

VOLUME II - PART I

CIVIL SERVICE

OFFICE OF THE PRESIDENT

Page 4

Recommendation 1

Paragraph 1.5

3rd line

To delete figures 13.22, 13.23 and 13.24 and replace by 13.24, 13.26 and 13.27

Page 6

Recommendation 4

Paragraph 1.12

To delete whole content and replace by

We recommend that, for the period July 2003 to June 2004, Telephonists who effectively work on night shift should be paid a night duty allowance equivalent to 7.5% of the normal rate per hour for the hours between 23.00 hours and 5.00 hours including up to a maximum of two hours lying-in period. The rate shall be 10% of the hourly rate for the period July 2004 to June 2005, 12.5% for the period July 2005 to June 2006 and 15% as from 1 July 2006.

OFFICE OF THE VICE-PRESIDENT

Page 9

To insert at the beginning of the salary schedule

08 49 57 : Rs 17000 x 600 - 20000 x 800 - 22400

Personal Secretary

JUDICIAL DEPARTMENT

Page 22

To delete Salary Code 12 65 67 and whole content

To replace by :

12 65 70 : Rs 29000 x 1000 - 34000

Chief Registrar

Page 23

Under Salary Code 05 57 66

Law Librarian/Senior Librarian should read **Law Librarian/Senior Law Librarian**

GOVERNMENT AUDIT OFFICE

Page 32

Recommendation 6

Paragraph 5.19

To delete whole content and replace by

We recommend that Senior Examiners of Accounts, Principal Examiners of Accounts and Auditors who are required to move regularly to different sites of work by car, but who are not entitled to a travel grant, should be refunded mileage on a monthly basis as follows:

(i) at the rate of Rs 6.55 per km for mileage in excess of the distance between home and office and at the rate of Rs 2.95 per km for distance between home and office on days the officer is required to attend sites of work;

(ii) where the total distance covered on days the officer has to attend sites of work other than Head Office is up to 400 km over a month, then the whole of the distance covered should be computed at Rs 6.55 per km; and

(iii) where the total distance covered to attend sites of work is 400 km or more but the official travelling is up to 400 km over a month, refund of mileage should be computed at the rate of Rs 6.55 for the first 400 km.

To delete Salary Code 01 00 89 and whole content

To replace by :

01 00 91 : Rs 65000

Director of Audit

To delete Salary Code 01 00 78 and whole content

To replace by :

01 00 80 : Rs 45000

Deputy Director of Audit

Page 33

To delete Salary Code 01 68 73 and whole content

To replace by :

01 69 73 : Rs 33000 x 1000 - 37000

Head, Examiner of Accounts Cadre

To add after Salary Code 01 28 50

01 18 20 : Rs 7175 x 150 - 7325 x 175 - 7500

Trainee Examiner of Accounts (Personal)

22 10 35 : Rs 5975 x 150 - 7325 x 175 - 8200 x 200 - 9000 x 250 - 10000 x 300 - 10600 x 400 - 11000

Receptionist/Telephone Operator

Page 40

To insert

Recommendation 3

We recommend that the High Powered Committee considers the advisability of granting a pensionable allowance of Rs 5000 to the Electoral Commissioner in due course.

PRIME MINISTER'S OFFICE

Page 52

Paragraph 13.16

To delete whole content and replace by

A public officer drawing a monthly salary of Rs 30000 or above and possessing the required qualifications mentioned at paragraph 13.11 may also be considered for the position of Senior Executive (Generalist). However, public officers, in post up to 30 June 2008, who reckon at least eight years' experience in a grade carrying a salary scale the maximum of which is not less than Rs 27200 and who possess a Master's Degree may also be considered for the position of Senior Executive (Generalist) though they do not possess the qualifications laid down at paragraph 13.11 (a & b). If selected, the officer would, notwithstanding the provisions of paragraph 13.12, be assigned the duties and be eligible to an allowance representing the difference between his salary and the negotiated salary within the appropriate range.

Page 54

Recommendation 6

Paragraph 13.24

5th Line

To delete the following : to head the Ministry of Health and Quality of Life, the Ministry of Education and Scientific Research, the Ministry of Agriculture, Food Technology and Natural Resources or such Ministries as may be determined by the authorities from time to time.

To replace by : to head such Ministries as may be determined by the authorities from time to time.

Page 55

To insert after paragraph 13.27

Recommendation 8A

13.27A We recommend that when a public officer who has been assigned the duties of Senior Chief Executive, has reached the age of 60 and has been allowed to work beyond normal retiring age and has qualified for full pension, he should be eligible for a non-pensionable allowance equivalent to 25% of the pay of a Senior Chief Executive.

Page 57

To delete Salary Code 02 63 70 and whole content

To replace by :

02 65 70 : Rs 29000 x 1000 - 34000

Conference and Social Function Manager

Under Salary Code 24 05 23

To add : Stores Attendant
formerly Storeman

To delete Salary Code 24 03 20 and whole content

MAURITIUS PRISONS SERVICE

Page 62

Recommendation 7

Paragraph 13.52

To delete whole content and replace by

We recommend that officers in the Prisons Cadre who effectively work on night shift should, for the period July 2003 to June 2004, be paid a night duty allowance equivalent to 7.5% of the normal rate per hour for the hours between 23.00 hours and 5.00 hours including up to a maximum of two hours lying-in period. The rate shall be 10% of the hourly rate for the period July 2004 to June 2005, 12.5% for the period July 2005 to June 2006 and 15% as from 1 July 2006.

Page 64

To delete Salary Code 17 57 64 and whole content

To replace by :

17 57 65 : Rs 22400 x 800 - 28000 x 1000 - 29000

Chief Hospital Officer

Page 66

To delete Salary Code 17 52 59 and whole content

To replace by :

17 52 60 : Rs 18800 x 600 - 20000 x 800 - 24800

Principal Hospital Officer

GOVERNMENT INFORMATION SERVICE

OVERSEAS NEWS SECTION

Page 68

To delete Salary Code 01 46 51 and replace by 10 46 51

FORENSIC SCIENCE LABORATORY

Page 72

To delete Salary Code 19 68 75 and whole content

To replace by :

19 73 75 : Rs 37000 x 1000 - 39000

Director, Forensic Science Laboratory
formerly Head, Forensic Science Laboratory

CIVIL STATUS DIVISION

Page 74

Recommendation 1

Paragraph 13.82 - 3rd line

To add after the word "subjects": "including English Language and French."

Page 76

Recommendation 4

Paragraph 13.90

To delete whole content and replace by

13.90 We recommend that officers of the Civil Status Officer Cadre providing emergency service from 12.00 hrs to 17.00 hours on Saturdays, Sundays and Public Holidays be paid:

(a) an On-Call Allowance of Rs 150 per day,

(b) a travelling allowance of Rs 100, or the appropriate mileage allowance at the approved rates for official travelling on distance travelled between residence and site of work each time they open office, inclusive of the collection from and the handing over of keys to the Police Station; and

(c) an allowance of Rs 175 for each registration of death including the issue of burial/cremation permit.

Page 77

To delete Salary Code 18 64 70 and whole content

To replace by :

18 68 75 : Rs 32000 x 1000 - 39000

Registrar of Civil Status

To delete Salary Code 18 51 59 and whole content

To replace by :

18 54 63 : Rs 20000 x 800 - 27200

Deputy Registrar of Civil Status

To delete Salary Code 18 44 53 and whole content

To replace by :

18 44 54 : Rs 14600 x 400 - 15000 x 500 - 17000 x 600 - 20000

Principal Civil Status Officer

POLICE

Page 80

Recommendation 2

Paragraph 13.1.11

Rs 600 and Rs 900 in the Table in respect of "**Principal Police Medical Officer**" should read **Rs 630** and **Rs 945** respectively.

Paragraph 13.1.12

4th Line

"Rs 375" should read "Rs 395"

To insert

13.1.12A We recommend that the provisions of Recommendation 15 made at paragraph 28.64 under the Ministry of Health and Quality of Life in respect of the Special Medical Service Allowance be also extended to members of the medical and dental profession in the Police Department.

13.1.12B We further recommend that the provisions of Recommendation 18A made at paragraph 28.74A under the Ministry of Health and Quality of Life should equally apply to members of the medical and dental profession in the Police Department.

Page 82

Recommendation 6

Paragraph 13.1.24

To delete whole content and replace by

We recommend that Police Officers posted in those operational units as may be approved by the Commissioner of Police and who effectively work on night shift should, for the period July 2003 to June 2004, be paid a night duty allowance equivalent to 7.5% of the normal rate per hour for the hours between 23.00 hours and 5.00 hours including up to a maximum of two hours lying-in period. The rate shall be 10% of the hourly rate for the period July 2004 to June 2005, 12.5% for the period July 2005 to June 2006 and 15% as from 1 July 2006.

13.1.24A The above recommendation should not apply to those Police Officers who are posted in special units for which they are paid special allowances.

Page 88

To delete Salary Code 14 00 89 and whole content

To replace by :

14 00 90A : Rs 64000

Commissioner of Police

Page 91

To delete Salary Code 09 00 80 and whole content

To replace by :

09 00 81 : Rs 46250

Chief Police Medical Officer (New Grade)

To delete Salary Code 09 00 78 and whole content

To replace by :

09 00 80 : Rs 45000

Principal Police Medical Officer

METEOROLOGICAL SERVICES

Page 104

Training Allowance

Paragraphs 13.3.15 and 13.3.16

To delete whole content and replace by

13.3.15 The Meteorologists, Divisional Meteorologists, Principal Meteorological Technicians and Chief Meteorological Technician are required to give formal training, including classroom training, to new recruits at the Department. The training is carried out outside official working hours.

Recommendation 4

13.3.16 We recommend payment of fees per session of 1¼ to 1½ hours to officers of the Meteorological Services who are required to give training as follows:

Divisional Meteorologists and Meteorologists - Rs 350

**Chief Meteorological Technician and
Principal Meteorological Technicians - Rs 225**

Page 105

Recommendation 7

Paragraph 13.3 26

To delete whole content and replace by

We recommend that Trainee Meteorological Technicians, Meteorological Technicians and Senior Meteorological Technicians who effectively work on night shift should, for the period July 2003 to June 2004, be paid a night duty allowance equivalent to 7.5% of the normal rate per hour for the hours between 23.00 hours and 5.00 hours including up to a maximum of two hours lying-in period. The rate shall be 10% of the hourly rate for the period July 2004 to June 2005, 12.5% for the period July 2005 to June 2006 and 15% as from 1 July 2006.

CIVIL AVIATION

Page 110

Recommendation 1

Paragraph 13.5.6

To add at the end of the paragraph

This recommendation should also apply to Senior Aeronautical Information Officers performing flight clearance duties.

Page 112

Recommendation 9

Paragraph 13.5.23

To delete whole content and replace by

We recommend that officers who effectively work on night shift should, for the period July 2003 to June 2004, be paid a night duty allowance equivalent to 7.5% of the normal rate per hour for the hours between 23.00 hours and 5.00 hours including up to a maximum of two hours lying-in period. The rate shall be 10% of the hourly rate for the period July 2004 to June 2005, 12.5% for the period July 2005 to June 2006 and 15% as from 1 July 2006.

Page 115

Salary Code 03 37 50

To delete the word "(Personal)" after "Aeronautical Information Officer"

To delete Salary Code 03 14 50 and whole content and replace by

03 17 50 : Rs 7025 x 150 - 7325 x 175 - 8200 x 200 - 9000 x 250 - 10000 x 300 - 10600 x 400 - 15000 x 500 - 17000 x 600 - 17600

Air Traffic Control Assistant

To insert after Salary Code 03 37 48

03 39 46 : Rs 12600 x 400 - 15000 x 500 - 15500

Principal Patrolman

Under Salary Code 03 22 44

To delete : Aviation Licensing Clerk

To replace by : Aviation Clerk

Page 116

Under Salary Code 03 14 40

To add the word "(Personal)" after "Aeronautical Radio Operator"

Page 117

To delete Salary Code 22 30 39 and whole content

To replace by :

22 30 40 : Rs 9500 x 250 - 10000 x 300 - 10600 x 400 - 13000

Telephone Supervisor

Page 119

To insert after Salary Code 24 06 23

24 05 23 : Rs 5300 x 125 - 5675 x 150 - 7325 x 175 - 8025

Stores Attendant

formerly Warehouseman

To delete Salary Code 24 03 20 and whole content

DEPUTY PRIME MINISTER'S OFFICE AND MINISTRY OF FINANCE

Page 123

To insert after paragraph 14.12

Recommendation 1A

14.12A We recommend that the qualification requirements of the grade of Senior Finance Officer be amended to allow Finance Officers possessing the Diploma in Public Sector Financial Management awarded by the University of Technology, Mauritius and reckoning at least two years' service in a substantive capacity in the grade to be considered for promotion thereto.

Page 124

To insert after paragraph 14.15(iv)

14.15A We also recommend that the scheme of service of the grade of Chief Purchasing and Supply Officer be amended so that Principal Purchasing and Supply Officers reckoning at least three years' service in a substantive capacity in the grade and who have successfully followed a Diploma Course in Purchasing and Supply Management, be also considered for promotion, on the basis of merit and experience, to the grade of Chief Purchasing and Supply Officer.

Page 126

To insert after Salary Code 02 43 63

08 28 45 : Rs 9000 x 250 - 10000 x 300 - 10600 x 400 - 15000

Executive Assistant (Finance)

Page 127

To delete Salary Code 01 68 73 and whole content

To replace by :

01 69 73 : Rs 33000 x 1000 - 37000

Head, Finance Cadre

Head, Internal Control Cadre

To delete Salary Code 21 68 73 and whole content

To replace by :

21 69 73 : Rs 33000 x 1000 - 37000

Head, Purchasing and Supply Cadre

REVENUE AUTHORITY

CUSTOMS AND EXCISE DEPARTMENT

Page 136

To add after paragraph 14.1.16

Allowance for duties at Preventive Branch, Harbour

14.1.16A Officers in the grades of Customs and Excise Officer and Senior Customs and Excise Officer posted at the Preventive Branch (Harbour) are paid overtime for the extra hours of work put in. Principal Customs and Excise Officers posted there, are paid a commuted allowance of Rs 2000 in lieu of overtime, subject to the satisfaction and approval of the Comptroller of Customs that the Principal Customs and Excise Officers do work each week over and above their normal working week for the proper discharge of their duties.

14.1.16B As the present arrangement is appropriate, the quantum of the Commuted Allowance is being revised.

Recommendation 2A

14.1.16C We recommend that Principal Customs and Excise Officers posted at the Preventive Branch, (Harbour) working over and above the normal working week, be paid a commuted allowance of Rs 2400 monthly in lieu of overtime, subject to the approval of the Comptroller of Customs.

Allowance for duties at the Customs Intelligence and Investigation Unit (CIIU), Customs Drug Unit (CDU), and Joint Port Drug Unit (JPDU).

14.1.16D Officers in the grades of Customs and Excise Officer and Senior Customs and Excise Officer posted at the CIIU, CDU and JPDU are paid overtime for the extra hours of work put in. Principal Customs and Excise Officers posted there, except the one at the JPDU, are paid an adhoc allowance of Rs 2000 monthly in lieu of overtime for extra hours worked beyond normal working hours. It has been submitted that Principal Customs and Excise Officers posted at the JPDU also work beyond normal working hours, on Sundays and Public Holidays. We are revising the quantum of the allowance and extending it to the Principal Customs and Excise Officers posted at the JPDU.

Recommendation 2B

14.1.16E We recommend that Principal Customs and Excise Officers posted at the CIIU, CDU and JPDU, who have to work over and above the normal working week, Sundays and Public Holidays be paid a commuted allowance of Rs 2400 monthly for the extra hours worked, in lieu of overtime.

Page 137

Recommendation 4

To add after paragraph 14.1.22

14.1.22A We further recommend that Customs and Excise Officers and Senior Customs and Excise Officers posted in other sections of the Customs and Excise Department and whose duties and functions do not require them to wear uniform be paid a Clothing Allowance of Rs 360 a month provided that the officers have served for a minimum period of at least one month in the section, subject to the approval of the Comptroller of Customs.

REGISTRAR-GENERAL'S DEPARTMENT

Page 147

Recommendation 7

Paragraph 14.1.42

To delete whole content and replace by

We recommend that, as from 1 July 2006, the grade of Assistant Registrar-General be filled by selection from officers in the grade of Chief Registration Officer holding the Diploma in Legal Studies or in a relevant field and from serving officers of the Revenue Departments holding a Degree in Law or Law and Management and reckoning at least five years' post qualification service.

VALUATION DEPARTMENT

Page 153

To add after paragraph 14.3.6

14.3.6A We recommend that bonds subscribed by Trainee Valuation Technicians should lapse on their absorption in the grade of Valuation Technician.

Page 154

To delete Salary Code 26 50 58 and whole content

To replace by :

26 52 59 : Rs 18800 x 600 - 20000 x 800 - 24000

Chief Valuation Technician

To delete Salary Code 26 43 53 and whole content

To replace by :

26 47 54 : Rs 16000 x 500 - 17000 x 600 - 20000

Principal Valuation Technician

To insert after Salary Code 24 11 32

26 13 15 : Rs 6425 x 150 - 6725

Trainee Valuation Technician (Personal)

MINISTRY OF INDUSTRY AND INTERNATIONAL TRADE

Page 158

Salary Code 02 63 70 should read 02 64 70

MINISTRY OF AGRICULTURE, FOOD TECHNOLOGY AND NATURAL RESOURCES

CANE PLANTERS AND MILLERS ARBITRATION AND CONTROL BOARD

Page 168

Recommendation 10

Paragraph 16.35

To delete : Assistant General Manager

To replace by : Deputy General Manager
formerly Assistant General Manager

To add :

General Manager : Rs 1200

Page 169

Recommendation 11

Paragraph 16.37

To add at the end of the paragraph :

This recommendation should also apply to the Assistant Mechanical Officer and the Principal Test Chemist.

Page 170

To insert after paragraph 16.43

Recommendation 13A

16.43A We recommend that officers in the grades of Test Chemist, Senior Test Chemist, Principal Test Chemist and Assistant Mechanical Officer who, during the crop season, are required to attend duty by car at different sites of work, but who are not entitled to a travel grant, should be refunded mileage on a monthly basis as follows:

(i) at the rate of Rs 6.55 per km for mileage in excess of the distance between home and office and at the rate of Rs 2.95 per km for distance between home and office on days the officer is required to attend sites of work;

(ii) where the total distance covered on days the officer has to attend sites of work other than Head Office is up to 400 km over a month, then the whole of distance covered should be computed at Rs 6.55 per km; and

(iii) where the total distance covered to attend sites of work is 400 km or more but the official travelling is up to 400 km over a month, refund of mileage should be computed at the rate of Rs 6.55 for the first 400 km.

**Statistician/Systems Coordinator
formerly Statistician/Senior Statistician**

16.43B The Statistician/Senior Statistician of the Cane Planters and Millers Arbitration and Control Board acts as Systems Coordinator of the Computer Network and has been drawing an adhoc allowance equivalent to three increments during crop season and two increments during intercrop season. These duties have now been included in the scheme of service and taken into consideration in the salary recommended for the grade.

Recommendation 13B

16.43C We recommend that the grade of Statistician/Senior Statistician be restyled Statistician/Systems Coordinator. The salary of the Statistician/Systems Coordinator should be converted to a point which represents two increments over and above the normal conversion provided in the master conversion table, subject to the maximum salary of the grade. Furthermore, the Statistician/Systems Coordinator should be paid an allowance equivalent to one increment, during crop season only, for administering the Computer Network at the Control Board.

NATIONAL PARKS AND CONSERVATION SERVICE

Page 173

To insert after paragraph 16.56

Recommendation 14A

16.56A We also recommend the creation of a grade of Senior Park Ranger to be filled by promotion on the basis of merit and experience of officers in the grade of Park Ranger.

16.56B The Senior Park Ranger would be responsible to the Director (NPCS) for field operations in reserves, for coordinating and supervising the work of Assistant Park Rangers and Park Rangers and for the proper use and management of all assets of the Division.

**SIR SEEWOSAGUR RAMGOOLAM BOTANICAL GARDEN -
PAMPLEMOUSSES**

Page 173

Paragraph 16.57

Last Sentence

To delete : "We are not providing a separate salary schedule for the Trust".

Page 178

To delete Salary Code 19 36 47 and whole content

To replace by :

19 36 48 : Rs 11400 x 400 - 15000 x 500 - 16500

Agricultural Supervisor

To insert after Salary Code 08 45 54

08 34 53 : Rs 10600 x 400 - 15000 x 500 - 17000 x 600 - 19400

Agricultural Executive Assistant (Personal)
formerly Technical Officer, Tea Board

08 40 50 : Rs 13000 x 400 - 15000 x 500 - 17000 x 600 - 17600

Agricultural Executive Assistant (Personal)
formerly Accounts Officer, Tea Board
Public Relations/Welfare Officer, Tea Board

To insert after Salary Code 08 29 50

08 33 50 : Rs 10300 x 300 - 10600 x 400 - 15000 x 500 - 17000 x 600 - 17600

Agricultural Confidential Secretary (Personal)
formerly in GSS 3

To delete Salary Code 08 26 44 and whole content

Page 179

To insert after Salary Code 08 15 41

08 13 40 : Rs 6425 x 150 - 7325 x 175 - 8200 x 200 - 9000 x 250 - 10000 x 300 - 10600 x 400 - 13000

Agricultural Clerk Assistant (Personal)
formerly in GSC 7A

Page 182

Under Salary Code 24 13 30

To delete : General Development Worker (Personal)
formerly Leaf Weigher & Telephone Operator (TDA)

To insert : General Development Worker (Personal)
formerly Leaf Weigher (TDA)

To insert after Salary Code 24 11 32

24 08 32 : Rs 5675 x 150 - 7325 x 175 - 8200 x 200 - 9000 x 250 - 10000

General Development Worker (Personal)
formerly Telephone Operator (TDA)

General Development Worker (Personal)
formerly Telephone Operator, Tea Board

Under Salary Code 24 08 25

To add : General Development Worker (Personal)
formerly Office Attendant, Tea Board

LIVESTOCK FEED FACTORY

Page 183

To delete Salary Code 21 11 38 and whole content

To replace by :

21 11 39 : Rs 6125 x 150 - 7325 x 175 - 8200 x 200 - 9000 x 250 - 10000 x 300 - 10600 x 400 - 12600

Sales Officer, Agricultural Extension Shop

Page 184

Under Salary Codes 24 13 30 and 24 09 27

To add "(Personal)" after the grades Factory Operative (on roster) and Factory Operative Assistant (on roster) respectively.

CANE PLANTERS AND MILLERS ARBITRATION AND CONTROL BOARD

Page 184

To delete Salary Code 20 43 66 and whole content

To replace by :

20 48 68 : Rs 16500 x 500 - 17000 x 600 - 20000 x 800 - 28000 x 1000 - 32000

Statistician/Systems Coordinator
formerly Statistician/Senior Statistician

NATIONAL PARKS AND CONSERVATION SERVICE

Page 189

To delete Salary Code 19 69 75 and whole content

To replace by :

19 00 78 : Rs 42500

Director

Page 190

To insert after Salary Code 19 34 58

19 46 55 : Rs 15500 x 500 - 17000 x 600 - 20000 x 800 - 20800

Senior Park Ranger (New Grade)

Page 192

To insert :

**SIRSEWOOSAGURRAMGOOLAMBOTANICAL GARDEN -
PAMPLEMOUSSES**

19 64 70 : Rs 28000 x 1000 - 34000

Officer-in-charge

19 44 63 : Rs 14600 x 400 - 15000 x 500 - 17000 x 600 - 20000 x 800 - 27200

Research and Development Officer

19 50 58 : Rs 17600 x 600 - 20000 x 800 - 23200

Senior Technical Officer

19 40 48 : Rs 13000 x 400 - 15000 x 500 - 16500

Senior Technical Assistant

19 19 44 : Rs 7325 x 175 - 8200 x 200 - 9000 x 250 - 10000 x 300 - 10600 x 400 - 14600

Technical Assistant

10 18 42 : Rs 7175 x 150 - 7325 x 175 - 8200 x 200 - 9000 x 250 - 10000 x 300 - 10600 x 400 - 13800

Audio Visual Assistant

24 26 37 : Rs 8600 x 200 - 9000 x 250 - 10000 x 300 - 10600 x 400 - 11800

Senior Gangman

24 26 33 : Rs 8600 x 200 - 9000 x 250 - 10000 x 300 - 10300

Head Gardener/Nurseryman

25 12 33 : Rs 6275 x 150 - 7325 x 175 - 8200 x 200 - 9000 x 250 - 10000 x 300 - 10300

Cabinet-Maker

Carpenter

Mason

24 17 32 : Rs 7025 x 150 - 7325 x 175 - 8200 x 200 - 9000 x 250 - 10000

Leading Hand

24 11 32 : Rs 6125 x 150 - 7325 x 175 - 8200 x 200 - 9000 x 250 - 10000

Driver (Ordinary Vehicles up to 5 tons)

24 11 28 : Rs 6125 x 150 - 7325 x 175 - 8200 x 200 - 9000

Senior Gardener/Nurseryman

24 08 25 : Rs 5675 x 150 - 7325 x 175 - 8200 x 200 - 8400

Gardener/Nurseryman
Insecticide Sprayerman
Office Assistant
Operator, Pumping Station
Stockman
Woodcutter

24 05 23 : Rs 5300 x 125 - 5675 x 150 - 7325 x 175 - 8025

Stores Attendant
formerly Storeman

24 03 20 : Rs 5050 x 125 - 5675 x 150 - 7325 x 175 - 7500

Sanitary Attendant

24 01 17 : Rs 4800 x 125 - 5675 x 150 - 7025

General Worker
formerly General Field and Office/Premises Worker

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

Page 200

Allowance to Doctors employed on a sessional basis

To delete paragraph 17.39 and whole content

To replace by :

17.39 At present, Doctors are employed on a sessional basis at the Ministry of Social Security, National Solidarity & Senior Citizens Welfare and Reform Institutions and are paid allowances to service Medical Boards and the Medical Tribunal.

17.39A The Ministry has reported that as regards the Medical Tribunal it is impossible, in view of the complexities of the cases and the amount of concentration required, to hear more than five to six cases during one session, the moreso as these sessions are held after normal working hours given that the Medical Specialists sitting on the Medical Tribunal are all employees of the Ministry of Health and Quality of Life.

17.39B In the light of the foregoing, we are reviewing the mode of payment for Specialists servicing the Medical Tribunal.

Page 201

Recommendation 9

Paragraph 17.40

2nd Line

To delete the words "Tribunal and"

Paragraph 17.40 Table

To delete 17.40(i) and to re-number (ii) and (iii) into (i) and (ii) respectively

To insert :

17.40A The allowance paid to Specialists employed on a sessional basis to service the Medical Tribunal should be Rs 730 per session, provided some five to seven cases are dealt with per session.

Recommendation 10

Paragraph 17.42

"per session of 3 hours" should read 'per claimant visited"

To insert :

Recommendation 10A

17.42A We recommend that the provisions of Recommendation 15 made at paragraph 28.64 under the Ministry of Health and Quality of Life in respect of the Special Medical Service Allowance be also extended to the Director, Medical Unit.

Recommendation 10B

17.42B We recommend that the provisions of Recommendation 18A made at paragraph 28.74A under the Ministry of Health and Quality of Life should equally apply to the Director, Medical Unit.

Recommendation 10C

17.42C We recommend that the provisions of Recommendation 14 made at paragraph 28.60 under the Ministry of Health and Quality of Life in respect of the Allowance for the Medical Profession should equally apply to the Director, Medical Unit.

Recommendation 10D

Staggered Hours

17.42D Officers in the Social Welfare Officer Cadre work at staggered hours. This element has been taken into consideration in arriving at the salaries recommended for the grades in the cadre.

REFORM INSTITUTIONS

Page 202

To insert after paragraph 17.1.5

Compensation for Regular Extra Hours

17.1.5A Probation Officers are required by the nature of their duties to work outside normal office hours on weekdays and on Saturdays, Sundays and Public Holidays. The Bureau considers that they should be compensated for the extra hours put in.

Recommendation 1A

17.1.5B We recommend that Probation Officers who are required, on a regular basis, to put in additional hours of work to cope with the demands of their job, be given equivalent time off for the extra hours put in. However, where it has not been possible for management to grant time off to the officers within a period of six consecutive months, a request should be made to the Ministry of Civil Service Affairs and Administrative Reforms for appropriate compensation for the extra hours put in.

Page 206

To insert after paragraph 17.1.23

17.1.23A However, for the smooth functioning of the institution, we are making provision for the appointment of Female Officers (RYC), Senior Female Officers (RYC) and Principal Female Officers (RYC) from serving Female Officers of the Prisons Department who have work experience at the Rehabilitation Youth Centre.

Recommendation 8A

17.1.23B We recommend that for the first intake consideration be given to allow officers in the grades of Female Prisons Officer Grade II, Female Prisons Officer Grade I and Principal Female Prisons Officer who have served or are serving in the Rehabilitation Youth Centre (Girls) to be appointed to the grades of Female Officer (RYC), Senior Female Officer (RYC) and Principal Female Officer (RYC) respectively.

Page 207

Recommendation 10

Paragraph 17.1.29

To delete whole content and replace by

We recommend that Officers of the Rehabilitation Youth Centre who effectively work on night shift should, for the period July 2003 to June 2004, be paid a night duty allowance equivalent to 7.5% of the normal rate per hour for the hours between 23.00 hours and 5.00 hours including up to a maximum of two hours lying-in period. The rate shall be 10% of the hourly rate for the period July 2004 to June 2005, 12.5% for the period July 2005 to June 2006 and 15% as from 1 July 2006.

Page 208

To insert after Salary Code 09 69 76

23 64 70 : Rs 28000 x 1000 - 34000

Deputy Commissioner Social Security

Page 209

Under Salary Code 23 60 70

To delete : Deputy Commissioner Social Security

To delete Salary Code 23 65 73 and whole content

To replace by :

23 68 73 : Rs 32000 x 1000 - 37000

Social Welfare Commissioner

To delete Salary Code 23 52 60 and whole content

To replace by :

23 52 63 : Rs 18800 x 600 - 20000 x 800 - 27200

Deputy Social Welfare Commissioner

Page 210

To delete Salary Code 23 45 53 and whole content

To replace by :

23 45 54 : Rs 15000 x 500 - 17000 x 600 - 20000

Principal Social Welfare Officer

To delete Salary Code 23 40 49 and whole content

To replace by :

23 40 50 : Rs 13000 x 400 - 15000 x 500 - 17000 x 600 - 17600

Senior Social Welfare Officer

To delete Salary Code 23 20 45 and whole content

To replace by :

23 20 46 : Rs 7500 x 175 - 8200 x 200 - 9000 x 250 - 10000 x 300 - 10600 x 400 - 15000 x 500 - 15500

Social Welfare Officer
formerly Welfare Officer

Page 212

To delete Salary Code 23 60 70 and whole content

To replace by :

23 64 70 : Rs 28000 x 1000 - 34000

Deputy Commissioner of Probation and After Care

To replace Salary Code 23 11 32 by Salary Code 24 11 32 in respect of the grade of Driver

MINISTRY OF LOCAL GOVERNMENT AND RODRIGUES

Page 223

Under Salary Code 24 03 20

To add : Local Government Drainman

FIRE SERVICES

Page 230

Recommendation 1

Paragraph 18.1.6

To delete whole content and replace by

We recommend that officers in the Fireman Cadre who effectively work on night shift should, for the period July 2003 to June 2004, be paid a night duty allowance equivalent to 7.5% of the normal rate per hour for the hours between 23.00 hours and 5.00 hours including up to a maximum of two hours lying-in period. The rate shall be 10% of the hourly rate for the period July 2004 to June 2005, 12.5% for the period July 2005 to June 2006 and 15% as from 1 July 2006.

Page 234

Salary Code 07 06 24 in respect of the grade of Watchman should read 24 06 24

MINISTRY OF PUBLIC UTILITIES

Page 237

Recommendation 2

Paragraph 19.12

8th Line

To read : "Engineering/Economics/Business Administration"

Instead of : "Economics/Business Administration"

Recommendation 3

Paragraph 19.13

6th Line

To read : "Engineering/Economics/Business Administration"

Instead of : "Economics/Business Administration"

Page 238

Recommendation 4

To delete whole content and replace by

19.15 We recommend that the grade of Planner/Senior Planner be restyled respectively Planner/Senior Planner (Energy), Planner/Senior Planner (Water) and Planner/Senior Planner (Analysis and Modelling)

Planner/Senior Planner (Energy)

19.15A Appointment to the grade of Planner/Senior Planner (Energy) should be made by selection from among candidates who are registered as Professional Engineer in Electrical or Electronic or Mechanical Engineering with the Council of Registered Professional Engineers of Mauritius under Section 13 of the Registered Professional Engineers Council Act No. 49 of 1965 and possess at least two years' post-registration experience relevant to the energy sector.

Planner/Senior Planner (Water)

19.15B Appointment to the grade of Planner/Senior Planner (Water) should be made by selection from among candidates who are registered as Professional Engineer in Civil Engineering with the Council of Registered Professional Engineers of Mauritius under Section 13 of the Registered Professional Engineers Council Act No. 49 of 1965 and possess at least two years' post-registration experience relevant to the water sector.

Planner/Senior Planner (Analysis and Modelling)

19.15C Appointment to the grade of Planner/Senior Planner (Analysis and Modelling) should be made by selection from among candidates who hold the Higher School Certificate with passes at Principal level in at least two subjects or the GCE 'A' level with passes at Advanced level in at least two subjects; a degree in Economics or Finance and a postgraduate degree in Economics or Finance.

ENERGY SERVICES DIVISION

Page 239

Recommendation 5

Paragraph 19.22

2nd line

To delete : Rs 480 and Rs 300

To replace by : Rs 500 and Rs 330

Page 243

To delete Salary Code 24 05 23 and whole content

Page 244

To insert after Salary Code 24 01 17

25 00 06 : Rs 4050: 4300: 4550: 5050: 5425

Apprentice

The salary conversion for Apprentice should be on a point to point basis.

MINISTRY OF TOURISM AND LEISURE

Page 251

Paragraph 20.7

Line 4

To add after the last word

"and the mode of recruitment be reviewed."

Recommendation 1

Paragraph 20.8

To delete whole content and replace by

We recommend that the scheme of service of the grade of Secretary for Tourism Development be amended so that appointment thereto be made by selection from among Principal Tourism Planners reckoning five years' experience in the field of Tourism and from among candidates possessing a post A-level degree in Tourism or a degree with Tourism as a major component or a degree in any other field of study together with a post graduate diploma in Tourism and reckoning at least five years' relevant post qualification experience.

Page 252

Recommendation 2A

20.12A We further recommend that officers possessing a post SC degree and presently performing the duties of Tourism Planner be also considered for appointment though they do not possess the G.C.E 'A' level.

Page 253

To insert after paragraph 20.21

Time Off

20.21A Tourism Enforcement Officers and officers in the Leisure Officer Cadre are required by the nature of their duties to work outside normal office hours on weekdays and on Saturdays, Sundays and Public Holidays. The Bureau considers that they should be compensated for the extra hours put in.

Recommendation 4A

20.21B We recommend that arrangements should be made for Tourism Enforcement Officers and officers in the Leisure Officer Cadre who are required, on a regular basis, to put in additional hours of work to cope with the demands of their job, to be given equivalent time off for the extra hours put in. However, where it has not been possible for management to grant time off to the officers within a period of six consecutive months, a request should be made to the Ministry of Civil Service Affairs and Administrative Reforms for appropriate compensation for the extra hours put in.

Page 254

To delete Salary Code 23 22 47 and whole content

To replace by :

23 22 48 : Rs 7850 x 175 - 8200 x 200 - 9000 x 250 - 10000 x 300 - 10600 x 400 - 15000 x 500 - 16500

Leisure Officer

To delete Salary Code 05 22 47 and whole content

To insert after Salary Code 23 22 48

08 28 45 : Rs 9000 x 250 - 10000 x 300 - 10600 x 400 - 15000

Executive Assistant (Tourism)

MINISTRY OF ENVIRONMENT

Page 257

Recommendation 3

To delete whole content and replace by

21.11 We recommend the creation of a grade of Project Coordinator to be filled from among candidates who are registered as Professional Engineer (Civil) with the Council of Registered Professional Engineers of Mauritius under Section 13 of the Registered Professional Engineers Council Act No. 49 of 1956, as subsequently amended; possess a post graduate degree in Environmental Engineering or Environmental Management or Economics or Project Management from a recognised institution; and reckon at least five years' proven experience in the management or coordination of projects at Senior Management Level.

MINISTRY OF PUBLIC INFRASTRUCTURE, LAND TRANSPORT AND SHIPPING

Page 267

Recommendation 3

Paragraph 22.13

Last line : To delete the word "grade" and replace by the word "Cadre".

To insert after Paragraph 22.13

Principal Quantity Surveyor

22.13A We recommend that the qualifying period for promotion to the grade of Principal Quantity Surveyor be reduced to an aggregate of two years service in the grades of Senior Quantity Surveyor and Quantity Surveyor.

Page 270

To insert after Paragraph 22.31

Recruitment and Retention Problems in the Field of Architecture

Recommendation 9A

22.31A We recommend that the provisions of Recommendation 9 above should also apply to the grade of Architect.

Page 271

Recommendation 12

Paragraph 22.38

Last line

To delete : Rs 480

To replace by : Rs 500

To insert after paragraph 22.38

Principal Technical and Mechanical Officer (New Grade)

22.38A The Technical and Mechanical Officer Cadre of the Plaine Lauzun Mechanical Workshop presently consists of the grades of Technical and Mechanical Officer and Senior Technical and Mechanical Officer. With the increasing number of vehicles, the number of accidents has increased considerably resulting in a significant increase in the volume of work. A new grade of Principal Technical and Mechanical Officer is needed at the Workshop to coordinate the activities of the Cadre.

Recommendation 12A

22.38B We recommend the creation of a grade of Principal Technical and Mechanical Officer. Appointment thereto should be made by selection from among officers in the grade of Senior Technical and Mechanical Officer reckoning at least four years' experience in a substantive capacity in the grade.

Recommendation 13

Paragraph 22.40

To delete : Rs 480

To replace by : Rs 500

Recommendation 14

Paragraph 22.42

To delete : Rs 480

To replace by : Rs 500

Page 273

Under Salary Code 26 56 63

To add : Principal Technical and Mechanical Officer (New Grade)

TRAFFIC MANAGEMENT AND ROAD SAFETY UNIT

Page 282

To insert after Salary Code 26 57 66

26 56 63 : Rs 21600 x 800 - 27200

Principal Technical Officer (Civil Engineering)

Page 284

Under Salary Code 25 05 23

To delete : Tradesman's Assistant (Road Marking)

To replace by : Tradesman's Assistant (Painter)
formerly Tradesman's Assistant (Road Marking)

SHIPPING DEVELOPMENT SECTION

Page 288

Extra Allowance to Superintendent of Shipping

Paragraphs 22.1.29 and 22.1.30

To delete whole content and replace by

22.1.29 The Superintendent of Shipping is paid an extra duty allowance monthly for frequent attendance at the Capitainery Building, for duties in relation to port clearance after normal working hours, often at night and early morning.

Recommendation 6

22.1.30 We recommend that an extra duty allowance at appropriate rate should continue to be paid to the Superintendent of Shipping for frequent attendance at the Capitainery Building, for duties in relation to port clearance after normal working hours, often at night and early morning.

NATIONAL TRANSPORT AUTHORITY

Page 292

Recommendation 1

Paragraphs 22.2.4(i), 22.2.4(ii) and 22.2.4(iii)

To read : "The Institute of Logistics and Transport or any recognised Institution."

Instead of : "The Chartered Institute of Logistics and Transport."

Page 294

To insert after Salary Code 18 17 43

26 18 42 : Rs 7175 x 150 - 7325 x 175 - 8200 x 200 - 9000 x 250 - 10000 x 300 - 10600 x 400 - 13800

Station Master

MINISTRY OF CIVIL SERVICE AFFAIRS & ADMINISTRATIVE REFORMS

Page 299

Paragraph 23.20

To delete whole content and replace by

A public officer drawing a monthly salary of Rs 30000 or above and possessing the required qualifications mentioned at paragraph 23.15 may also be considered for the position of Senior Executive (Specialist). However, public officers, in post up to 30 June 2008, who reckon at least eight years' experience in a grade carrying a salary scale the maximum of which is not less than Rs 27200 and who possess a Master's Degree may also be considered for the position of Senior Executive (Specialist) though they do not possess the qualifications laid down at paragraph 23.15 (a & b). If selected, the officer would, notwithstanding the provisions of paragraph 23.16, be assigned the duties and be eligible to an allowance representing the difference between his salary and the negotiated salary within the appropriate range.

Page 300

Recommendation 4

To insert after paragraph 23.24

23.24A The recommendation at paragraph 23.24(iii) should apply exclusively to Establishment Officers in post as at 30 June 2003.

Page 302

Recommendation 5

Paragraph 23.31

To delete the first four lines and replace by

We recommend that, in future, appointment to the grade of Office Superintendent should be made by selection from among Higher Executive Officers and Executive Officers reckoning at least fifteen years' service in a substantive capacity in the Executive Cadre and who

Page 306

Paragraph 23.46(i)

1st line

23.43(ii) should read 23.45(ii)

Page 310

To delete Salary Code 08 68 73 and whole content

To replace by :

08 69 73 : Rs 33000 x 1000 - 37000

*Director, Human Resource Management
formerly Head, Personnel Cadre*

To insert after Salary Code 08 47 63

18 50 58 : Rs 17600 x 600 - 20000 x 800 - 23200

Officer-in-charge, Safety and Health Unit (New Grade)

18 34 53 : Rs 10600 x 400 - 15000 x 500 - 17000 x 600 - 19400

*Safety and Health Officer/Senior Safety and Health Officer
formerly Safety and Health Officer
Senior Safety and Health Officer*

Page 312

To insert after Salary Code 08 16 40

05 45 58 : Rs 15000 x 500 - 17000 x 600 - 20000 x 800 - 23200

Senior Library and Documentation Officer

05 34 53 : Rs 10600 x 400 - 15000 x 500 - 17000 x 600 - 19400

Library and Documentation Officer

MINISTRY OF LABOUR AND INDUSTRIAL RELATIONS

Page 316

Recommendation 4

To insert after paragraph 24.18

24.18A In the absence of qualified candidates, recruitment should be made at the level of Trainee Occupational Safety and Health Inspector. Enlistment should be from among candidates possessing the Cambridge Higher School Certificate. Selected candidates should undergo on-the-job training and successfully follow a course leading to a Diploma in Occupational Health and Safety or an equivalent acceptable qualification from a recognised institution before appointment to the grade of Occupational Safety and Health Inspector.

To insert after paragraph 24.19

24.19A We also recommend that appointment to the grade of Director, Occupational Safety and Health (*formerly Head, Occupational Safety and Health Inspectorate*) be made by selection from among officers in the grade of Chief Occupational Safety and Health Inspector reckoning at least 15 years' service in the Occupational Safety and Health Inspectorate Cadre or from Head, Specialist Support Services reckoning at least 5 years' service in the grade.

Page 320

Recommendation 8

To add at the end of paragraph 24.35

However, Trainee Inspectors of Associations who have already been enlisted and who have successfully followed an appropriate training course and undergone on-the-job training in all aspects of the work of an Inspector of Associations at the Registry of Associations for a period of at least one year, should also be considered for appointment to the grade.

24.35A We also recommend that the grade of Trainee Inspector of Associations should be abolished on vacancy.

Salary Code 18 60 68

To read : Deputy Director, Labour and Industrial Relations (Personal)
formerly Deputy Chief Labour Officer

Instead of : Deputy Director, Labour and Industrial Relations
formerly Deputy Chief Labour Officer

Salary Code : 18 60 67

To delete : Principal Labour Officer (Personal)

To insert : Assistant Director, Labour and Industrial Relations
formerly Principal Labour Officer

Page 321

Salary Code : 18 68 73

To delete : Head, Occupational Safety and Health Inspectorate

To insert : Director, Occupational Safety and Health
formerly Head, Occupational Safety and Health Inspectorate

To insert after Salary Code 18 24 48

18 13 15 : Rs 6425 x 150 - 6725

Trainee Occupational Safety and Health Inspector

Page 322

To delete Salary Code 18 68 73 and whole content

To replace by :

18 71 76 : Rs 35000 x 1000 - 40000

Registrar of Associations (with legal Qualifications)

To delete Salary Code 18 66 70 and whole content

To replace by :

18 68 73 : Rs 32000 x 1000 - 37000

Registrar of Associations

To delete Salary Code 18 64 67 and whole content

To replace by :

18 60 68 : Rs 24800 x 800 - 28000 x 1000 - 32000

Deputy Registrar of Associations

Salary Code 18 51 64

To read : "Principal Inspector of Associations (Personal)

Instead of : "Principal Inspector of Associations"

To insert after Salary Code 18 51 64

18 51 61 : Rs 18200 x 600 - 20000 x 800 - 25600

Principal Inspector of Associations (Future Holder)

Page 323

To delete Salary Code 24 06 24 and whole content

To replace by :

24 06 24 : Rs 5425 x 125 - 5675 x 150 - 7325 x 175 - 8200

Watchman

24 03 20 : Rs 5050 x 125 - 5675 x 150 - 7325 x 175 - 7500

Handy Worker

formerly Handyman

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

Page 325

Women's Unit

Paragraphs 25.7, 25.8 and 25.9

To delete : Whole content

Page 326

Home Economics Section

To insert after paragraph 25.12

Home Economics Organiser

25.12A To reflect the nature of duties and responsibilities devolving upon the incumbent, we are restyling the grade of Home Economics Organiser. We are also redefining the qualification requirements in order to enlist candidates of the right calibre.

Recommendation 1A

25.12B We recommend that the grade of Home Economics Organiser be restyled Home Economics Organiser/Senior Home Economics Organiser and in future recruitment thereto be made from among candidates holding a degree in Home Economics and reckoning at least three years' experience in a relevant field.

Page 327

Child Development Unit

Paragraph 25.17

To delete the last sentence and to replace by

In order to better equip the Unit to meet its future challenges, and to make effective use of human resources, we are providing for polyvalent grades to man the different units including the Child Development Unit.

Page 328

Recommendation 3

Paragraphs 25.18 & 25.19 : To delete whole content

Recommendation 4

Paragraph 25.21

To add at the end of the last sentence

"and from Coordinators reckoning at least seven years' experience in the field of domestic/social/family issues/problems".

To insert after Paragraph 25.21

Family Counselling Officer (New Grade)

25.21A To provide counselling to all those seeking assistance, information and guidance on issues/problems relating to family matters, we are providing for a new grade.

Recommendation 4A

25.21B We recommend the creation of a grade of Family Counselling Officer. Recruitment thereto should be made by selection from among candidates holding a post 'A' level degree in Social Work or an equivalent qualification acceptable to the Public Service Commission.

25.21C We further recommend that Liaison Officers on secondment to the Ministry from the National Women's Council possessing a Degree and reckoning at least five years' experience in family counselling duties be given consideration for appointment to the grade although they do not possess the 'A' level at the General Certificate of Education.

Page 329

Paragraph 25.22

To delete : Whole content

To replace by :

Family Welfare and Protection Cadre

25.22 At present, the grades in Child Welfare Cadre, Family Protection Cadre and Organising Cadre operate to provide services related to family matters in different units. In view of the similarity of duties and in order to make an effective use of human resources, the need is felt for polyvalent grades that could be deployed in any one of the Units. With the creation of the new grades in the Family Welfare and Protection Officer cadre to take over duties in the different units, the grades of Child Welfare Officer, Senior Child Welfare Officer, Organising Officer, Women's Centre, Senior Organising Officer, Women's Centre and Family Protection Officer should become evanescent.

Recommendation 5

Paragraph 25.24

To delete : Whole content

To replace by :

25.24 We further recommend that Child Welfare Officers, Family Protection Officers and Organising Officers, Women's Centre possessing the required academic qualifications be given consideration for appointment to the grade.

To add after Paragraph 25.24

25.24A We recommend the creation of a grade of Senior Family Welfare and Protection Officer. Recruitment thereto should be made by selection from among officers in the grade of Family Welfare and Protection Officer reckoning at least three years' experience in the grade.

25.24B We further recommend that Senior Child Welfare Officers and Senior Organising Officers, Women's Centre be given consideration for appointment to the grade. On appointment, the Senior Organising Officers should continue to draw their respective salaries on a personal basis.

25.24C We also recommend the creation of a grade of Principal Family Welfare and Protection Officer to be recruited from among officers in the grade of Senior Family Welfare and Protection Officers reckoning at least three years' relevant experience.

Paragraph 25.25

To delete : Whole content

To replace by :

25.25 We recommend that the grades of Child Welfare Officer, Senior Child Welfare Officer, Family Protection Officer, Organising Officer, Women's Centre and Senior Organising Officer, Women's Centre should become evanescent.

25.25A We further recommend that

(i) Trainee Organising Officers, Women's Centre enlisted under the term of the previous scheme of service, should be considered for appointment to the grade of Organising Officer, Women's Centre on satisfactory completion of their traineeship even though they have been granted personal salaries;

(ii) Child Welfare Officers presently on temporary appointment should be considered for appointment to the grade of Child Welfare Officer on satisfactory completion of their temporary period even though they have been granted personal salaries.

Page 330

Recommendation 6

Paragraph 25.28

To add in the list of grades : Family Protection Officer

Page 332

Women's Unit

To delete Salary Code 23 55 61 and whole content.

Under Salary Code 23 41 55

To add "(Personal)" after "Senior Organising Officer, Women's Centre"

Page 333

CHILD DEVELOPMENT UNIT

To delete Salary Code 23 46 55 and whole content.

Under Salary Code 23 40 49

To add "(Personal)" after "Senior Child Welfare Officer"

FAMILY WELFARE AND PROTECTION UNIT

To insert after Salary Code 23 64 70

23 43 63 : Rs 14200 x 400 - 15000 x 500 - 17000 x 600 - 20000 x 800 - 27200

Family Counselling Officer (New Grade)

23 46 56 : Rs 15500 x 500 - 17000 x 600 - 20000 x 800 - 21600

Principal Family Welfare & Protection Officer (New Grade)

23 42 52 : Rs 13800 x 400 - 15000 x 500 - 17000 x 600 - 18800

Senior Family Welfare & Protection Officer (New Grade)

MINISTRY OF FOREIGN AFFAIRS AND REGIONAL CO-OPERATION

Page 337

Recommendation 2

Paragraph 26.12

To delete whole content and replace by

We recommend the payment of an entertainment allowance of Rs 5000 and Rs 3600 a month to the Secretary for Foreign Affairs and Ambassadors respectively who are very often called upon to receive and entertain -representatives of foreign countries and to reciprocate invitations received, while posted at Head Office.

Page 338

To delete Salary Code 02 00 89 and whole content

To replace by :

02 00 91 : Rs 65000

Secretary for Foreign Affairs

To delete Salary Code 24 05 23 and whole content

To replace by :

24 05 23 : Rs 5300 x 125 - 5675 x 150 - 7325 x 175 - 8025

Stores Attendant
formerly Storeman

MINISTRY OF EDUCATION AND SCIENTIFIC RESEARCH

Page 344

Paragraph 27.21

1st Line

To replace the words "run physical education activities" by "oversee the running of physical education classes"

Page 346

Paragraph 27.30

2nd Line

To delete : "reckoning at least three years' experience in the grade"

Recommendation 10

To insert after paragraph 27.33

27.33A We further recommend that the Primary School Inspector should be required to successfully follow the course leading to the Diploma in Educational and Supervisory Inspection or such course as may be approved by the Ministry for promotion to the grade of Senior Primary School Inspector.

Page 347

Recommendation 13

Paragraph 27.40

To delete the first two sentences and replace by

We recommend the creation of a grade of Education Officer (Pre-Vocational) to be recruited from among officers of the teaching profession possessing a post SC Degree and presently dispensing Pre-Vocational Education in State Secondary Schools and Teachers Secondary (Pre-Vocational) having successfully completed the Diploma in Pre-Vocational Education. In the absence of qualified candidates, appointment to the grade should be made from among officers of the teaching profession possessing a post 'A' Level Degree.

Page 348

Paragraph 27.41

To add after the last line

Officers possessing the post SC degree would be allowed to proceed beyond the QB on obtention of a Master's Degree or a Post Graduate Certificate in Education in the relevant field.

Page 349

To insert after the sub-title "Secondary Level"

Trainee Teacher (Secondary)

27.45(A) At present, enlistment to the grade of Trainee Teacher (Secondary) is made solely in areas where the Ministry is encountering difficulties in recruiting Education Officers. This practice should be maintained.

Recommendation 14A

27.45(B) We recommend that enlistment to the grade of Trainee Teacher (Secondary) should be made exclusively in scarcity areas where the Ministry is encountering difficulties in recruiting Education Officers. This factor has been taken into account in determining the salary of the grade. The enlistment of Trainee Teacher (Secondary) should be from among candidates possessing the Cambridge School Certificate with credit in five subjects including English Language and the Cambridge Higher School Certificate with a pass at principal level in the subject to be taught or an equivalent qualification.

27.45(C) Candidates would have to undergo a three year part-time training course, both theoretical and practical, leading to a Teacher's Diploma in the relevant field.

Page 350

Paragraph 27.51

7th Line

To insert after "basic salary"

or to the higher salary point where the sum thus obtained is between two salary points

Paragraph 27.52

To delete the third sentence and replace by

The various subjects taught in Secondary Schools would be grouped into four clusters namely Arts; Science and Mathematics; Economics, Social Studies and Accounts; and Technical subjects or such cluster as may be approved by the Ministry.

Recommendation 17

Paragraph 27.53

4th Line

To delete the figure "15" and replace by "12"

To insert after paragraph 27.53

27.53A We also recommend that with effect from 1 July 2008, recruitment to the grade of Dean should be made from among Education Officers possessing the Post Graduate Certificate in Education or an alternative professional qualification in the field of Education and having the required number of years of experience.

Paragraph 27.54

2nd line

To delete "ten periods" and replace by "400 minutes".

Paragraph 27.54

5th Line

To add after "subject cluster"

; assist in the planning and procurement of pedagogical equipment and to work in close collaboration with the National Inspectorate.

Page 353

Recommendation 22

To delete whole content and replace by

27.66 We recommend that appointment to the grade of Secondary School Inspector should, henceforth, be made from among officers in the grades of Senior Education Officer (Administration) (Personal), Education Officer of the State Secondary Schools, the Private Secondary Schools, the Mahatma Gandhi Institute and Education Officer (Pre-Vocational) who possess the qualifications required to cross the QB and reckon at least five years' service in a substantive capacity.

27.66A We further recommend that with effect from 1 July 2008, in addition to the qualification requirements mentioned above, candidates should also possess the Post Graduate Certificate in Education or an alternative professional qualification.

Senior Secondary School Inspector

27.66B Recruitment to the grade of Senior Secondary School Inspector is, at present, made from among officers in the grade of Secondary School Inspector who reckon at least three years' service in a substantive capacity in the grade. We have received representations that officers in the grade of Pedagogical Inspector (Personal) should also be made eligible to the grade.

Recommendation 22A

27.66C We recommend that appointment to the grade of Senior Secondary School Inspector should, henceforth, be made from among officers reckoning at least three years' service in a substantive capacity in the grades of

(i) Secondary School Inspector; and

(ii) Inspector (Pre-Vocational) and Pedagogical Inspector (Personal) possessing a Degree together with the Post Graduate Certificate in Education.

Director (National Inspectorate)

Assistant Director (National Inspectorate)

Recommendation 22B

27.66D We recommend that the grades of Director (National Inspectorate) and Assistant Director (National Inspectorate) be absorbed in the grades of Director and Assistant Director respectively.

27.66E We also recommend that the schemes of service of the Director and the Assistant Director be amended to include inspectorate duties which have been taken into consideration in arriving at the recommended salaries. The scheme of service of the Assistant Director should also make provision to allow officers in the grade of Senior Secondary School Inspector to be eligible for appointment thereto.

Page 355

Paragraph 27.77

4th line

To delete "Usher" and replace by "Word Processing Operator"

Paragraph 27.78

3rd line

To delete "Usher" and replace by "Word Processing Operator"

Page 356

Recommendation 28

To delete whole content of paragraphs 27.81 and 27.82 and replace by

27.81 We recommend that the grade of Usher (Education) (Male) be restyled Usher/Senior Usher (Education) (Male) and the scheme of service be amended so that in future, recruitment to the grade be made by selection from among officers in the grades of

(i) Senior School Clerk and School Clerk possessing the Cambridge School Certificate with credit in at least five subjects including English Language, French and Mathematics or

Principles of Accounts obtained at not more than two sittings and passes at 'A' level in at least two subjects and reckoning at least four years' service in a substantive capacity in the cadre;

(ii) Senior School Clerk and School Clerk in post as at 30 June 2003 possessing the Cambridge School Certificate with credit in English Language, French and Mathematics or Principles of Accounts and reckoning at least eight years' service in a substantive capacity in the cadre; and

(iii) from among Clerical Officers/Higher Clerical Officers and Executive Officers possessing a Cambridge School Certificate with credit in at least five subjects and either having an aggregate of three years' work experience in a State Secondary School or possessing passes at 'A' Level in at least 2 subjects.

27.82 The provisions made at paragraph 27.81 above should equally apply to the grade of Usher (Education) (Female) now restyled Usher/Senior Usher (Education) (Female).

Page 358

After sub-paragraph 27.89(ii)

To insert :

(iii) Notwithstanding the provisions of sub-paragraph 27.89(i), we recommend that vacation leave in excess of the normal 50% of annual entitlement during term time may, subject to the exigencies of the service, be granted to officers:

(a) proceeding on pre-retirement leave;

(b) for medical treatment overseas for self or to accompany an immediate member of the family for treatment abroad when such treatment is not available locally;

(c) to attend to an immediate member of the family staying abroad and undergoing medical treatment; and

(d) for any other case, once in the officer's career.

Recommendation 30

Paragraph 27.91

To add at the end of the sentence : "in scarcity areas."

Page 359

To insert after paragraph 27.95

Hours of Attendance

27.95A The hours of attendance for the teaching profession should continue to be determined by the Responsible Officer.

Under Salary Code 06 68 75

To add : Assistant Director (Primary)

Page 366

Under Salary Code 24 17 33

To add : Senior/Head Workshop Assistant (New Grade)

Page 367

Under salary code 24 17 28

To delete : Senior Workshop Assistant (New Grade)

MINISTRY OF HEALTH AND QUALITY OF LIFE

Page 374

Recommendation 4

Paragraph 28.29

To delete : Whole Content

To insert :

We recommend that for work between 16.00 hours and 18.00 hours on week days and between 9.00 hours and 11.00 hours on Sundays and other Public Holidays, Medical and Health Officers/Senior Medical and Health Officers be paid allowances inclusive of travelling time at the rate of Rs 185 per hour on weekdays and Rs 220 per hour on Sundays and other Public Holidays. For similar hours of work, Community Physicians should be paid allowances inclusive of travelling time at the rate of Rs 200 per hour on weekdays and Rs 240 per hour on Sundays and other Public Holidays.

Page 377

Recommendation 7

Paragraph 28.36

Rs 600 and Rs 900 in the Table in respect of Consultant and Director, Emergency Services should read **Rs 630** and **Rs 945** respectively.

Page 378

Paragraph 28.37

2nd line

'Rs 425' should read 'Rs 445'

Page 382

Recommendation 16

Paragraph 28.66

3rd Line

To delete : the word '**basic**'

Page 383

To insert :

Recommendation 18A

28.74A The recommendations made at paragraphs 1.33 (vi), 1.33 (vi A), 1.33 (vii) and 1.33 (vii A) of the Volume I of the Report would be applicable to members of the medical and dental profession who reckon 20 years' service in a single grade instead of 22 years.

Recommendation 18B

28.74B We recommend that the provisions of Recommendation 10 made at paragraph 15.2.37 of Volume I of the Report as subsequently amended in this Errors, Omissions & Clarifications Report should equally apply to members of the medical and dental profession reckoning 14 years' service in the grade though drawing salary in a scale the maximum of which is less than Rs 40000.

28.74C Beneficiaries in this category would be allowed to take advantage of the provisions of Recommendation 10 only after five years have elapsed from the date of last purchase of their duty remitted cars.

28.74D The above provisions should be extended to members of the medical and dental profession on the establishment of other Ministries/Departments.

Hours of Work

28.74E The hours of work of officers in the Medical and Dental Cadres are from 09.00 hours to 16.00 hours on weekdays with one hour for lunch and from 09.00 hours to Noon on Saturdays.

Recommendation 18C

28.74F We recommend that the present hours of work of officers in the Medical and Dental Cadres be maintained. However, this does not preclude Management from modifying the hours of work to meet operational requirements.

Page 384

Under Salary Code 09 00 80 and Salary Rs 45000

To delete : Clinical Director

To insert : Consultant
Consultant (Oral Surgery)
Consultant (Orthodontics) (New Grade)
Director, Emergency Services
Head, Occupational Health Unit
Regional Public Health Superintendent

Under Salary Code 09 00 78 and Salary Rs 42500

To delete : Consultant
Consultant (Oral Surgery)
Consultant (Orthodontics) (New Grade)
Director, Emergency Services
Head, Occupational Health Unit
Regional Public Health Superintendent

PHARMACY DIVISION

Page 388

Recommendation 23

Paragraph 28.89

To delete whole content and replace by

We recommend that officers in the Pharmacy Dispenser Cadre who effectively work on night shift should, for the period July 2003 to June 2004, be paid a night duty allowance equivalent to 7.5% of the normal rate per hour for the hours between 23.00 hours and 5.00 hours including up to a maximum of two hours lying-in period. The rate shall be 10% of the hourly rate for the period July 2004 to June 2005, 12.5% for the period July 2005 to June 2006 and 15% as from 1 July 2006.

Page 389

To delete Salary Code 09 67 76 and whole content

To replace by :

09 73 76 : Rs 37000 x 1000 - 40000

Director, Pharmaceutical Services

To insert after Salary Code 09 73 76

09 64 70 : Rs 28000 x 1000 - 34000

Principal Pharmacist (New Grade)

To delete Salary Code 09 49 55 and whole content

To replace by :

09 49 56 : Rs 17000 x 600 - 20000 x 800 - 21600

Pharmacy Stores Manager (New Grade)

NURSING GROUP

Page 391

Recommendation 25

Paragraph 28.99

To delete whole content and replace by

We recommend that officers in the Nursing Group who effectively work on night shift should, for the period July 2003 to June 2004, be paid a night duty allowance equivalent to 7.5% of the normal rate per hour for the hours between 23.00 hours and 5.00 hours including up to a maximum of two hours lying-in period. The rate shall be 10% of the hourly rate for the period July 2004 to June 2005, 12.5% for the period July 2005 to June 2006 and 15% as from 1 July 2006.

28.99A We, however, recommend that, subject to the approval of the High Powered Committee, the night duty allowance be computed exceptionally at the rate of 15% and on the basis of 8 hours in respect of the present night shift of 13½ hours for officers in the Nursing Officer Cadre and this for the period 1 July 2004 to 30 June 2008.

Page 394

To add after paragraph 28.110

Allowance to Student Midwives who are working on shift.

28.110A Student Midwives follow a two-year course and during the studentship, they spend around one third of their training at school and the remaining two thirds in hospitals. They work on long shift during the day and night and also work on Sundays and Public Holidays.

Recommendation 29A

28.110B We recommend payment of a monthly allowance of Rs 450 to Student Midwives scheduled to work on shift, i.e at night, on Saturday afternoons, on Sundays and Public Holidays.

Page 396

Paragraph 28.122

To add to the list of grades working on shift

Charge Nurse (Psychiatric) (Male)

Charge Nurse (Psychiatric) (Female)

Page 397

To delete Salary Code 09 56 64 and whole content

To replace by :

09 57 64 : Rs 22400 x 800 - 28000

Nursing Administrator (Male)

Nursing Administrator (Female)

To delete Salary Code 09 50 59 and whole content

To replace by :

09 51 59 : Rs 18200 x 600 - 20000 x 800 - 24000

Nursing Supervisor (Male)

Nursing Supervisor (Female)

To delete Salary Code 09 46 55 and whole content

To replace by :

09 46 56 : Rs 15500 x 500 - 17000 x 600 - 20000 x 800 - 21600

Ward Manager (Male)

Ward Manager (Female)

Page 398

To delete Salary Code 09 49 57 and whole content

To replace by :

09 49 58 : Rs 17000 x 600 - 20000 x 800 - 23200

Nurse Educator

To delete Salary Code 09 49 57 and whole content

To replace by :

09 49 58 : Rs 17000 x 600 - 20000 x 800 - 23200

Midwife Educator

To delete Salary Code 09 49 57 and whole content

To replace by :

09 49 58 : Rs 17000 x 600 - 20000 x 800 - 23200

Principal Community Health Nursing Officer

To delete Salary Code 09 45 54 and whole content

To replace by :

09 45 55 : Rs 15000 x 500 - 17000 x 600 - 20000 x 800 - 20800

Senior Community Health Nursing Officer

To delete Salary Code 09 39 51 and whole content

To replace by :

09 39 52 : Rs 12600 x 400 - 15000 x 500 - 17000 x 600 - 18800

Community Health Nursing Officer

To delete Salary Code 09 46 55 and whole content

To replace by :

09 46 56 : Rs 15500 x 500 - 17000 x 600 - 20000 x 800 - 21600

Haemodialysis Supervisor

MEDICAL AUXILIARIES GROUP

Page 401

Recommendation 36

Paragraph 28.126

Last line

To add after 10 months : "/220 hours"

Page 403

"Roster in the Radiography Unit" should read "Shift in the Radiography Unit"

Paragraph 28.136

1st Line

To delete : "and Senior Radiographic Assistants"

Page 404

Paragraph 28.136

Last Line

To delete : "and Senior Radiographic Assistants"

To insert :

28.136A The Ministry of Health and Quality of Life has submitted that the services of Radiographic Assistants would be required on a 24 hour basis. We are therefore placing the grade on shift and providing the appropriate salary scale for future entrants and to those in post who wish to opt to work on shift. We are providing a personal salary for those who do not opt to work on shift.

Recommendation 41

To delete whole content of Paragraph 28.137 and replace by

28.137 We recommend that officers in the grade of Radiographic Assistant be made to work on a shift basis. This element has been taken into consideration in arriving at the recommended salary.

28.137A We also recommend that Radiographic Assistants in post who opt to work on shift, be granted three additional increments on conversion in the new shift salary scale subject to the maximum salary of the grade.

Page 406

Recommendation 45

Paragraph 28.149

To delete whole content and replace by

We recommend that officers in the grade of Ward Assistant (Male and Female) who effectively work on night shift should, for the period July 2003 to June 2004, be paid a night duty allowance equivalent to 7.5% of the normal rate per hour for the hours between 23.00 hours and 5.00 hours including up to a maximum of two hours lying-in period. The rate shall be 10% of the hourly rate for the period July 2004 to June 2005, 12.5% for the period July 2005 to June 2006 and 15% as from 1 July 2006.

To add after paragraph 28.149

Health Surveillance Officer

28.149A The Health Surveillance Cadre comprises grades of Health Surveillance Officer, Senior Health Surveillance Officer and Principal Health Surveillance Officer. The Health Surveillance Officers are presently recruited from holders of CPE and are involved in providing support services for the control of various diseases. They are often called to deal with tourists and other foreigners visiting Mauritius. In view of the duties devolving upon the grade of Health Surveillance Officer, we are reviewing the qualification requirements.

Recommendation 45A

28.149B We recommend that recruitment to the grade of Health Surveillance Officer should, in future, be made from among candidates having read up to the Cambridge School Certificate.

Page 407

Shift/Roster/Staggered

Paragraph 28.154

To delete : Radiographic Assistant and Senior Radiographic Assistant in column "Roster"

To insert : Radiographic Assistant in column "Shift"

Page 408

To insert after Salary Code 09 45 54

Salary Code 09 46 51 : Rs 15500 x 500 - 17000 x 600 - 18200

Principal Supervisor (Female) (Family Planning) (Personal)

Page 409

To insert after Salary Code 09 30 43

09 14 40 : Rs 6575 x 150 - 7325 x 175 - 8200 x 200 - 9000 x 250 - 10000 x 300 - 10600 x 400 - 13000

Radiographic Assistant (shift)

Salary Code 09 13 39

To add 'Personal' after Radiographic Assistant

To delete Salary Code 09 25 40 and whole content

To replace by :

09 25 41 : Rs 8400 x 200 - 9000 x 250 - 10000 x 300 - 10600 x 400 - 13400

Senior Health Surveillance Officer

To delete Salary Code 09 08 34 and whole content

To replace by :

09 08 36 : Rs 5675 x 150 - 7325 x 175 - 8200 x 200 - 9000 x 250 - 10000 x 300 - 10600 x 400 - 11400

Health Surveillance Officer

MEDICAL RECORDS GROUP

Page 411

Recommendation 48

Paragraph 28.158

To delete whole content and replace by

We recommend that in future Medical Records Assistants should be recruited from among candidates holding a Cambridge School Certificate with credit in at least five subjects including English Language, French and Mathematics or Principles of Accounts OR passes not below Grade C in at least five subjects including English Language, French and Mathematics or Principles of Accounts at the General Certificate of Education "Ordinary Level".

Page 412

Recommendation 49

Paragraph 28.160

To delete whole content and replace by

We recommend that officers in the Medical Records Cadre who effectively work on night shift should, for the period July 2003 to June 2004, be paid a night duty allowance equivalent to 7.5% of the normal rate per hour for the hours between 23.00 hours and 5.00 hours including up to a maximum of two hours lying-in period. The rate shall be 10% of the hourly rate for the period July 2004 to June 2005, 12.5% for the period July 2005 to June 2006 and 15% as from 1 July 2006.

Page 413

To delete Salary Code 09 54 64 and whole content

To replace by :

09 60 64 : Rs 24800 x 800 - 28000

Medical Records Organiser

To delete Salary Code 09 49 60 and whole content

To replace by :

09 53 60 : Rs 19400 x 600 - 20000 x 800 - 24800

Assistant Medical Records Organiser

Page 420

Recommendation 57

Paragraph 28.185

Line 1

To delete figure "165" and replace by "175"

To insert after paragraph 28.189

Meal Allowance

Recommendation 59A

28.189A We also recommend the payment of an all-inclusive daily allowance of Rs 160 in lieu of meal to Radiographers who after a night service at a main hospital have to attend duty the following day at Dr. Yves Cantin Community Hospital where they are not provided with meals and/or where such facilities are not available.

Page 423

To delete Salary Code 09 29 46 and whole content

To replace by :

09 29 48 : Rs 9250 x 250 - 10000 x 300 - 10600 x 400 - 15000 x 500 - 16500

Assistant Instrument Curator

Page 426

To insert after Paragraph 28.202

Principal Pathological Laboratory Assistant (New Grade)

28.202A At present, the cadre comprises only two levels - the Pathological Laboratory Assistant and the Senior Pathological Laboratory Assistant. There is need for an additional level to coordinate and supervise the work of the Pathological Laboratory Assistants and the Senior Pathological Laboratory Assistants.

Recommendation 63A

28.202B We recommend the creation of a grade of Principal Pathological Laboratory Assistant. Appointment thereto should be made by promotion, on the basis of merit and experience, of officers in the grade of Senior Pathological Laboratory Assistant reckoning at least four years' experience in a substantive capacity.

Page 432

Recommendation 72

Paragraph 28.238

To delete whole content and replace by

We recommend that Telephonists who effectively work on night shift should, for the period July 2003 to June 2004, be paid a night duty allowance equivalent to 7.5% of the normal rate per hour for the hours between 23.00 hours and 5.00 hours including up to a maximum of two hours lying-in period. The rate shall be 10% of the hourly rate for the period July 2004 to June 2005, 12.5% for the period July 2005 to June 2006 and 15% as from 1 July 2006.

HEALTH STATISTICS

Page 434

Recommendation 74

Paragraph 28.247

To add at the end of paragraph

This recommendation should also apply to those Senior Statistical Officers who have sat for the Final Examinations of the Institute of Statisticians or other relevant examinations up to 30 June 2003 and have been successful.

Page 436

To insert after paragraph 28.256

MECHANICAL AND CARPENTRY WORKSHOP

Transport and Workshop Manager (New Grade)

28.256A The Mechanical Workshop of the Ministry of Health and Quality of Life is fully operational on its own since some twelve years now. In this respect, it is undertaking all mechanical, electrical and other specialised works on the Ministry's fleet - works which were previously entrusted to the Mechanical Workshop of the Ministry of Public Infrastructure, Land Transport and Shipping.

28.256B Besides, over the last few years, the Ministry of Health and Quality of Life has introduced new services such as the SAMU, the NCD Mobile Service, the Mobile Dental Service and the Renal Dialysis, which have necessitated an increase in the fleet of vehicles. Concurrently, the volume, nature and load of work devolving on the Unit have considerably increased.

28.256C Until now, there has been only a Transport Superintendent who supervises and oversees the mechanical workshop. With the development mentioned above, the Unit has now to cater for over 300 employees working in the different regions as well as at the Workshop.

28.256D In addition, the Ministry has also a carpentry workshop which undertakes carpentry works for the public health institutions (headquarters, hospitals and health centres).

28.256E In the light of the foregoing, there is need for a new grade to be responsible for the overall management and organisation of the Mechanical and Carpentry Workshop.

Recommendation 77A

28.256F We recommend the creation of a new grade of Transport and Workshop Manager on the establishment of the Ministry of Health and Quality of Life. Appointment thereto should be made by selection from among candidates possessing a Degree in Administration/Business

Studies/Management, with specialization in Human Resource Management together with a Diploma in Motor Vehicle Engineering or equivalent qualifications acceptable to the Public Service Commission.

SPECIFIC CONDITIONS OF SERVICE FOR HEALTH SECTOR

Page 437

Recommendation 78

Paragraph 28.260

To add at the end of the paragraph

This recommendation should also apply to the grades of Charge Nurse (Psychiatric) (Male), Charge Nurse (Psychiatric) (Female), Nursing Officer (Psychiatric), Midwife and Hospital Attendant.

To add :

Paragraph 28.260A

We also recommend that the Ministry of Civil Service Affairs and Administrative Reforms in consultation with the relevant parties may consider the inclusion of new grades in the health sector, upon request, in the list of grades of shift workers effectively working on shift.

To add :

Paragraph 28.260B

Hours of Attendance

The hours of attendance of officers particularly those who have to provide a 24 hour service but for whom a shift system could not be implemented, should continue to be determined by their Responsible Officer.

Page 440

To insert after Salary Code 19 18 21

19 45 53 : Rs 15000 x 500 - 17000 x 600 - 19400

Principal Pathological Laboratory Assistant (New Grade)

Page 444

To insert after Salary Code 26 48 63

26 43 63 : Rs 14200 x 400 - 15000 x 500 - 17000 x 600 - 20000 x 800 - 27200

Transport and Workshop Manager (New Grade)

Page 447

Under Salary Code 24 12 32

To delete : Parking Assistant

To replace by : Packing Assistant

Under Salary Code 24 11 32

To delete : Driver

To replace by : Driver (Ordinary Vehicles up to 5 tons)

MINISTRY OF ARTS AND CULTURE

Page 455

To insert after Salary Code 22 22 46

08 28 45 : Rs 9000 x 250 - 10000 x 300 - 10600 x 400 - 15000

Executive Assistant (Arts and Culture)

Page 456

Under Salary Code 25 12 33

To delete : Driver (on roster)

To add after Salary Code 24 22 37

24 12 33 : Rs 6275 x 150 - 7325 x 175 - 8200 x 200 - 9000 x 250 - 10000 x 300 - 10300

Driver (on roster)

Under Salary Code 24 22 37

"Driver (Heavy Vehicles above 5 tons) (on roster - day & night)" should read **"Driver (Heavy Vehicles above 5 tons) (on roster - day & night) formerly Driver (Heavy Vehicles above 5 tons) (on roster)"**

Page 457

Under Salary Code 24 03 20

To delete : Lorry Loader

To replace by : Handy Worker
formerly Lorry Loader

MAURITIUS INSTITUTE

Page 464

To insert at the beginning of the salary schedule

05 73 75 : Rs 37000 x 1000 - 39000

Director (Mauritius Institute)

MINISTRY OF FISHERIES

Page 476

Recommendation 15

Paragraph. 30.48

To delete whole content and replace by

We recommend that Fisheries Protection Officers (formerly Fisheries Assistants), Senior Fisheries Protection Officers (formerly Senior Fisheries Assistants) and Principal Fisheries Protection Officers (formerly Fisheries Protection Officers) effectively performing night duty should, for the period July 2003 to June 2004, be paid a night duty allowance equivalent to 7.5% of the normal rate per hour for the hours worked between 23.00 hours and 5.00 hours including up to a maximum of two hours lying-in period. The rate shall be 10% of the hourly rate for the period July 2004 to June 2005, 12.5% for the period July 2005 to June 2006 and 15% as from 1 July 2006.

Page 477

To delete Salary Code 19 00 78 and whole content

To replace by :

19 00 80 : Rs 45000

Chief Fisheries Officer

MINISTRY OF ECONOMIC DEVELOPMENT, FINANCIAL SERVICES AND CORPORATE AFFAIRS

COMPANIES DIVISION

Page 490

Recommendation 4

To insert after paragraph 31.1.16

31.1.16A We further recommend that, on implementation of the roster system at the Companies Division, officers in the grades of Companies Officer (Roster), Senior Companies Officer (Roster) and Principal Companies Officer (Roster) be granted one additional increment, on conversion, provided it does not exceed the top salary of their respective grade.

To delete Salary Code 18 47 55 and whole content

To replace by :

18 48 55 : Rs 16500 x 500 - 17000 x 600 - 20000 x 800 - 20800

Principal Companies Officer (Roster)

Page 491

To delete Salary Code 18 20 45 and whole content

To replace by :

18 21 45 : Rs 7675 x 175 - 8200 x 200 - 9000 x 250 - 10000 x 300 - 10600 x 400 - 15000

Companies Officer (Roster)

CENTRAL STATISTICS OFFICE

Page 495

Recommendation 3

Paragraph 31.2.16

To add at the end of paragraph

This recommendation should also apply to those Senior Statistical Officers who have sat for the Final Examinations of the Institute of Statisticians or other relevant examinations up to 30 June 2003 and have been successful.

MINISTRY OF COMMERCE AND CO-OPERATIVES

Page 501

Salary Code 02 64 74 should read 02 64 70

To delete Salary Code 18 49 56 and whole content

To replace by :

18 49 57 : Rs 17000 x 600 - 20000 x 800 - 22400

Senior Commercial Officer

CO-OPERATIVES DIVISION

Page 504

To insert after paragraph 32.1.5

32.1.5A We recommend that Co-operative Officers directly recruited from holders of a post 'A' Level Diploma in Co-operative Studies or an equivalent qualification should join at the salary point of Rs 8400 in the recommended salary scale for the grade.

32.1.5B We also recommend that officers in the grade of Co-operative Officer possessing the Diploma in Co-operative Studies or an equivalent qualification be allowed to proceed incrementally up to salary point of Rs 16500 in the master salary scale.

To delete Salary Code 18 66 70 and whole content

To replace by :

18 68 73 : Rs 32000 x 1000 - 37000

Registrar, Co-operative Societies

To delete Salary Code 18 41 50 and whole content

To replace by :

18 41 52 : Rs 13400 x 400 - 15000 x 500 - 17000 x 600 - 18800

Senior Co-operative Officer

Page 505

To delete Salary Code 18 66 70 and whole content

To replace by :

18 68 73 : Rs 32000 x 1000 - 37000

Secretary for Co-operative Development

MINISTRY OF HOUSING AND LANDS

Page 509

To add after Paragraph 33.10

Principal Surveying and Mapping Assistant (New Grade)

33.10A The Surveying and Mapping Assistant Cadre presently comprises the grades of Surveying and Mapping Assistant and Senior Surveying and Mapping Assistant. To enhance the quality of service and to give necessary support and assistance to the professional staff, a new grade of Principal Surveying and Mapping Assistant is required.

Recommendation 1A

33.10B We recommend the creation of a new grade of Principal Surveying and Mapping Assistant. Appointment thereto should be made by promotion, on the basis of merit and experience, of an officer from the grade of Senior Surveying and Mapping Assistant reckoning at least four years' experience in a substantive capacity in the grade.

Page 514

To insert after Salary Code 26 43 63

26 50 56 : Rs 17600 x 600 - 20000 x 800 - 21600

Principal Surveying and Mapping Assistant (New Grade)

Page 515

Under Salary Code 24 12 32

To delete : Driver

To insert after Salary Code 24 12 32

24 11 32 : Rs 6125 x 150 - 7325 x 175 - 8200 x 200 - 9000 x 250 - 10000

Driver

MINISTRY OF INFORMATION TECHNOLOGY AND TELECOMMUNICATIONS

Page 517

Paragraph 34.4 : "1987" should read "**1989**".

Page 519

Paragraph 34.15 : "Data Base Administrator" should read "**Chief Information Officer**"

Recommendation 4

Paragraph 34.17

To delete 3rd line and replace by

"reckoning an aggregate of at least five years' service in the grades of Receptionist/Telephone Operator and Telephone Operator".

After Paragraph 34.17

To insert :

Roster System of Work

34.17A The following grades at the CISD are required to work on a roster basis: Data Entry Officer *formerly Data Entry Operator*, Senior Data Entry Officer *formerly Senior Data Entry Operator*, Data Entry Supervisor, Data Entry Controller, Computer Support Officer, Senior Computer Support Officer and Computer Operations Controller. This factor has been taken into account in arriving at the salaries recommended for the grades concerned.

Page 521

To delete Salary Code 04 64 70 and whole content

To replace by :

04 64 72 : Rs 28000 x 1000 - 36000

Technical Manager

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

Page 534

To delete Salary Code 05 34 53 and whole content

To insert after Salary Code 24 11 32

24 03 20 : Rs 5050 x 125 - 5675 x 150 - 7325 x 175 - 7500

Handy Worker

formerly Handyman

MINISTRY OF TRAINING, SKILLS DEVELOPMENT, EMPLOYMENT AND PRODUCTIVITY

Page 541

To delete Salary Code 18 68 73 and whole content

To replace by :

18 69 73 : Rs 33000 x 1000 - 37000

Director, Employment Service

formerly Controller, Employment Service

To delete Salary Code 18 54 64 and whole content

To replace by :

18 57 64 : Rs22400 x 800 - 28000

Deputy Director, Employment Service

formerly Deputy Controller Employment Service

To delete Salary Code 18 47 54 and whole content

To replace by :

18 48 55 : Rs16500 x 500 - 17000 x 600 - 20000 x 800 - 20800

Chief Employment Officer

MINISTRY OF YOUTH AND SPORTS

Page 545

After Paragraph 37.13

To insert :

Special Medical Service Allowance

Recommendation 4A

37.13A We recommend that Recommendation 15 made at paragraph 28.64 in respect of the Special Medical Service Allowance under the Ministry of Health and Quality of Life be also extended to the Sports Medical Officer.

Recommendation 4B

37.13B We also recommend that Recommendation 18A made at paragraph 28.74A under the Ministry of Health and Quality of Life should equally apply to the Sports Medical Officer.

Page 547

To delete Salary Code 24 12 33 and whole content

To replace by :

24 12 33 : Rs 6275 x 150 - 7325 x 175 - 8200 x 200 - 9000 x 250 - 10000 x 300 - 10300

Driver (on roster)

To insert after Salary Code 24 12 33

24 12 34 : Rs 6275 x 150 - 7325 x 175 - 8200 x 200 - 9000 x 250 - 10000 x 300 -10600

Swimming Pool Attendant (on roster)

Page 548

To delete Salary Code 23 46 55 and whole content

To replace by :

23 46 56 : Rs 15500 x 500 - 17000 x 600 - 20000 x 800 - 21600

Principal Youth Officer

Page 549

After Salary Code 24 12 33

To insert :

24 17 32 : Rs 7025 x 150 - 7325 x 175 - 8200 x 200 - 9000 x 250 - 10000

Gangman

Under Salary Code 24 11 32

To delete : Gangman

WORKSMEN'S GROUP

MINISTRY OF CIVIL SERVICE AFFAIRS AND ADMINISTRATIVE REFORMS

Page 552

Recommendation 1

Paragraph 38.11

To delete whole content and replace by

We recommend that the Office Attendant Cadre should consist of the following three grades: Office Attendant, Senior Office Attendant and Head Office Attendant. We also recommend that in future appointment to the grade of Office Attendant should be made by selection from among serving officers who possess the Certificate of Primary Education and show proof of having sat for the Cambridge School Certificate Examination or the General Certificate of Education "Ordinary Level" Examination with at least five subjects at one sitting or an examination of equivalent standard acceptable to the Public Service Commission.

MINISTRY OF HEALTH AND QUALITY OF LIFE

Page 557

To insert after paragraph 38.35

Theatre Attendant

Recommendation 10A

38.35A We recommend that Theatre Attendants and Hospital Attendants posted in operation theatres for a whole month should be paid a non-pensionable monthly allowance of Rs 300.

Page 559

To delete :

Senior Workshop Assistant (New Grade)

To replace by :

Senior/Head Workshop Assistant (New Grade)

Paragraph 38.44

1st line

To delete :

Senior Workshop Assistant

To replace by :

Senior/Head Workshop Assistant

MINISTRY OF AGRICULTURE, FOOD TECHNOLOGY AND NATURAL RESOURCES

Cane Planters and Millers Arbitration & Control Board

Page 562

To add :

Recommendation 16A

38.57A We also recommend that Samplers who possess the School Certificate be given the opportunity to follow a course leading to the Certificate in Sugar Analysis and that successful candidates be considered for selection for the post of Test Chemist, Cane Planters and Millers Arbitration and Control Board.

Page 565

Shift Work and Night Allowance

Recommendation 23

To delete whole content and replace by

38.74 We recommend that, for the period July 2003 to June 2004, officers who effectively work on night shift should be paid a night duty allowance equivalent to 7.5% of the normal rate per hour for the hours between 23.00 hours and 5.00 hours including up to a maximum of two hours lying-in period. The rate shall be 10% of the hourly rate for the period July 2004 to June 2005, 12.5% for the period July 2005 to June 2006 and 15% as from 1 July 2006.

To insert :

38.74A The provisions of Recommendation 23 at paragraph 38.74 above should also apply to Watchmen who effectively work at night although they are not classified as shift workers.