator
20 29 49	<b>Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b> Statistical Assistant
22 15 41	<b>Rs 9000 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 17200</b> Telephonist
08 13 41	<b>Rs 8600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 17200</b> Receptionist (Health Services)
22 12 39	<b>Rs 8400 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000</b> Receptionist /Telephone Operator
25 14 37	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Carpenter Diesel Fitter Mechanic Electrician Mason Plumber & Pipe Fitter Tinsmith
24 14 37	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Driver (Roster)

Salary Code	Salary Scale and Grade
24 18 36	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600</b> Gangman
24 13 36	<b>Rs 8600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600</b> Driver
21 10 31	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12900</b> Storekeeper
24 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Gardener/Nurseryman
24 09 29	<b>Rs 7800 x 200 – 10200 x 250 – 11700 x 300 – 12300</b> Watchman
25 07 27	<b>Rs 7400 x 200 – 10200 x 250 – 11700</b> Tradesman's Assistant (Blacksmith) Tradesman's Assistant (Mason) Tradesman's Assistant (Painter)
24 06 24	<b>Rs 7200 x 200 – 10200 x 250 – 10950</b> Gateman Sanitary Attendant
24 02 21	<b>Rs 6425 x 175 – 6600 x 200 – 10200</b> General Worker
<i>SANITARY SECTION</i>	
24 18 36	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600</b> Gangman
24 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Office Caretaker Insecticide Sprayerman

Salary Code	Salary Scale and Grade
24 09 29	<b>Rs 7800 x 200 – 10200 x 250 – 11700 x 300 – 12300</b> Watchman
24 06 24	<b>Rs 7200 x 200 – 10200 x 250 – 10950</b> Sanitary Attendant
24 02 21	<b>Rs 6425 x 175 – 6600 x 200 – 10200</b> General Worker
	<i>FAMILY PLANNING, MATERNAL AND CHILD HEALTH SERVICES</i>
09 59 75	<b>Rs 30000 x 1250 – 50000</b> Medical and Health Officer/Senior Medical and Health Officer
09 40 52	<b>Rs 16600 x 600 – 23200 x 800 – 24000</b> Supervisor/Senior Supervisor (Female) (Family Planning) (Personal)
09 28 53	<b>Rs 12000 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 24800</b> Nursing Officer
10 26 55	<b>Rs 11450 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 26400</b> Communication Officer <i>formerly Assistant Health, Information, Education and Communication Officer</i>

\*\*\*\*\*

## 7.2 COOPERATIVES

7.2.1 The Cooperatives Division helps to regulate the cooperative societies in Rodrigues. It acts as a facilitator and assists in the promotion and development of cooperative societies. We are maintaining the existing structures which are suitable.

Salary Code	Salary Scale and Grade
	<i>COOPERATIVES</i>
18 53 63	<b>Rs 24800 x 800 – 28000 x 1000 – 30000 x 1250 – 35000</b> Officer-in-Charge, Cooperatives
18 48 60	<b>Rs 21400 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 31250</b> Assistant Officer-in-Charge, Cooperatives
18 44 58	<b>Rs 19000 x 600 – 23200 x 800 – 28000 x 1000 – 29000</b> Senior Cooperative Officer
18 25 52	<b>Rs 11200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 24000</b> Cooperative Officer
24 14 37	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Driver (Roster)
24 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Office Caretaker

\*\*\*\*\*

### 7.3 FIRE SERVICES

7.3.1 The Fire Services is a Department which is responsible for fire fighting and fire prevention in the Island and ensures the safety of the population and a pollution-free environment inland and in the port. It is centrally located in the Fire Station at Port Mathurin and consists of some 58 employees.

#### **Officer-in-Charge, Fire Services *formerly Head Officer***

##### **Divisional Officer**

7.3.2 Rapidly changing circumstances in risks from fire, pollution and natural catastrophes have led to the reorganization of the Rodrigues Fire Services which now consists of an administration section, a fire and other risks section, and an operations section with five teams operating round the clock.

7.3.3 The Fire Services comprises the following grades: Head Officer, Station Officer, Sub Officer and Fireman. The Head Officer is also responsible for fire safety and oil spillage at the harbour and is being paid an *ad hoc* allowance of Rs1000 monthly to attend to emergencies.

7.3.4 To coordinate the activities of the entire fire-fighting personnel, we concur with the Commission's submission that there is need to have an Officer-in-Charge with status and seniority in the hierarchy to head the Fire Services and to reinstate the grade of Divisional Officer.

#### **Recommendation 1**

7.3.5 **We recommend that the grade of Head Officer be restyled Officer-in-Charge, Fire Services. The additional duties being performed by the incumbent in connection with emergencies in the harbour have been taken into account in arriving at the recommended salary. The *ad hoc* allowance of Rs 1000 monthly presently paid to the incumbent should, therefore, lapse. This allowance should be taken into account in working out the conversion to the recommended salary.**

7.3.6 **We also recommend that the grade of Divisional Officer be restored on the establishment of the Fire Services in Rodrigues.**

Salary Code	Salary Scale and Grade
07 57 65	<p style="text-align: center;"><i>FIRE SERVICES</i></p> <p><b>Rs 28000 x 1000 – 30000 x 1250 – 37500</b></p> <p>Officer-in-Charge, Fire Services <i>formerly Head Officer</i></p>



Salary Code	Salary Scale and Grade
07 48 60	<b>Rs 21400 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 31250</b> Divisional Officer
07 39 54	<b>Rs 16000 x 600 – 23200 x 800 – 25600</b> Station Officer
07 37 51	<b>Rs 15000 x 500 – 16000 x 600 – 23200</b> Sub Officer
07 22 48	<b>Rs 10450 x 250 – 11700 x 300 – 12600 QB 12900 x 300 - 13800 x 400 – 15000 x 500 – 16000 x 600 – 21400</b> Fire Fighter <i>formerly Fireman</i>
08 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Clerical Officer/ Higher Clerical Officer <i>formerly Clerk</i>
21 10 31	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12900</b> Storekeeper
24 02 21	<b>Rs 6425 x 175 – 6600 x 200 – 10200</b> General Worker

\*\*\*\*\*

#### **7.4 PRISONS AND REFORM INSTITUTIONS**

- 7.4.1 The Prisons and Reform Institutions Division is responsible for protecting the public by keeping detainees in safe custody whilst exercising a duty of care and for creating a conducive environment for the rehabilitation of detainees with a view to enabling them to revert to normal civilian life under optimal conditions. The Prisons Service situated at Pointe La Geule comprises some 39 employees and the Probation Service attached to the Court of Rodrigues consists of six employees.
- 7.4.2 At present, the Prisons Officer cadre is made up of one Chief Prisons Officer, two Principal Prisons Officers, 10 Prisons Officers (Grade I), 25 Male Prisons Officers (Grade II) and three Female Prisons Officers (Grade II).
- 7.4.3 Up to year 2004, the Prisons Service was under the charge of an Assistant Superintendent of Prisons on a tour of service from Mauritius. This is no longer the case and, since then, the Chief Prisons Officer has been entrusted with the administrative and technical management of the Prisons Service against payment of an allowance. In accordance with Prisons Regulations, a centre for detainees cannot be under the charge of an officer below the rank of an Assistant Superintendent and certain duties like adjudication and punishment of prisoners can only be executed by an officer at least of the rank of an Assistant Superintendent. The same norms of security and discipline apply to all prisons irrespective of the number of detainees and Prisons Officers. The Commissioner of Prisons, in a recent report, highlighted the foregoing responsibilities and drawbacks. In this report, we are, therefore, restyling the grade of Chief Prisons Officer in line with what is being done in the main structure of the Mauritius Prisons Service and to reflect the requirements of the Prisons Regulations. Additionally, we are reducing the number of levels in keeping with the general philosophy favouring delayering and flatter structures.

#### **Prisons Attendant (Roster) (New Grade)**

- 7.4.4 When the female Prisons Officers Grade II attend Court and there is need to accompany female detainees to hospital or to keep watch over them in their cells, the services of a female person employed on a part-time basis are resorted to. This has been a long standing practice.
- 7.4.5 The Commission has requested for the creation of a grade of Prisons Attendant, along similar line as what is obtained for the post of Police Wardress, to accompany and watch over female detainees.

#### **Recommendation 1**

- 7.4.6 We recommend the creation of a grade of Prisons Attendant (Roster). Appointment thereto should be made by selection from among serving**

**female General Workers of the Rodrigues Regional Assembly having studied up to the Cambridge School Certificate or equivalent.**

- 7.4.7 Incumbent would be required, among others, to assist Prisons Officers in the supervision and control of detainees in residential blocks, workshops, associated yards, sites of work, sentry points, and public places during escorts; accompany female detainees to Court, hospital and other places; and assist in the training of detainees in various trades and in the rehabilitation process.

#### **Probation Service**

- 7.4.8 The Probation Service works in close collaboration with the Court, the Commission for Social Security and Family Welfare for, *inter alia*, counselling and providing support to members of the family in case of conflicts, safeguarding children's welfare, reporting on accused parties and making appropriate recommendations to assist the Court in passing sentences and sensitising people on ways and means of preventing and reducing criminality.

#### **Officer-in-Charge, Probation Service (New Grade)**

- 7.4.9 The Senior Probation Officer heads the service and is assisted by two Probation Officers. With the crime rate on the increase, the numerous family and social problems, and the recent decision for the permanent posting of a Magistrate to Rodrigues as from October 2007, the volume of work devolving on the three officers has increased considerably. Furthermore, regulations made under the Probation of Offenders Act and relating to Probation Home and Hostels provide for the Secretary of the Management Committee of Probation Home and Hostel to be designated from among Principal Probation Officers. However, this role in Rodrigues is being assumed by the Senior Probation Officer and it involves attending management meetings, performing the administration work, and assisting in the preparation and monitoring of annual budgets.

- 7.4.10 Against the foregoing background, there is an imperative need for a new grade to assume full responsibility of the Probation Service.

#### **Recommendation 2**

- 7.4.11 **We recommend the creation of a grade of Officer-in-Charge, Probation Service. Promotion thereto should be on the basis of experience and merit of officers in the grade of Senior Probation Officer possessing good supervisory and communication skills and reckoning at least three years' service in a substantive capacity in the grade.**

- 7.4.12 Incumbent would be responsible for the management and administration of the Probation Service and would be required, among others, to implement policy decisions and the community service order, supervise projects,

schemes and institutions falling under the responsibility of the Probation and After Care Service, and organize family welfare and community welfare both at preventive and curative levels.

Salary Code	Salary Scale and Grade
	<i>PRISONS AND REFORM INSTITUTIONS</i>
17 48 60	<b>Rs 21400 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 31250</b> Assistant Superintendent of Prisons <i>formerly Chief Prisons Officer</i>
17 42 54	<b>Rs 17800 x 600 – 23200 x 800 – 25600</b> Principal Prisons Officer
17 37 51	<b>Rs 15000 x 500 – 16000 x 600 – 23200</b> Prisons Officer Grade I (Personal)
17 22 51	<b>Rs 10450 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200</b> Female Prisons Officer/Female Senior Prisons Officer <i>formerly Female Prisons Officer Grade II</i> Prisons Officer/Senior Prisons Officer <i>formerly Prisons Officer Grade II</i>
24 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Prisons Attendant (Roster) (New Grade)
23 47 60	<b>Rs 20800 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 31250</b> Officer-in-Charge, Probation Service (New Grade)
23 43 57	<b>Rs 18400 x 600 – 23200 x 800 – 28000</b> Senior Probation Officer
23 26 54	<b>Rs 11450 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 25600</b> Probation Officer
24 02 21	<b>Rs 6425 x 175 – 6600 x 200 – 10200</b> General Worker

\*\*\*\*\*

## **7.5 COMMUNITY DEVELOPMENT**

- 7.5.1 The Community Development Unit aims at improving the living conditions of the lower segments of the Rodriguan society, encouraging social participation and development, and enhancing empowerment of the vulnerable groups. It is responsible to provide assistance to the community in the development of programmes geared towards welfare, education, health, poverty alleviation and to promote the spirit of voluntarism.
- 7.5.2 At present, the Social Welfare Officers have to attend to community services in the absence of technical employees for community development.
- 7.5.3 There are not less than 95 village communities and 307 non-governmental organisations in the island. To enhance the development of the various village communities, we concur with the proposal for the creation of a technical grade of Community Development Officer.

### **Community Development Officer (New Grade)**

#### **Recommendation 1**

- 7.5.4 **We recommend the creation of a grade of Community Development Officer. Appointment thereto should be made by selection from among candidates possessing a Cambridge Higher School Certificate or passes in at least two subjects obtained on one certificate at the GCE "A" Level and a Diploma in Social Work or Social Studies or Community Development or equivalent qualification and having good communication and inter-personal skills.**
- 7.5.5 Incumbent would be required, among others, to take charge of the Unit for community development; promote community development; prepare and organize activities aimed at enhancing the development of village communities; conduct sensitization programmes; conduct surveys; and coordinate the implementation of projects approved by village communities and NGO's.

Salary Code	Salary Scale and Grade
19 49 67	<p><i>COMMUNITY DEVELOPMENT</i></p> <p><b>Rs 22000 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 40000</b></p> <p>Psychologist</p>

Salary Code	Salary Scale and Grade
23 21 52	<b>Rs 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 24000</b> Community Development Officer (New Grade) Social Welfare Officer

\*\*\*\*\*

---

## **8. COMMISSION FOR AGRICULTURE, FOOD PRODUCTION, PLANT AND ANIMALS QUARANTINE, WATER RESOURCES, AND FORESTRY**

- 8.0.1 The portfolios of the Commission for Agriculture comprise the following: Agriculture; Water Resources Unit; and Forestry.
- 8.0.2 The objectives of the Commission are to provide innovative and high customer-oriented service to the farming community; make the agricultural sector a key pillar of the Rodriguan economy; offer a high quality supply of water; and manage the forest estates.

### **8.1 AGRICULTURE**

- 8.1.1 The Agricultural Service caters for animal production, crop production and honey culture. The main services provided are, *inter alia*, production and sales of improved animal breed to local farmers; production and sales of livestock feed; sales of fruit trees and seeds; production and sales of queen bees; and provision of honey extractor and other related equipment to beekeepers.
- 8.1.2 The agricultural sector aims at becoming the third pillar of the local economy behind tourism and fishing while at the same time providing the short term solution to alleviate poverty.

#### **Officer-in Charge, Agriculture *formerly Senior Agricultural Officer***

- 8.1.3 At present, the Agricultural Service is manned, among others, by the Senior Agricultural Officer, Scientific Officers and officers of the Technical Officer cadre. The post of Senior Agricultural Officer was created in the mid 80's to be in charge of the Agricultural Service. At that time, there was a shortage of qualified human resources in Rodrigues and the degree of responsibility was not as demanding. Today, with the policy to make the agricultural sector the third pillar of the local economy, the Agricultural Service needs to reinvent itself.
- 8.1.4 Bearing in mind the new responsibilities and the future orientation of the agricultural sector, we are restyling the post of Senior Agricultural Officer more appropriately.

#### **Recommendation 1**

- 8.1.5 We recommend that the grade of Senior Agricultural Officer be restyled Officer-in-Charge, Agriculture.**

#### **Apicultural Officer (New Grade)**

- 8.1.6 Given the importance of the honey sector in the agricultural activities in Rodrigues and that the Rodriguan honey has an international reputation, both

the staff side and the official side have requested for a dedicated grade to provide assistance in the implementation of research and development projects in the honey sector.

#### **Recommendation 2**

**8.1.7 We recommend the creation of a grade of Apicultural Officer. Appointment thereto should be made by selection from among officers of the Commission in the grades of Senior Field Assistant, Field Assistant and Technical Assistant having four years' service in a substantive capacity in their respective grades and a good knowledge of beekeeping.**

8.1.8 Incumbent would be required, among others, to assist senior officers in duties connected with research and extension in apiculture; give technical assistance to beekeepers; advise on queen bee breeding and rearing and effect the distribution of queen bees to beekeepers; and carry out surveys of melliferous plants and analysis of their pollen and honey.

#### **Field Assistant**

8.1.9 The grade of Senior Field Assistant does not exist on the establishment of the Agricultural Service in Rodrigues. In Mauritius, the grades of Field Assistant and Senior Field Assistant are evanescent ones. However, Field Assistants who have drawn their top salary for a year are allowed to proceed in the scale of Senior Field Assistant (Personal), provided they have been efficient and effective and have not been adversely reported upon.

#### **Recommendation 3**

**8.1.10 We recommend that Field Assistants who have drawn their top salary for a year should be allowed to proceed incrementally in the scale of Senior Field Assistant (Personal) i.e. Rs 15000 x 500 – 16000 x 600 – 23200, provided they have been efficient and effective and have not been adversely reported upon.**

#### **General Worker posted at Port and Airport**

8.1.11 Presently, Technical Officers and Senior Technical Officers are posted at the port and airport to cover arrival and departure of ships and planes. Quarantine services need to be strict in order to protect the Rodriguan fauna and flora. The officers posted at the port and airport need manual support in the disposal of plants and animal products that are seized.

#### **Recommendation 4**

**8.1.12 We recommend that a General Worker be posted at the Port and Airport, as and when required, to provide assistance to the Technical Officers and Senior Technical Officers.**



### **Draughtsman (New Grade)**

- 8.1.13 The Agricultural Service is responsible for the allocation of agricultural permits. In the drafting of these permits, site plans, location plan and other designs have to be included. In addition, the livestock sector has to come up with new design of unit farms for farmers and planters.
- 8.1.14 Furthermore, the Agricultural Service uses survey techniques to locate pasture areas, forest and agricultural land for good planning and proper land use.

### **Recommendation 5**

- 8.1.15 We recommend the creation of a grade of Draughtsman on the establishment of the Agricultural Service of the Rodrigues Regional Assembly.**

### **Scheme of Service of Veterinary Pathological Laboratory Assistant**

- 8.1.16 At present, appointment to the grade of Veterinary Pathological Laboratory Assistant is made by selection from among candidates possessing the Cambridge School Certificate with credit in English Language, Mathematics and one Science subject.
- 8.1.17 We are reviewing the entry qualification requirements of the grade of Veterinary Pathological Laboratory Assistant to be in line with what obtains for similar grades in Mauritius.

### **Recommendation 6**

- 8.1.18 We recommend that, in future, appointment to the grade of Veterinary Pathological Laboratory Assistant be made by selection from among candidates possessing the Cambridge School Certificate with credit in at least five subjects including English Language, French, Mathematics and one Science subject and the Cambridge Higher School Certificate with passes in at least two subjects at Principal Level, one of which should be a Science subject.**

### **Flexitime**

- 8.1.19 Officers in the grades of Technical Officer, Field Assistant, Senior Technical Assistant, Agricultural Assistant and Agricultural Trainee performing extension work are regularly required to work outside normal working hours to deliver talks and perform demonstrations to farmers. In the 2003 PRB Report, we introduced the concept of flexitime for officers working in the Extension Unit of the Agricultural Service.

### Recommendation 7

8.1.20 We again recommend that Management should introduce flexitime, as deemed expedient, for officers working in the Extension Unit of the Agricultural Service in accordance with the recommendations made in the relevant chapter of Volume I of this Report.

Salary Code	Salary Scale and Grade
	<i>AGRICULTURE</i>
02 00 85	<b>Rs 68000</b> Departmental Head
19 70 81	<b>Rs 43750 x 1250 – 50000 x 1500 – 56000 x 2000 – 60000</b> Officer-in-Charge, Agriculture <i>formerly Senior Agricultural Officer</i>
19 55 67	<b>Rs 26400 x 800 – 28000 x 1000 – 30000 x 1250 – 40000</b> Veterinary Officer
19 45 67	<b>Rs 19600 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 40000</b> Scientific Officer (Agronomy) (Rodrigues) Scientific Officer (Animal Husbandry) (Rodrigues)
19 57 67	<b>Rs 28000 x 1000 – 30000 x 1250 – 40000</b> Agricultural Superintendent
19 51 62	<b>Rs 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 33750</b> Senior Technical Officer (Agriculture)
19 35 58	<b>Rs 14200 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 28000 x 1000 – 29000</b> Apicultural Officer (New Grade) Technical Officer (Agriculture)
08 41 55	<b>Rs 17200 x 600 – 23200 x 800 – 26400</b> Higher Executive Officer (Rodrigues)

Salary Code	Salary Scale and Grade
26 29 52	<b>Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 24000</b> Draughtsman (New Grade)
08 29 49	<b>Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b> Executive Officer (Rodrigues)
08 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Clerical Officer/Higher Clerical Officer <i>formerly Clerk</i>
08 34 55	<b>Rs 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 26400</b> Confidential Clerk/ Senior Confidential Clerk
08 17 44	<b>Rs 9400 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19000</b> Word Processing Operator
22 12 39	<b>Rs 8400 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000</b> Receptionist/Telephone Operator
19 41 52	<b>Rs 17200 x 600 – 23200 x 800 – 24000</b> Senior Technical Assistant
19 20 48	<b>Rs 10000 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 21400</b> Technical Assistant
19 14 42	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 17800</b> Agricultural Assistant (Personal)

Salary Code	Salary Scale and Grade
19 20 48	<b>Rs 10000 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 21400</b> Veterinary Pathological Laboratory Assistant
19 19 43	<b>Rs 9800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 18400</b> Field Assistant (Rodrigues)
19 14 16	<b>Rs 8800 x 200 – 9200</b> Agricultural Trainee
25 32 45	<b>Rs 13200 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Foreman
24 27 41	<b>Rs 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 17200</b> Senior Gangman
24 21 39	<b>Rs 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000</b> Driver (Heavy Vehicle above 5 tons)
24 16 39	<b>Rs 9200 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000</b> Agricultural Implement Operator
24 21 38	<b>Rs 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 15500</b> Senior Stockman (Shift)
25 14 37	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Carpenter Mason
24 14 37	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Driver (Roster)

Salary Code	Salary Scale and Grade
24 18 36	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600</b> Gangman Senior Stockman
24 13 36	<b>Rs 8600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600</b> Driver
24 11 31	<b>Rs 8200 x 200 – 10200 x 250 – 11700 x 300 – 12900</b> Stockman (Shift)
24 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Gardener/Nurseryman Insecticide Sprayerman Office Caretaker
21 10 31	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12900</b> Storekeeper
24 09 29	<b>Rs 7800 x 200 – 10200 x 250 – 11700 x 300 – 12300</b> Watchman
24 07 27	<b>Rs 7400 x 200 – 10200 x 250 – 11700</b> Stone Breaker Stores Attendant
25 07 27	<b>Rs 7400 x 200 – 10200 x 250 – 11700</b> Tradesman's Assistant (Carpenter) Tradesman's Assistant (Mason)
24 06 24	<b>Rs 7200 x 200 – 10200 x 250 – 10950</b> Lorry Loader
24 02 21	<b>Rs 6425 x 175 – 6600 x 200 – 10200</b> General Worker

\*\*\*\*\*

## **8.2 WATER RESOURCES UNIT**

- 8.2.1 The Water Resources Unit was set up in 1970 with the aim to improve the water supply and to ensure that adequate water supply is provided to each family throughout the Island.
- 8.2.2 Rodrigues island is a water stressed one and to be able to provide potable water on a frequent basis to meet the demand of the population is a major achievement. However, weaknesses have been identified at different levels in the present structure which comprises an Engineer (Civil), who is supported by Inspectors of Works, Assistant Inspectors of Works, Hydrological Technicians and Laboratory Technicians.
- 8.2.3 There is, therefore, an imperative need to bring more professionalism and to span responsibilities more equitably among different grades to enable a better handling of the various aspects of water production and distribution.

### **Hydrological Officer (New Grade)**

- 8.2.4 In addition to the Engineer who is responsible to look after the civil engineering side, a professional focused on water production capacity is also required.

### **Recommendation 1**

- 8.2.5 **We recommend the creation of a grade of Hydrological Officer. Appointment thereto should be made by selection from among Hydrological Technicians and Technical Officers of the Commission possessing a post 'A' Level degree in Civil Engineering or Physics or Mathematics or Geology/Geography or Hydrology or equivalent qualification together with at least two years' post graduate experience in hydrological science and/or hydrological studies connected with civil engineering works directed towards water resources.**
- 8.2.6 Incumbent would be required, among others, to collect hydrological data; keep an up-to-date computerized database; maintain equipment and instruments; check, record, analyse and collate data for publication; and investigate water resources for development projects.

### **Officer-in-Charge, Water Resources Unit (New Grade)**

- 8.2.7 In order to professionally manage the water sector, there is need for a professional at the apex of the Unit to oversee the entire water sector. However, the need to have three professionals permanently in the structure is not warranted. The post should be entrusted to either the Hydrological Officer or the Engineer, depending on seniority but with the required managerial competency. If either the Hydrological Officer or the Engineer is occupying the new post at the top, the substantive post should not be filled.

**Recommendation 2**

- 8.2.8 **We recommend the creation of a grade of Officer-in-Charge, Water Resources Unit. Promotion thereto should be on the basis of experience and merit of officers in the grade of Hydrological Officer or Engineer reckoning at least four years' service in a substantive capacity in the grade and possessing the required managerial competency.**
- 8.2.9 **We further recommend that in case the Officer-in-Charge, Water Resources Unit is appointed from Engineer, the post of Engineer should not be filled and in case the Officer-in-Charge, Water Resources Unit is appointed from Hydrological Officer, the post of Hydrological Officer should not be filled.**
- 8.2.10 Incumbent would be responsible for the overall management of the Water Resources Unit including planning, coordination and supervision of all aspects of works and would be required, among others, to ensure that the relevant regulations relating to the water sector are properly enforced; assist in the preparation of draft regulations relating to the water sector; organize and implement appropriate training courses; and ensure the formulation and implementation of policy relating to the water sector.

**Water Supply Attendant *formerly Reservoir Keeper*  
*Valve Operator***

- 8.2.11 At present, both the Reservoir Keepers and the Valve Operators are performing similar duties. For the organization to deliver its services more efficiently and effectively, we are restyling the grades of Reservoir Keeper and Valve Operator to a polyvalent appellation which encompasses both the duties of reservoir keeping and valve operation.

**Recommendation 3**

- 8.2.12 **We recommend that the grades of Reservoir Keeper and Valve Operator be restyled Water Supply Attendant. In future, appointment thereto should be made by selection from among serving employees on the establishment of the Rodrigues Regional Assembly possessing the Certificate of Primary Education.**
- 8.2.13 Incumbent would be required, among others, to look after the reservoir and keep clean the reservoir area; take reading of water level; diagnose in and out flow of water in reservoir; read and record flow meter reading from the reservoir; use and keep in good working order tools and instruments in general use in the trade; test, locate and clean faults on the pipe lines; and operate valves and stop cocks along pipe lines.

- 8.2.14 We also recommend that the Water Supply Attendant should work on a roster basis according to a schedule which includes Sundays and Public Holidays.
- 8.2.15 We further recommend that, with the restructure of the grades of Reservoir Keeper and Valve Operator into the polyvalent grade of Water Supply Attendant, the grade of Senior Valve Operator should become evanescent and should be abolished on vacancy. We have provided a personal salary scale for the officer in post.

Salary Code	Salary Scale and Grade
	<i>WATER RESOURCES UNIT</i>
26 59 71	<b>Rs 30000 x 1250 – 45000</b> Officer-in-Charge, Water Resources Unit (New Grade)
26 49 67	<b>Rs 22000 x 600 – 23200 x 800 – 28000 x 1000 – 30000 x 1250 – 40000</b> Engineer (Civil) Hydrological Officer (New Grade)
26 39 53	<b>Rs 16000 x 600 – 23200 x 800 – 24800</b> Inspector of Works
26 20 48	<b>Rs 10000 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 21400</b> Assistant Inspector of Works
19 27 52	<b>Rs 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 24000</b> Laboratory Technician
26 24 51	<b>Rs 10950 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 23200</b> Hydrological Technician
25 40 49	<b>Rs 16600 x 600 – 22000</b> Workshop Supervisor



Salary Code	Salary Scale and Grade
08 29 49	<b>Rs 12300 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b> Executive Officer (Rodrigues)
25 32 45	<b>Rs 13200 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Chief Plumber and Pipe Fitter Chief Pump Mechanics Foreman
24 21 39	<b>Rs 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000</b> Driver (Heavy Vehicles above 5 tons) Driver (Mechanical Unit)
25 14 37	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Mason Plumber and Pipe Fitter Pump Mechanic
24 18 36	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600</b> Gangman Senior Valve Operator (Personal)
24 13 36	<b>Rs 8600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600</b> Driver
24 11 31	<b>Rs 8200 x 200 – 10200 x 250 – 11700 x 300 – 12900</b> Operator Pumping Station (Rodrigues) (Roster) Water Supply Attendant (Roster) <i>formerly Reservoir Keeper            Valve Operator</i>
24 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Office Caretaker

Salary Code	Salary Scale and Grade
24 09 29	<b>Rs 7800 x 200 – 10200 x 250 – 11700 x 300 – 12300</b> Watchman
24 07 27	<b>Rs 7400 x 200 – 10200 x 250 – 11700</b> Stone Breaker Stores Attendant
25 07 27	<b>Rs 7400 x 200 – 10200 x 250 – 11700</b> Tradesman's Assistant (Electrician) Tradesman's Assistant (Mason)
24 06 24	<b>Rs 7200 x 200 – 10200 x 250 – 10950</b> Filterman Lorry Loader
24 02 21	<b>Rs 6425 x 175 – 6600 x 200 – 10200</b> General Worker

\*\*\*\*\*

### 8.3 FORESTRY SERVICE

8.3.1 The Forestry Service is responsible for the proper administration and management of all forest lands, 'pas geometriques', mountains and river reserves, road reserves and offshore islets. It is also responsible for sustainable management and restoration of natural terrestrial fauna and flora so as to retain its general biodiversity for the future generations. We are maintaining the present structures which are appropriate.

Salary Code	Salary Scale and Grade
	<i>FORESTRY SERVICE</i>
19 52 62	<b>Rs 24000 x 800 – 28000 x 1000 – 30000 x 1250 – 33750</b> Officer-in-Charge, Forestry
19 47 59	<b>Rs 20800 x 600 – 23200 x 800 – 28000 x 1000 – 30000</b> Forest Ranger
19 41 52	<b>Rs 17200 x 600 – 23200 x 800 – 24000</b> Deputy Forest Ranger
19 34 49	<b>Rs 13800 x 400 – 15000 x 500 – 16000 x 600 – 22000</b> Forester
19 17 45	<b>Rs 9400 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Forest Guard
19 35 58	<b>Rs 14200 x 400 – 15000 x 500 – 16000 x 600 – 23200 x 800 – 28000 x 1000 – 29000</b> Technical Officer
08 18 45	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000 x 500 – 16000 x 600 – 19600</b> Clerical Officer/Higher Clerical Officer <i>formerly Clerk</i>

Salary Code	Salary Scale and Grade
24 14 37	<b>Rs 8800 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 15000</b> Driver (Roster)
24 27 37	<b>Rs 11700 x 300 – 13800 x 400 – 15000</b> Head Gardener/Nurseryman
24 18 36	<b>Rs 9600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600</b> Gangman
24 13 36	<b>Rs 8600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600</b> Driver
13 13 36	<b>Rs 8600 x 200 – 10200 x 250 – 11700 x 300 – 13800 x 400 – 14600</b> Launch Driver
13 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Boatman
24 10 30	<b>Rs 8000 x 200 – 10200 x 250 – 11700 x 300 – 12600</b> Gardener/Nurseryman Office Caretaker Woodcutter
24 09 29	<b>Rs 7800 x 200 – 10200 x 250 – 11700 x 300 – 12300</b> Watchman
24 06 24	<b>Rs 7200 x 200 – 10200 x 250 – 10950</b> Lorry Loader
24 02 21	<b>Rs 6425 x 175 – 6600 x 200 – 10200</b> General Worker

\*\*\*\*\*

### 3. SPECIFIC CONDITIONS

- 3.1 We give in the ensuing paragraphs a few conditions which should apply specifically to Rodrigues.

#### **Duty Remission**

- 3.2 The Clerk, Rodrigues Regional Assembly and the Departmental Heads, presently, eligible for 100% duty remission on cars, are allowed to buy a 4 x 4 double cabin pick up vehicle, in lieu of a saloon car, under the provisions made at paragraph 15.2.37 of Volume I of the 2003 PRB Report.

#### **Recommendation 1**

- 3.3 **We recommend that the Clerk, Rodrigues Regional Assembly and the Departmental Heads should continue to be eligible for 100% duty remission on cars under the provisions made at paragraphs 18.2.19 (No. 1) and benefit from travelling allowances as well as loan facilities as per provisions at paragraphs 18.2.71 (No. 1) and 18.2.49 (b) respectively. Officers in this category should continue to be allowed to purchase a 4X4 double cabin pick-up vehicle in lieu of a saloon car.**

#### **Recommendation 2**

##### **Loan on Cars or Motor Cycles**

- 3.4 **We again recommend that Departmental Heads should identify in their respective Departments the officers who should be entitled for loans for the purchase of cars or motorcycles/autocycles as recommended at paragraphs 18.2.49 (d), (e), (f) and 18.2.59 in Volume I of this Report. We have in mind, more particularly, officers in the Fire Services, Health Section and Agriculture. The recommendations from the Heads of Department should be subject to the approval of the Island Chief Executive. It should also be binding upon the officers in receipt of such facilities to use their vehicle to attend work.**

##### **Outer Island Supplement Allowance**

- 3.5 During the official visit to Rodrigues in July-August 2007, the Bureau has received representations from invariably all Staff Associations, namely the Rodrigues Government Employees Association, the Government Servants Association and the Rodrigues Public Service Workers Union for the payment of an Outer Island Supplement Allowance to officers of the Rodrigues Regional Assembly for alleged higher cost of living and relative hardship for lack of certain facilities.
- 3.6 To enable the formulation of an appropriate recommendation on the matter, the Central Statistics Office (CSO) was requested to undertake a study on the whole issue and to work out the following details:

- (i) the cost of the Rodriguan basket in Mauritius and Rodrigues;
- (ii) the cost of the Mauritian basket in Mauritius and Rodrigues;
- (iii) the comparative costliness index of one island relative to the other;
- (iv) the cost of the Rodriguan 2003 basket vis-à-vis the cost of the 2008 basket; and
- (v) the cost of the Mauritian 2003 basket vis-à-vis the cost of the 2008 basket.

3.7 For the purpose of comparing the cost of living in Rodrigues with that of Mauritius, the CSO has constituted a basket of common items consumed by both Mauritians and Rodriguans. This basket accounts for 90% of the total household consumption expenditure of Rodriguans and 66% of that of Mauritians at the Household Budget Survey (HBS) 2006/2007. The findings indicate that price levels were lower in Rodrigues than in Mauritius during period July 2007 to December 2007. However, some prices mainly those of (i) imported food products such as rice, flour and cooking oil; and (ii) alcoholic beverages and cigarettes were higher in Rodrigues. These higher prices were offset by the effect of lower prices of other goods in Rodrigues.

3.8 In summary, the study indicates that:

- (i) The Rodriguan basket of common items costs around 12% more in Mauritius than in Rodrigues.
- (ii) The Mauritian basket of common items costs around 1% more in Mauritius than in Rodrigues.
- (iii) The cost of the Rodriguan basket of common items in Rodrigues is around 11% less than the cost of the Mauritian basket in Mauritius.

**3.9 Considering all the arguments put forward and on the basis of the findings and conclusions of the comprehensive study carried out by the Central Statistics Office, the Bureau cannot but conclude that there is absolutely no case for the payment of an Outer Island Supplement Allowance to officers of the Rodrigues Regional Assembly.**

#### **Disturbance Allowance**

3.10 It is a normal feature for Rodriguan Police Officers to be posted on a tour of service in Mauritius, and they are paid a disturbance allowance of 25% of salary.

### Recommendation 3

- 3.11 **We recommend that a disturbance allowance of 25% of salary should continue to be paid to Rodriguan Police Officers posted on a tour of service in Mauritius.**

### Passages to Rodriguan Police Officers posted in Mauritius

- 3.12 It is a normal feature that Police Officers domiciled in Rodrigues are posted in Mauritius. Representations have been made that Mauritian Police Officers posted in Rodrigues are granted free return tickets for themselves and their families while Rodriguan Police Officers posted in Mauritius are not entitled to same. The Management of the Police Department has made a request that similar treatment be meted out to Rodriguan Police Officers on a tour of service in Mauritius. We are making an appropriate recommendation to that effect.

### Recommendation 4

- 3.13 **We recommend that Police Officers, who are domiciled in Rodrigues and are posted in Mauritius for a minimum tour of service of 12 months, should be eligible for free passages to and from Mauritius for himself, his spouse and up to three children under the age of 21.**

### Special Leave

- 3.14 At present, officers proceeding officially to Mauritius to participate in international/special events are required to apply to the Island Chief Executive for the grant of special leave. **The Bureau concurs with this arrangement and recommends that this practice be maintained.**

### Walking Allowance

- 3.15 Certain categories of officers such as Water Supply Attendants *formerly Valve Operators and Reservoir Keepers* are required to walk during the performance of their duties because their places of work are not accessible by vehicles. These officers are paid a monthly walking allowance of Rs 110.

### Recommendation 5

- 3.16 **We recommend that the walking allowance be maintained and revised to Rs 135 monthly.**

### Walking Allowance to Attend Duty

- 3.17 Rodriguan officers have to walk long distances for attending duty owing to the topography of the land and to the fact that their home places are inaccessible by buses or cars. Presently, they are paid a walking allowance of Rs 110 a month.

### **Recommendation 6**

- 3.18 We recommend that the monthly walking allowance payable, wherever applicable, to Rodriguan officers to attend duty be revised to Rs 135.**

### **Shift, Roster, Staggered Hours**

- 3.19** A number of officers in a few grades in the different Commissions work on shift/roster or staggered hours. This element has been taken into account in arriving at the recommended salary for the grades.

### **Night Duty Allowance**

- 3.20** Officers working on shift, who effectively perform night duty, are paid a Night Duty Allowance equivalent to 15% of the normal rate per hour for the hours worked between 2300 hours and 0500 hours including a maximum of two hours lying-in period. We are maintaining the allowance but reviewing the rate.

### **Recommendation 7**

- 3.21 We recommend that officers who effectively work on night shift should be paid a Night Duty Allowance equivalent to 17.5% of the normal rate per hour for the hours between 2300 hours and 0500 hours including up to a maximum of two hours lying-in period.**

### **Miscellaneous**

#### **Recommendation 8**

- 3.22 We recommend:**
- (a) that the allowance of 50% of salary of officers domiciled in Rodrigues and coming to Mauritius on training be maintained for the duration of the course;**
  - (b) the payment of an allowance of Rs 2000 monthly as an assistance towards payment of rent to Rodriguan officers, coming to Mauritius on training, who cannot be provided with quarters;**
  - (c) that where the salaries of identical/comparable grades in the Rodrigues Regional Assembly have been aligned on those of the Civil Service of the Island of Mauritius, the schemes of service of these grades should, wherever relevant, be amended along the lines of counterparts in the Civil Service; and**
  - (d) that subject to the approval of the Ministry of Civil Service and Administrative Reforms, revised conditions in respect of grades of the Island of Mauritius would, in principle, be applicable to similar grades of the Rodrigues Regional Assembly.**



**Temporary Appointment/Traineeship**

- 3.23** Where there exist officers on temporary appointment or trainees who have been appointed under the terms of the previous schemes of service, the officers should be considered for appointment in the respective grades on satisfactory completion of their temporary period or traineeship, even though they may not qualify under the revised qualifications.

**\*\*\*\*\***