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INTRODUCTION

PERTINENT ISSUES

Page 6

To delete paragraphs 10 to 26 and whole content

To replace by the following:

General Grades in Parastatal and Other Statutory Bodies

10. Various representations have been received from staff unions as well as officers of parastatal organisations to the effect that the grades of Officer and Senior Officer which had been recommended for creation in the Ministry of Civil Service and Administrative Reforms, in the 2008 PRB Report, should be replicated in all parastatal organisations as well. In its 2013 PRB Report, the Bureau has recommended the creation of the grades of General Services Officer and General Services Executive in the Civil Service and in some parastatal organisations with a view to rationalising the General Services grades in the Public Sector.
11. The Ministry of Civil Service and Administrative Reforms has, in the context of restructuring the General Services grades in the Civil Service, recommended a new structure for the General Services Cadre comprising the grades of Management Support Officer and Office Management Assistant respectively. This recommendation is, in the context of this Report, being extended to all parastatal organisations.

Recommendation EOAC 1

12. **The Committee, therefore, recommends the creation of the grades of Management Support Officer and Office Management Assistant on the establishment of all parastatal organisations on a needs basis and depending on operational requirements only.**

Management Support Officer

13. **The Committee recommends the creation of the grade of Management Support Officer on the establishment of all parastatal organisations to be filled by selection from among candidates who:**
 - (i) **possess the Cambridge School Certificate with credit in at least five subjects including English Language, French and Mathematics or an equivalent qualification;**
 - (ii) **possess the Cambridge Higher School Certificate or passes in at least two subjects obtained on one certificate at the General Certificate of Education 'Advanced Level' or an equivalent qualification; and**

(iii) are computer literate.

Candidates should also possess good communication skills, be customer oriented and have the ability to work in teams.

Recommendation EOAC 2

14. The Committee also recommends that:

- (i) Clerical Officer/Higher Clerical Officers and Clerk/Word Processing Operators possessing the qualifications recommended for the grade of Management Support Officer be given the option to join the grade on 1 July 2013, and on joining be granted one additional increment subject to the top salary of the new grade;
- (ii) Senior Word Processing Operators and Word Processing Operators possessing the qualifications prescribed for the new grade of Management Support Officer be given the option to join the grade on 1 August 2013, and on joining be granted one additional increment subject to the top salary of the new grade;
- (iii) the grades of Clerical Officer/Higher Clerical Officer, Clerk/Word Processing Operator be made evanescent; and
- (iv) Senior Word Processing Operators who have reached the revised top salary of their scale on 1 January 2013, on joining the grade of Management Support Officer should be granted one additional increment to be read from the Master Salary Scale.
- (v) in future, Word Processing Operators should be recruited from among candidates possessing the Cambridge School Certificate, the certificate in Word Processing, Data Processing and having a typing speed of 25 words per minute.

Office Management Assistant (New Grade)

Recommendation EOAC 3

15. The Committee recommends the creation of the grade of Office Management Assistant. Appointment thereto should be made by selection from among incumbents in the grade of Management Support Officer reckoning four years' service or an aggregate of four years' service in the grades of Management Support Officer and Clerical Officer/Higher Clerical Officer or Clerk/Word Processing Operator or Senior Word Processing Operator or Word Processing Operator; and possessing excellent analytical, technical and interpersonal skills together with the ability to demonstrate initiatives in various situations. In the absence of Management Support Officers in the organisation, the grade of Office Management Assistant should be filled by selection from

among officers in the grade of Management Support Assistant in the public sector.

15A The Committee further recommends that:

- (a) Higher Executive Officers and Executive Officers in post as at 31 December 2012 be given the option to join the new grade of Office Management Assistant on 1 July 2013 and on joining be granted one additional increment subject to the top salary of the new grade; and
- (b) the grades of Higher Executive Officer and Executive Officer be made evanescent.

Recommendation EOAC 4

15B The Committee recommends that the salary scales for the new grades of Management Support Officer and Office Management Executive should be as follows:

Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925

Management Support Officer (New Grade)

Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 36575

Office Management Assistant (New Grade)

Recommendation EOAC 5

15C The Committee also recommends that the grade of General Services Officer, wherever it appears, be restyled Management Support Officer.

To delete paragraphs 20 to 26 and whole content

To replace by the following:

Training for officers in the grades of Management Support Officer and Office Management Assistant

Recommendation EOAC 6

20 The Committee recommends that the Ministry of Civil Service and Administrative Reforms should, in consultation with the parent Ministry and parastatal organisations, make necessary arrangements for the mounting and running of the following training programmes at the Civil Service

College, Mauritius for officers in parastatal organisations to render them multiskilled and polyvalent:

- (i) Office Management Course for Management Support Officer
- (ii) Advanced Course in Effective Office Management and Supervision for Office Management Assistant
- (iii) Advanced Secretarial Course for Confidential Secretary

21. We also recommend that, on successful completion of the above courses, officers in the above grades, should be granted one increment on date of obtention of the relevant certificates, subject to the top salary of the relevant grades.

Recommendation EOAC 7

22. The Committee recommends that management in parastatal organisations should:-
- (i) expedite matters for the adoption of the Programme-Based Budgeting and the implementation of the Performance Management System in their respective organisations by December 2014; and
 - (ii) set up, with the assistance of the parent Ministry, Reform Cells in their Organisations to coordinate and monitor all approved reform programmes. The Reform Cells should be chaired by the Chief Executives.

Executive Assistant – formerly employed by the Development Works Corporation

To delete paragraph 33 and whole content

To replace by the following:

Recommendation EOAC 8

33. The Committee recommends that Executive Assistants formerly employed by the ex-Development Works Corporation, who have reached their top salary, be allowed to move in the salary scale Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 - 35375 wherever they have been posted/transferred.

01. PRIME MINISTER'S OFFICE**01.01 MAURITIUS BROADCASTING CORPORATION**

Page 14

NEWS DEPARTMENT**Journaliste Reporteur d'Images (Roster)**

To delete paragraphs 01.01.11 and 01.01.12 and whole content

To replace by the following:

01.01.11 Representations have been received from officers in the grades of News Editor (Roster) and Senior News Editor (Roster) to the effect that integration into the grade of "Journaliste Reporteur d'Images (Roster)" should be optional as all the News Editors and Senior News Editors in post feel that they do not have the aptitude and qualifications to operate as Journaliste Reporteur d'Images (Roster) without proper training and experience.

Recommendation EOAC 9

01.01.12 The Committee recommends that officers in the grades of News Editor (Roster) and Senior News Editor (Roster) should be given an option to join the grade of Journaliste Reporteur d'Images (Roster). A personal salary has been provided for officers who are not willing to join the grade of Journaliste Reporteur d'Images (Roster).

Desk Coordinator

To delete paragraph 01.01.14 (ii) and whole content

To replace by the following:

01.01.14 (ii) The Committee recommends that, in future, appointment to the grade of Desk Coordinator, *formerly Chief News Editor/Desk Coordinator*, should be made by selection from among Journalistes Reporteurs d'Images (Roster) and Senior News Editors (Roster)(Personal) who reckon at least five years' service in a substantive capacity in their respective grades.

To insert after paragraph 01.01.14 (ii)

News Editor (Roster) (Personal)

Senior News Editor (Roster) (Personal)

Recommendation EOAC 10

01.01.14A The Committee recommends that News Editors (Roster) (Personal) having drawn their top salary for a year should be allowed to proceed incrementally in the salary scale of Senior News Editor

(Roster) (Personal) provided they have been efficient and effective and have not been adversely reported upon.

Page 15

PRODUCTION DEPARTMENT

To delete paragraph 01.01.16 and whole content

To replace by the following:

Recommendation EOAC 11

01.01.16 The Committee recommends that:

- (i) the grade of Cameraman/Senior Cameraman (Roster) be restyled Camera Technician (Roster);**
- (ii) appointment to the grade of Camera Technician (Roster), *formerly Cameraman/Senior Cameraman (Roster)*, should be made by selection from among Trainee Camera Technicians who possess:**
 - (a) a Cambridge Higher School Certificate or passes in at least two subjects, including a science subject obtained on one certificate at the General Certificate of Education "Advanced Level";**
 - (b) a Certificate in Photography/Film making;****and have successfully completed their training period.**

To insert after paragraph 01.01.16

Principal Cameraman (Roster)

01.01.16A Representations have been received from the Principal Cameramen of the MBC to the effect that the grade of Principal Cameraman should be maintained in view of the valuable experience in visual and photographic techniques acquired over the years by incumbents and the fact that coverage of major important events is only entrusted to Principal Cameramen to ensure high performance and creativity. Principal Cameramen are also required to operate the JIMMY JIB system, which requires special skills.

Recommendation EOAC 12

01.01.16B The Committee, therefore, recommends that the grade of Principal Cameraman (Roster) should be maintained.

01.01.16C The Committee further recommends that, in future, the grade of Principal Cameraman (Roster) be filled by promotion on the basis of experience and merit of officers in the grade of Camera Technician (Roster) *formerly Cameraman/Senior Cameraman (Roster)*.

Page 16

To delete paragraph 01.01.17 and whole content

To replace by the following:

01.01.17 Representations have been received that the flattening of structures has been applied unilaterally across all sections of the MBC without taking into consideration the specificities of the job, level of responsibilities and career aspirations of officers. It has also been submitted that Production is a core department of the MBC and, as such, it should have a well-defined structure on the same basis as the Engineering and News Departments. The Committee has examined the issue and is of the view that the legitimate expectations of the officers concerned should be restored and is making appropriate recommendations accordingly.

News Producer (Roster) Cadre

Chief News Producer (Roster)(New Grade)

Recommendation EOAC 13

01.01.17A The Committee recommends:

- (i) that the grades of News Producer (Roster) and Senior News Producer (Roster) should be restyled News Producer/Senior News Producer (Roster); and**
- (ii) the creation of a grade of Chief News Producer (Roster) to be filled by selection from among officers in the merged grade of News Producer/Senior News Producer (Roster) reckoning at least four years' service in a substantive capacity in the grade or an aggregate of at least four years' service in the former grades of News Producer (Roster) and/or Senior News Producer (Roster).**

Producer (Roster) Cadre

Recommendation EOAC 14

01.01.17B The Committee recommends that:

- (i) the grades of Producer (Roster) and Senior Producer (Roster) should be restyled Producer/Senior Producer (Roster);**
- (ii) the grade of Chief Producer on the establishment of the MBC be restored; and**
- (iii) appointment to the grade of Chief Producer (Roster) be made by selection from among officers in the grade of Producer/Senior Producer (Roster) reckoning at least four years' service in a substantive capacity in the grade or an aggregate of at least four years' service in the grade of Producer/Senior Producer (Roster) and the former grades of Producer (Roster) and Senior**

Producer (Roster) and the Chief Producer and Chief Technical Producer (Personal).

Technical Producer (Roster) Cadre

Recommendation EOAC 15

01.01.17C The Committee recommends that:

- (i) the grades of Technical Producer (Roster) and Senior Technical Producer (Roster) should be restyled Technical Producer/Senior Technical Producer (Roster);**
- (ii) in future, appointment to the grade of Technical Producer/Senior Technical Producer (Roster), *formerly Technical Producer (Roster) and Senior Technical Producer (Roster)*, should be made by selection from among officers in the grade of Production Assistant/Senior Production Assistant (Roster) and Camera Technician reckoning at least five years' experience in a substantive capacity in the respective grades; and**
- (iii) appointment to the grade of Chief Technical Producer (Roster) should be made by selection from among officers in the grade of Technical Producer/Senior Technical Producer (Roster), reckoning at least four years' service in a substantive capacity in the grade or an aggregate of at least four years' service in the grade Technical Producer/Senior Technical Producer (Roster) and the former grades of Technical Producer (Roster) and Senior Technical Producer (Roster).**

Production Manager (Oriental and General) (New Grade)

01.01.17D Management has submitted that the abolition of the grade of Director of Production had been recommended against the creation of a new grade of Production Manager to head the Production Department in the context of the overall 2013 Review. The creation of the new grade of Production Manager has been omitted in the 2013 PRB Report resulting in the Production Department being managed without a Head of Department.

Recommendation EOAC 16

01.01.17E **The Committee is, therefore, recommending the creation of the grade of Production Manager (Oriental and General) to be filled either from among serving officers of the MBC in the grades of Desk Coordinator, TV Channel Coordinator and Radio Channel Coordinator reckoning at least five years' service in a substantive capacity in their respective grades or from candidates possessing a degree in communication or in a relevant field from a recognized institution or an equivalent qualification together with at least five years' experience in the field of broadcasting at middle management level.**

01.01.17F The Production Manager (Oriental and General) would be required, amongst others, to lead and manage the Production Department; to formulate a strategy for encouraging the development of local productions and the creation of innovative programmes in response to viewers' demand; to devise policies for co-production and outsourcing programme; to oversee the planning, production and execution of TV programmes, evaluate the effectiveness of current broadcast and plan new ones to meet the demands of the audience; to ensure that MBC production is in line with the MBC Act and the Independent Broadcasting Authority Act; to be the primary contact with socio-religious and linguistic partners for the design of special programmes relating to the promotion of language and culture.

TV Studio Coordinator (New Grade)

01.01.17G The MBC has submitted that the new MBC building at Reduit now houses four studios and there is need for a supervisor to coordinate and monitor the activities in these studios. The Committee is agreeable to this request and is recommending accordingly.

Recommendation EOAC 17

01.01.17H **The Committee recommends the creation of a grade of TV Studio Coordinator to be filled from among officers in the grade of Chief Broadcast Technologist, Broadcast Technologist, Principal Cameraman and Camera Technician reckoning at least five years' service in a substantive capacity in their respective grades or an aggregate of at least five years' service in a substantive capacity in the former grades of Chief Broadcast Operator (Shift), Senior Broadcast Officer (Roster), Technician/Producer (Radio) (Shift), Video Editor/Senior Video Editor (Roster), Chief Broadcast Officer and Transmission Coordinator (Roster).**

01.01.17I The TV Studio Coordinator would be required, amongst others, to be responsible for the management of studios; to ensure effective maintenance of all audio-visual equipment in studios so that they are in good working conditions at all times; to coordinate with all relevant departments so as to provide the necessary facilities both technical and human resources, and other support services to ensure operational effectiveness of local productions in studios and outside broadcasts; and to plan, organize and supervise the work of subordinate staff.

ENGINEERING DEPARTMENT

Page 18

To delete paragraphs 01.01.24 to 01.01.29

01.01.24 Management has represented that the three-layer structure (Broadcast Technology Assistant, Senior Broadcast Technology Assistant and Broadcast Technologist) recommended in the 2013 PRB Report does not favour a proper work distribution and hampers mobility of staff in the Department as all officers concerned are required to perform the same duties. Management has recommended that there should be a two-level structure comprising the grades of Broadcast Technologist (Roster) and Senior Broadcast Technologist (Roster) respectively. The Committee has examined the representations made and, taking into consideration the different levels of responsibility and salaries drawn by the officers concerned, considers that it would not be appropriate to do away with the three-layer structure at one go. The Committee is of the view that a phased approach should instead be adopted and is making the necessary recommendation accordingly.

Assistant Broadcast Technologist (Shift)**Broadcast Technologist (Shift)****Recommendation EOAC 18**

01.01.25 The Committee recommends that:

- (i) the grades of Audio Visual Technician (Roster), Broadcast Operator (Shift) and General Technician (Rodrigues) (Roster) be merged and restyled Assistant Broadcast Technologist (Shift);
- (ii) the grades of Broadcast Officer (Shift) and Senior Broadcast Operator (Shift) have been granted personal salary and should be made evanescent;
- (iii) the grades of Chief Broadcast Operator (Shift), Senior Broadcast Officer (Roster), Technician/Producer (Radio) (Shift) and Video Editor/Senior Video Editor (Roster) be merged and restyled Broadcast Technologist (Shift);
- (iv) appointment to the grade of Broadcast Technologist (Shift) should, in the first instance, be made by selection from among Assistant Broadcast Technologists (Shift), Broadcast Officer (Shift) (Personal) and Senior Broadcast Operator (Shift) (Personal) possessing the City and Guilds Telecommunications Technician Certificate Part III and reckoning at least three years' service in a substantive capacity in the grade or an aggregate of at least three years'

service in a substantive capacity in the grades of Assistant Broadcast Technologists (Shift) and Audio Visual Technician (Roster), Broadcast Operator (Shift) and General Technician (Rodrigues) (Roster); and

- (v) the grade of Assistant Broadcast Technologist (Shift) should become evanescent. On complete phasing out of this grade, appointment to the grade of Broadcast Technologist (Shift) should be made by selection from candidates possessing a Cambridge Higher School Certificate or passes in at least two subjects obtained on one certificate at the General Certificate of Education "Advanced Level" and a City and Guilds Technician Certificate or an equivalent qualification and who have successfully completed the training period.

Chief Broadcast Technologist (Shift)

Recommendation EOAC 19

- 01.01.26 The Committee also recommends that the grades of Chief Broadcast Officer and Transmission Coordinator (Roster) be merged and restyled Chief Broadcast Technologist (Shift).
- 01.01.27 The Committee further recommends that appointment to the grade of Chief Broadcast Technologist (Shift) should, in future, be made by selection from among Broadcast Technologists (Shift) possessing the City and Guilds Full Technician Certificate and reckoning at least five years' experience in a substantive capacity in the grade or an aggregate of five years' experience in a substantive capacity in the grades of Broadcast Technologist and Chief Broadcast Operator (Shift) or Senior Broadcast Officer (Roster) or Technician/Producer (Radio) (Shift) or Video Editor/Senior Video Editor (Roster).

Page 19

To insert after paragraph 01.01.27

Change in Appellation

- 01.01.28 Management has submitted that broadcast technology being now IT based, Systems Analyst/Administrators (Roster) are consistently being called upon to work on new broadcast technology projects within the Engineering Department. To reflect the functions actually devolving on the grade of Systems Analyst/Administrator, there is need for a more appropriate appellation.

Recommendation EOAC 20

- 01.01.29 The Committee recommends that the grade of Systems Analyst/Administrator (Roster) be restyled Assistant Broadcast Technology Coordinator (Roster).

Technicien de Surface (New Grade)**Security Officer (New Grade)**

01.01.29A Management has submitted that the MBC is now ensuring its own cleaning and security services and the Board has agreed to the creation of the new grades of Technicien de Surface and Security Officer respectively. The two new grades have been omitted in the 2013 PRB Report and the Committee is making necessary provisions for the inclusion of the new grades in its Report.

Recommendation EOAC 21**01.01.29B The Committee recommends:**

- (a) **the creation of a grade of Technicien de Surface to be filled from among candidates possessing the Certificate of Primary Education and who are in good physical condition; and**
- (b) **the creation of a grade of Security Officer to be filled from among candidates possessing a Cambridge School Certificate and who are in good physical condition.**

- 01.01.29C
- (a) The Technicien de Surface would be required, amongst others, to sweep, mop, scrub and polish floors, work areas and clean areas surrounding MBC premises including entrance and paths; to clean dust and polish furniture and fittings and empty dust bins; to clean walls and windows; and to clean and disinfect toilet fixtures and floors.
 - (b) The Security Officer would be required, amongst others, to ensure security on MBC premises on and outside broadcast sites; to hand over and collect MBC office keys to and from authorized officers and to manage the key register; to ensure that all offices are locked and lights are off when not in use; and to perform access control of building entrances and vehicle gates and ensure that employees and visitors display passes or identification before entering MBC premises.

Page 22**Allowances and Other Recommendations****Outdoor Coverage Allowance**

To delete paragraph 01.01.49 and whole content

To replace by the following:

01.01.49 The Committee recommends that the daily Outdoor Coverage Allowance be revised to Rs 950.

Page 23

To delete paragraph 01.01.51 and whole content

To replace by the following:

Allowance to Camera Technician

Recommendation EOAC 22

01.01.51 The Committee recommends that the monthly allowance payable to the Principal Cameramen and the Camera Technicians, *formerly Cameraman/Senior Cameraman*, for outdoor coverage for the greater part of the month, be revised to Rs 1050.

Page 23

To delete paragraph 01.01.53 and whole content

To replace by the following:

Allowance for Carpenters

Recommendation EOAC 23

01.01.53 The Committee recommends that the monthly allowance payable to Carpenters for performing decors and set design duties be revised to Rs 870.

Page 23

To insert after paragraph 01.01.53

Risk Allowance

01.01.53A Electricians of the MBC have made representations to the effect that they are regularly called upon to intervene on high tension voltage (22000 volt) and have requested for payment of a Risk Allowance. The Committee considers that the request is justified and is recommending accordingly.

Recommendation EOAC 24

01.01.53B The Committee recommends the payment of a risk allowance equivalent to one and a half increments at the initial of their respective salary scales to Electricians of the MBC who are regularly called upon to intervene on high tension voltage (22000 volt).

Page 23

To delete paragraph 01.01.55 and whole content

To replace by the following:

Clothing Allowance

Recommendation EOAC 25

01.01.55 The Committee recommends that the monthly Clothing Allowance should continue to be paid under the same prevailing conditions and the amount be revised to Rs 365.

Page 23

To delete paragraph 01.01.57 and whole content

To replace by the following:

Allowance for driving Outside Broadcast Vehicles

Recommendation EOAC 26

01.01.57 The Committee recommends that the daily allowance payable to Driver/Handy Workers for driving lorries and Outside Broadcast Vehicles be revised to Rs 440.

Page 24

To delete paragraph 01.01.60 and whole content

To replace by the following:

Attendance Bonus

Recommendation EOAC 27

01.01.60 The Committee recommends that the monthly Attendance Bonus payable to employees of the MBC should be revised to Rs 1750.

Page 24

To delete paragraph 01.01.62 and whole content

To replace by the following:

Inducement Allowance

Recommendation EOAC 28

01.01.62 The Committee recommends that the monthly Inducement Allowance payable to employees working on Shift and Roster be revised to Rs 1170 and Rs 870 respectively.

Page 24

To delete paragraph 01.01.66 (b) and whole content

To replace by the following:

Excess Hours of Work

Recommendation EOAC 29

01.01.66 The Committee recommends that:

(a) -.....

- (b) the ceiling in respect of allowance for excess hours be revised to Rs 4390 for Categories A and B, and Rs 2800 for Categories C and D.

Page 26

To delete paragraph 01.01.72 and whole content

To replace by the following:

Abolition of grades

Recommendation EOAC 30

01.01.72 The Committee recommends that the grades of Chief Mechanic, Chief Traffic Officer, Corporate Affairs Manager, Corporate Secretary, Director of Engineering and Technology, Director of Finance, Director of Production, Director of Programmes, Director of Radio, Head Cameraman (Personal), Higher Executive Officer, Human Resource Assistant/Senior Human Resource Assistant, Information Technology Manager, News Production Assistant (Roster) (Personal), Officer in Charge Promotion Unit (Personal), Research Executive (Personal), Trainee Broadcast Officer, Trainee Engineer and Trainee News Editor which are vacant, be abolished.

Page 26

To insert after paragraph 01.01.72

Outstanding Issues

Recommendation EOAC 31

01.01.72A The Committee received various representations from members of the staff of the MBC on the merging of grades and the various changes recommended in the 2013 PRB Report as well as submissions by management regarding proposals which have not been retained by PRB. In view of the time constraint, the Committee could not carry out an in-depth analysis of all representations received. However, it has examined the various submissions and reviewed recommendations which were considered to be unfair, anomalous and which were hindering the effective and efficient delivery of services. The Committee, therefore, recommends that those issues that could not be addressed in the context of this Report be submitted to the proposed Public Sector Re-engineering Bureau for consideration.

01.01 MAURITIUS BROADCASTING CORPORATION

REVISED SALARY SCHEDULE

MBC 1 : Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175
General Worker (Roster) (Personal)

01.01 MAURITIUS BROADCASTING CORPORATION (Cont'd)

- MBC 2 : Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175**
Technicien de Surface (New Grade)
- MBC 3 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18125**
Radio and TV Attendant (Roster) (Personal)
Radio and TV Attendant/Handy Worker (Roster)
- MBC 4 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20075**
Handy Worker (Roster) (Personal)
- MBC 5 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver/Handy Worker
- MBC 6 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Carpenter
Electrician
Mechanic
- MBC 7 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Senior Radio and TV Attendant/Head Radio and TV Attendant (Roster)
- MBC 8 : Rs 11675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22175**
Driver/Handy Worker (Roster)
- MBC 9 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 23675**
Electrician (Shift)
- MBC 10 : Rs 11675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25175**
Telephone Operator/Receptionist (Shift) (Personal)
- MBC 11 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25175**
Assistant Stores Officer (Personal)
- MBC 12 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Word Processing Operator

01.01 MAURITIUS BROADCASTING CORPORATION (Cont'd)

- MBC 13 :** Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425
Make-Up Officer (Roster)
- MBC 14 :** Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425
Security Officer (New Grade)
- MBC 15 :** Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425
Clerk/Word Processing Operator
- MBC 16 :** Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425
Chief Carpenter
Chief Electrician
Transport Foreman
- MBC 17 :** Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425
Documentation, Archives and Research Clerk (Roster)
- MBC 18 :** Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925
Marketing and Sales Officer
- MBC 19 :** Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675
Assistant Financial Operations Officer (Personal)
Assistant Procurement and Supply Officer
Assistant Traffic Officer
Confidential Assistant (Personal)
Executive Officer (Personal)
Purchasing and Supply Officer (Personal)
- MBC 20 :** Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475
Lighting Technician/Senior Lighting Technician (Roster)
Sound Technician/Senior Sound Technician (Roster)
- MBC 21 :** Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375
Assistant Broadcast Technologist (Shift)
formerly Audio Visual Technician (Roster)
Broadcast Operator (Shift)
General Technician (Rodrigues) (Roster)

01.01 MAURITIUS BROADCASTING CORPORATION (Cont'd)

- MBC 22** : **Rs 16875 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375**
Office Supervisor
- MBC 23** : **Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Music Programmer
Production Assistant/Senior Production Assistant (Roster)
Programme Officer/Senior Programme Officer
Quality Control Officer/Senior Quality Control Officer
- MBC 24** : **Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- MBC 25** : **Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Financial Officer
formerly Financial Operations Officer
Procurement and Supply Officer
Senior Confidential Assistant (Personal)
- MBC 26** : **Rs 16875 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275 QB 34175 x 1200 – 37775 x 1500 – 39275**
Documentation, Archives and Research Officer/Senior Documentation, Archives and Research Officer (Roster)
- MBC 27** : **Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Administrative Assistant
Administrative Assistant Radio/TV (Roster)
Safety and Health Officer/Senior Safety and Health Officer
- MBC 28** : **Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Internal Audit Officer
- MBC 29** : **Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375 QB 33275 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Public Relations and Customer Care Officer (Shift)
formerly Customer Care Officer (Shift)
Senior Customer Care Officer
- MBC 30** : **Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475 QB 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Assistant Animation Graphics Artist/Animation Graphics Artist (Roster)
formerly Assistant Animation Graphics Artist (Roster)
Animation Graphics Artist (Roster)

01.01 MAURITIUS BROADCASTING CORPORATION (Cont'd)

- MBC 31 : Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
IT Support Officer (Roster)
- MBC 32 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Marketing and Events Officer
formerly Senior Traffic Officer
Traffic Officer
- MBC 33 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Senior Financial Officer
formerly Senior Financial Operations Officer
Senior Procurement and Supply Officer
- MBC 34 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275**
Broadcast Officer (Shift) (Personal)
Senior Broadcast Operator (Shift) (Personal)
- MBC 35 : Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 48275**
Assistant Manager, Financial Operations
Assistant Manager (Procurement and Supply)
Principal Documentation, Archives and Research Officer
- MBC 36 : Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 46775**
Camera Technician (Roster)
formerly Cameraman/Senior Cameraman (Roster)
- MBC 37 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 49775**
Principal Lighting Technician (Roster)
Principal Sound Technician (Roster)
- MBC 38 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 51275**
Principal Cameraman (Roster)
- MBC 39 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 51275**
News Producer/Senior News Officer (Roster)
formerly News Producer (Roster)
Senior News Producer (Roster)
Technical Producer/Senior Technical Producer (Roster)
formerly Technical Producer (Roster)
Senior Technical Producer (Roster)

01.01 MAURITIUS BROADCASTING CORPORATION (Cont'd)

- MBC 40 :** Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 36575 QB 37775 x 1500 – 52775
Marketing and Sales Executive
- MBC 41 :** Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775
Administrative Officer
Animation Graphics Technician (New Grade)
Logistic and Facilities Coordinator
formerly Logistic Facilities and Events Coordinator
Satellite Officer (New Grade)
- MBC 42 :** Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775
Plant and Maintenance Officer
News Editor (Roster) (Personal)
- MBC 43 :** Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 52775
Broadcast Technologist (Shift)
formerly Chief Broadcast Operator (Shift)
Senior Broadcast Officer (Roster)
Technician/Producer (Radio) (shift)
Video Editor/Senior Video Editor (Roster)
- MBC 44 :** Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 55775
Producer/Senior Producer
formerly Producer (Roster)
Senior Producer (Roster)
- MBC 45 :** Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775
Chief Producer (Roster)
Chief Technical Producer (Roster)
Chief News Producer (Roster) (New Grade)
- MBC 46 :** Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775
Accountant/Senior Accountant
- MBC 47 :** Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775
Engineer/Senior Engineer
Human Resource Management Officer
Assistant Broadcast Technology Coordinator (Roster)
formerly Systems Analyst/Administrator (Roster)
- MBC 48 :** Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 58775
Chief Broadcast Technologist (Shift)
formerly Chief Broadcast Officer
Transmission Coordinator (Roster)

01.01 MAURITIUS BROADCASTING CORPORATION (Cont'd)

- MBC 49 : Rs 36575 x 1200 – 37775 x 1500 – 58775 x 1800 – 58775**
Internal Auditor
- MBC 50 : Rs 37775 x 1500 – 58775**
Chief Producer/Chief Technical Producer (Personal)
Deputy Manager, Administrative Services (Personal)
Head of Documentation, Archives and Research
Manager, Financial Operations
Manager (Procurement and Supply)
Senior News Editor (Roster) (Personal)
- MBC 51 : Rs 36575 x 1200 – 37775 x 1500 – 58775 x 1800 – 62375**
Coordinator, Animation Graphics
formerly Head Animation Graphics Artist
Coordinator, Broadcast Technology (New Grade)
Coordinator, Satellite Services (New Grade)
Programme Coordinator
Radio Channel Coordinator
TV Channel Coordinator
TV Studio Coordinator (New Grade)
Journaliste Reporteur d'Images (Roster)
- MBC 52 : Rs 45275 x 1500 – 58775 x 1800 – 65975**
Administrative Manager
Chief Engineer
Desk Coordinator
formerly Chief News Editor/Desk Coordinator
Executive Production Coordinator
Finance Manager
Human Resource Manager
Marketing and Events Manager
formerly Marketing and Sales Manager
Programme Manager
Public Relations and Customer Care Manager
formerly Manager Customer Care
Radio Production Manager (Oriental/General)
Production Manager (Oriental/General) (New Grade)
- MBC 53 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 92000**
Director of News



01.02 MAURITIUS OCEANOGRAPHY INSTITUTE

Page 34

To delete paragraph 01.02.06 and whole content

To replace by the following:

01.02.06 The existing structure is being maintained. However, the Committee is recommending that the qualifications requirement in the Scientific Cadre be reviewed to provide for a proper career path for serving officers.

Research Scientist

Principal Research Scientist

01.02.06A The grades of Research Scientist and Principal Research Scientist have been created at the MOI following recommendations made in the PRB Report 2003. However, representations have been received to the effect that selection to the above posts should be carried out from among existing scientific staff as well as outside candidates in order to enhance career prospects of serving officers in the Scientific Cadre.

Recommendation EOAC 32

01.02.06B The Committee, therefore, recommends that, in future, appointment to the grade of Research Scientist should be made from among officers in the grade of Assistant Research Scientist reckoning at least four years' service in a substantive capacity in the grade and from among candidates possessing an MSc in the relevant field/research area.

01.02.06C The Committee further recommends that, in future, appointment to the grade of Principal Research Scientist should be made by selection from among Research Scientists reckoning at least two years' service in a substantive capacity in the grade and from among candidates possessing an MSc together with at least five years' experience in the relevant field/research area.

Public Relations Officer

01.02.06D Representations have been received that, in view of the multi-dimensional functions of the MOI, the nature of the work of the Public Relations Officer has evolved considerably to encompass public relations and communications management at the national, regional and international level. A request has, therefore, been made for the upgrading of the qualifications to degree level. **The Committee is agreeable to the request and is recommending accordingly.**

Recommendation EOAC 33

01.02.06E The Committee recommends that, in future, appointment to the grade of Public Relations Officer should be made from among candidates possessing a Degree in Communication Studies or an equivalent qualification acceptable to the Board.

01.02.06F The Committee also recommends that incumbents:

- (i) possessing a Degree in Communications Studies or equivalent and drawing salary less than Rs 25925 should be allowed to join the recommended salary scale at salary point Rs 25925; and
- (ii) not possessing the Degree in Communications Studies or equivalent should, on obtention of the required qualification, be allowed to move incrementally beyond the QB inserted in the salary scale.

Assistant Secretary**Recommendation EOAC 34**

01.02.06G The Committee recommends that the grade of Assistant Secretary be restyled Administrative Secretary.

Assistant Administrative Officer**Recommendation EOAC 35**

01.02.06 H The Committee recommends that the grade of Assistant Administrative Officer be restyled Administrative Assistant.

Continuous Professional Development (CPD)

01.02.06 I The MOI is earmarked in the Government Programme 2012-2015 to lead specific research in the Exclusive Economic Zone and advise Government on potential economic opportunities for the development of the Ocean Industry in Mauritius. This will require considerable improvement in the research capabilities of MOI. The Committee, is therefore providing, for a scheme for the CPD of the Scientific Cadre of MOI to develop their research skills and competencies.

Recommendation EOAC 36

01.02.06J The Committee recommends that the Principal Research Scientist, Research Scientist and Associate Research Scientist on the permanent and pensionable establishment of MOI should be:

- (i) paid an allowance of Rs 8000 annually which will be cumulative over a maximum period of three years to meet expenses towards their professional development on presentation of documentary evidence; and
- (ii) granted special leave of ten days annually, subject to exigencies of the Service, to enable them to take advantage of Professional Development Programmes either locally or abroad. The special leave may be combined with other types of leave whenever the number of days leave required exceeds ten days.

Receptionist/Word Processing Operator

Recommendation EOAC 37

01.02.06K The Committee recommends that the grade of Receptionist/Word Operator should be restyled Front Desk Officer.

Sea Going Incentive

Recommendation EOAC 38

01.02.06L The Committee recommends that Scientific and Technical Staff who have stayed on board vessels for a period of five consecutive days in connection with scientific operations should be eligible for one day's rest.

Page 34

Sea Going Allowance

To delete paragraph 01.02.08 and whole content

To replace by the following:

Recommendation EOAC 39

01.02.08 The Committee recommends that the Sea Going Allowance payable to Scientific and technical staff of the MOI who act as observers on board vessels in connection with scientific operations be revised to Rs 975 per officer per day.

Diving Allowance

To delete paragraph 01.02.10 and whole content

To replace by the following:

Recommendation 40

01.02.10 The Committee recommends that the Diving Allowance paid to scientific and technical staff of the MOI be revised to Rs 660 per dive, subject to a maximum of Rs 9800 a month. This maximum may be reviewed by the Board, based on operational requirements.

01.02 MAURITIUS OCEANOGRAPHY INSTITUTE

REVISED SALARY SCHEDULE

MOI 1	:	Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175 Handy Worker
MOI 2	:	Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 Driver/Office Attendant <i>formerly Office Attendant/Driver</i>
MOI 3	:	Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675 Front Desk Officer <i>formerly Receptionist/Word Processing Operator</i>
MOI 4	:	Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425 Clerical Officer/Higher Clerical Officer
MOI 5	:	Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 Accounts Clerk Executive Officer
MOI 6	:	Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375 Technical Assistant/Senior Technical Assistant
MOI 7	:	Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375 Confidential Secretary

01.02 MAURITIUS OCEANOGRAPHY INSTITUTE (Cont'd)

- MOI 8 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Administrative Assistant
formerly Assistant Administrative Officer
- MOI 9 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 35375 QB 36575 x 1200 – 37775 x 1500 – 52775**
Public Relations Officer
- MOI 10 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Administrative Secretary
formerly Assistant Secretary
- MOI 11 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Associate Research Scientist
IT Officer
- MOI 12 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Accountant
- MOI 13 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Project Officer
- MOI 14 : Rs 36575 x 1200 – 37775 x 1500 – 58775**
Research Scientist
Systems Administrator
- MOI 15 : Rs 45275 x 1500 – 58775 x 1800 – 65975**
Principal Research Scientist
- MOI 16 : Rs 86000**
Deputy Director
- MOI 17 : Rs 111000**
Director



01.03 NATIONAL ADOPTION COUNCIL

The Salary Schedule at page 37 has been deleted and replaced by the Revised Salary Schedule -

REVISED SALARY SCHEDULE

NAC 1 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675
Office Attendant

NAC 2 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425
Clerk/Word Processing Operator

NAC 3 : Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275
Secretary



02. MINISTRY OF ENERGY AND PUBLIC UTILITIES

02.01 CENTRAL WATER AUTHORITY

Page 39

To insert after paragraph 02.01.05 the following:

Senior Laboratory Attendant (New Grade)

02.01.06 Request has been made for the creation of a new grade of Senior Laboratory Attendant in view of the fact that the CWA Laboratory has been accredited for ISO 17025 and the increase in workload.

Recommendation EOAC 40

02.01.07 Taking into account the fact that the work and responsibilities of the Laboratory Attendants have significantly increased as they have to adhere to strict procedures to ensure that the standard set are upheld, the Committee recommends the creation of a new grade of Senior Laboratory Attendant. Appointment to the grade should be made by promotion, on the basis of experience and merit, of officers in the grade of Laboratory Attendant reckoning at least five years' service in the grade. Incumbents would be required, *inter-alia*, to supervise the work of Laboratory Attendants to ensure the upholding of the standards set.

Special Allowance

02.01.08 Requests have been made for the payment of Special Allowance to officers of the following grades who are regularly exposed to foul odour and raw sewage:

- Divisional Scientific Officer
- Senior Scientific Officer (Biochemistry)
- Scientific Officer (Biochemistry)
- Senior Technical Officer
- Technical Officer
- Laboratory Attendant

Recommendation EOAC 41

02.01.09 The Committee recommends that, with effect from 01 January 2014 , and up to the next overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector, the payment of a special allowance equivalent to two increments at the salary point reached in their respective salary scale to officers in the abovementioned grades, who are regularly exposed to foul odour and raw sewage.

Special Professional Retention Allowance

Recommendation EOAC 42

02.01.10 The Committee recommends that with effect from 01 January 2014 and up to the next overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector, the payment of a monthly Special Professional Retention Allowance to officers in the Engineering cadre of the Central Water Authority as specified in the table below:

Salary	SPRA % of Monthly Salary
Rs 27425 up to Rs 55775 and reckoning at least 10 years' service in their respective grade	7
Above Rs 55775 and up to Rs 62375	7
Above Rs 62375 and up to Rs 77000	10
Above Rs 77000 and up to Rs 92000	12.5

02.01.11 The Committee further recommends that, those officers :

- (i) who leave the service prior to the age at which they may retire without the approval of the Board (Table II at Chapter 15 of Volume 1) should refund the totality of the Special Professional Retention Allowance paid to them; and
- (ii) who retire from the service on reaching age at which they may retire without the approval of the Board or thereafter, should refund only that part of the Special Professional Retention Allowance which they would have earned under this scheme after reaching the age at which they may retire, without the approval of the Board.

However, provisions made at paragraph 02.02.13 (i) and (ii) should not apply to officers retiring as per their new compulsory retirement age or on compulsory retirement age

02.01 CENTRAL WATER AUTHORITY**REVISED SALARY SCHEDULE**

- CWA 1 : Rs 11425 x 250 – 11925**
Trainee Meter Reader
- CWA 2 : Rs 12425 x 250 – 12675**
Trainee Technical Design Officer
formerly Trainee Draughtsman
- CWA 3 : Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175**
General Worker
- CWA 4 : Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175**
Handy Worker
- CWA 5 : Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525**
Assistant Tradesman (Personal)
Stores Attendant
- CWA 6 : Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225**
Security Guard
formerly Watchman
- CWA 7 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Assistant Treatment Plant Operator (Shift) (Personal)
Office Attendant
Pneumatic Hammer Operator (Personal)
- CWA 8 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575**
Gauge Reader (Personal)
Pump Operator (Personal)
- CWA 9 : Rs 11675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475**
Gauge Reader (Personal to employees appointed prior to 1.7.87)
Pump Operator (Personal to employees appointed prior to 1.7.87)
- CWA 10 : Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Survey Field Worker/Senior Survey Field Worker

02.01 CENTRAL WATER AUTHORITY (Cont'd)

- CWA 11 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver
- CWA 12 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Field Supervisor (Personal)
formerly Gangman (Personal)
- CWA 13 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Tradesman (Blacksmith, Mechanic, Mason, Plumber and Pipe Fitter, Carpenter, Electrician, Painter, Water Meter Repairer)
- CWA 14 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Senior/Head Office Attendant
- CWA 15 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22175**
Treatment Plant Operator (Shift) (Personal)
- CWA 16 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Receptionist/Telephone Operator
- CWA 17 : Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Heavy Vehicle Driver
- CWA 18 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425**
Laboratory Attendant
- CWA 19 : Rs 15825 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425**
Operative
- CWA 20 : Rs 15175 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925**
Head Survey Field Worker

02.01 CENTRAL WATER AUTHORITY (Cont'd)

- CWA 21 : Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175**
Senior Laboratory Attendant (New Grade)
- CWA 22 : Rs 22175 x 750 – 23675**
Trainee Engineer
- CWA 23 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Word Processing Operator
- CWA 24 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Call Centre Operator
Clerical Officer/Higher Clerical Officer
- CWA 25 : Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Chief Tradesman (Personal)
Foreman (Personal)
Senior Operative
- CWA 26 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Meter Reader
- CWA 27 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175**
Technical Assistant (Electrical) (Shift)
Technical Assistant (Electronic) (Shift)
Technical Assistant (Mechanical) (Shift)
- CWA 28 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175**
Cashier
- CWA 29 : Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175**
Surveying Assistant

02.01 CENTRAL WATER AUTHORITY (Cont'd)

- CWA 30 : Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Assistant Inspector
Data Processing Controller
- CWA 31 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Assistant Documentation Officer
- CWA 32 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Assistant Fraud Detection Officer
Assistant Procurement and Supply Officer
Call Centre Assistant Supervisor
Executive Officer
Purchasing and Supply Officer (Personal)
- CWA 33 : Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475**
Data Control Supervisor
- CWA 34 : Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475**
Office Supervisor
- CWA 35 : Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475**
Senior Meter Reader
- CWA 36 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375**
Technical Design Officer
formerly Draughtsman
- CWA 37 : Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275**
Documentation Officer
Inspector
- CWA 38 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary

02.01 CENTRAL WATER AUTHORITY (Cont'd)

- CWA 39 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
 Accounts Officer
 Call Centre Supervisor
 Fraud Detection Officer
 Higher Executive Officer
 Human Resource Officer
 Internal Control Officer
 Procurement and Supply Officer
 Senior Cashier
- CWA 40 : Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
 Meter Reading Supervisor
- CWA 41 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
 Computer Programmer
 Safety and Health Officer/Senior Safety and Health Officer
 Technical Officer
 Technical Officer (Laboratory)
 Transport Superintendent
- CWA 42 : Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
 Senior Inspector
- CWA 43 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
 Senior Accounts Officer
 Senior Human Resource Officer
 Senior Internal Control Officer
 Superintendent, Anti Fraud Unit
- CWA 44 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275**
 Senior Technical Design Officer (*Cartography Survey*)
formerly Senior Draughtsman (Cartography Survey)
- CWA 45 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275**
 Treatment Plant Superintendent
- CWA 46 : Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275**
 Chief Works Officer
 Emergency Cell Coordinator
 Senior Technical Officer
- CWA 47 : Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 46775**
 Senior Technical Design Officer (*Cartography Survey*) (*Personal*)
formerly Senior Draughtsman (Cartography Survey) (Personal)

02.01 CENTRAL WATER AUTHORITY (Cont'd)

- CWA 48 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 48275**
Superintendent, Purchasing and Supply
- CWA 49 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Communication/Public Relations Officer
Surveyor
- CWA 50 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
IT Analyst
- CWA 51 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Accountant
Human Resource Management Officer
- CWA 52 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Executive Engineer
Executive Engineer (Electrical)
Mechanical Engineer
Scientific Officer (Biochemistry)
- CWA 53 : Rs 34175 x 1200 – 37775 x 1500 – 52775**
Chief Technical Design Officer
formerly Chief Draughtsman
- CWA 54 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Planning Co-ordinator
- CWA 55 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Administrative Secretary
- CWA 56 : Rs 36575 x 1200 – 37775 x 1500 – 58775**
Chief Internal Auditor
Deputy Manager Commercial Services
Senior IT Analyst
Senior Scientific Officer (Biochemistry)
Senior Surveyor
Senior Engineer

02.01 CENTRAL WATER AUTHORITY (Cont'd)

- CWA 57 : Rs 37775 x 1500 – 58775**
HR Manager
Manager (Procurement and Supply)
- CWA 58 : Rs 45275 x 1500 – 58775 x 1800 – 65975**
IT Manager
Manager, Commercial Services
Principal Engineer
Principal Engineer (Mechanical and Electrical)
- CWA 59 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000**
Chief Financial Officer
- CWA 60 : Rs 64175 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000**
Chief Engineer
- CWA 61 : Rs 89000**
Deputy General Manager (Administration)
Deputy General Manager (Technical)
- CWA 62 : Rs 102000**
General Manager



02.02 WASTEWATER MANAGEMENT AUTHORITY**Page 51****To insert after paragraph 02.02.18 the following:****Recommendation EOAC 43****The Committee recommends that the grade of Driver/Office Attendant be restyled Driver.****Page 50****To delete paragraph 02.02.17 and whole content****To replace by the following:****Special Professional Retention Allowance****Recommendation EOAC 44**

02.02.17 The Committee recommends, with effect from 01 January 2013 and up to the next overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector, the payment of a monthly Special Professional Retention Allowance to officers of the Wastewater Management Authority in the Engineering Cadre as specified in the table below:

Salary	SPRA % of Monthly Salary
Rs 27425 up to Rs 55775 and reckoning at least 10 years' service in their respective grade	7
Above Rs 55775 and up to Rs 62375	7
Above Rs 62375 and up to Rs 77000	10
Above Rs 77000 and up to Rs 92000	12.5

Page 51**To insert after paragraph 02.02.18 the following:****Senior Internal Control Officer (New Grade)**

02.02.19 WMA has requested for the creation of a new grade of Senior Internal Control Officer for better span of control and supervision.

Recommendation EOAC 45

02.02.20 The Committee recommends the creation of a grade of Senior Internal Control Officer on the establishment of WMA. Appointment to the grade should be made by promotion from the grade of Internal Control Officer reckoning at least three years' experience in a substantive capacity in the grade.

Senior Technical Assistant (New Grade)

02.02.21 Representations have been received for the creation of a new grade of Senior Technical Assistant for supervision, control and accountability.

Recommendation EOAC 46

02.02.22 The Committee recommends the creation of a grade of Senior Technical Assistant on the establishment of WMA. Appointment to the grade should be made by promotion from the grade of Technical Assistant reckoning at least four years' experience in a substantive capacity in the grade.

Human Resource Management Officer (New Grade)

02.02.23 Request has been made for the creation of a new grade of Human Resource Management Officer (HRMO) to professionalize deliverables and enhance the quality service as well as to ensure continuity and sustainability.

Recommendation EOAC 47

02.02.24 The Committee recommends the creation of a grade of Human Resource Management Officer on the establishment of WMA. Appointment to the grade should be made by selection from candidates possessing a degree in Human Resource Management or any degree with human resource management as major component or an equivalent qualification acceptable to the Board.

02.02.25 The Human Resource Management Officer will, *inter-alia*, assist in the implementation of organizational change and development; collect and provide sound information for policy making for evolution, policies and practices; to promote good employment relations; and to advise on the determination of HR needs.

Systems Administrator (New Grade)

02.02.26 Request has also been made for the creation of a new grade of Systems Administrator to meet the need of the WMA in providing administration and

support skills in Database Administration, Windows Servers Operating Systems, networking, security technologies, and management of Network Applications.

Recommendation EOAC 48

02.02.27 The Committee recommends the creation of a grade of Systems Administrator in the establishment of WMA. The grade will be filled by selection from candidates possessing a degree in computer science or engineering or related fields from a recognized institution or an equivalent qualification acceptable to the Board.

02.02.28 Incumbent will be required, *inter-alia*, to prepare necessary program-level and user-level documentation, to interface and coordinate interaction between the WMA and solution providers for the supply and implementation of outsourced IT applications; and to be involved in the analysis, development, testing, maintenance and support of IT applications within deadlines.

Senior Accountant (New Grade)

02.02.29 Request has also been made for the creation of a new grade of Senior Accountant to assist the Financial Manager in his duties, to attend meetings and to cope with the increase in workload arising from the development and increase in capital projects with the implementation of Program Based Budgeting, Public Sector Investment Programme etc.

Recommendation EOAC 49

02.02.30 The Committee recommends the creation of a new grade of Senior Accountant on the establishment of the WMA to remedy shortcomings outlined in the Director of Audit's Report and to strengthen the Finance Division. Appointment to the grade should be made by promotion on the basis of experience and merit from officers in the grade of Accountant reckoning at least three years' service in the grade.

Operative

02.02.31 Representations have been made by management to amend the scheme of service for the grade of Operative in view of difficulties encountered in recruitment.

Recommendation EOAC 50

02.02.32 The Committee recommends that the scheme of service for the grade of Operative be amended such that appointment to the grade, for the first intake, should be made by selection from employees of the Wastewater Management Authority though not possessing the NTC 3 qualification. Incumbents should be appointed in a temporary capacity in the first

instance, and the substantive appointment would be subject to successful completion of a six months course, both theoretical and practical, to be mounted by management. They would be required, *inter-alia*, to function as part of the team set up to attend to repairs, blockages and in-house maintenance and to supervise the work of subordinates.

Plant and Equipment Operator

Recommendation EOAC 51

02.02.33 Management has requested that the grade of Plant and Equipment Operator be merged with that of Operative, in view of the similarity of tasks between these two grades and the duties of Operative be enlarged to include those of Plant and Equipment Operator. **The Committee recommends accordingly.**

Field Supervisor, *formerly Gangman*

Recommendation EOAC 52

02.02.34 Representations have been made by management to amend the scheme of service for the grade of Field Supervisor, *formerly Gangman*, in view of difficulties encountered in the recruitment of experienced employees so that recruitment is made from among employees of the Wastewater Management Authority reckoning at least four years' experience in the grade. **The Committee recommends accordingly.**

Technical Design Officer Cadre, *formerly Draughtsman Cadre*

Recommendation EOAC 53

02.02.35 **The Committee recommends the restyling of the grades in the Draughtsman Cadre as follows:**

Existing	Proposed
Trainee Draughtsman	Trainee Technical Design Officer
Draughtsman	Technical Design Officer
Senior Draughtsman	Senior Technical Design Officer
Principal Draughtsman	Principal Technical Design Officer

Survey Field Worker/Senior Field Worker

Recommendation EOAC 54

02.02.36 Representations have been made by management to amend the scheme of service for the grade of Survey Field Worker/Senior Field Worker in view of difficulties encountered in recruitment such that the grade be filled by selection from among General Workers reckoning at least 5 years' service. **The Committee recommends accordingly.**

Night Duty Allowance

02.02.37 Representations have been made for the grant to Technical Assistants and Treatment Plant Workers working on shift of a night allowance for remaining alert during the whole night.

Recommendation EOAC 55

02.02.38 The Committee recommends payment of a monthly Night Duty Allowance to Technical Assistants and Treatment Plant Workers who effectively perform night shift, equivalent to 25% of the normal rate per hour for hours between 2300 hours and 0500 hours including a maximum of two hours lying-in period.

Principal Laboratory Technician (New Grade)

02.02.39 Representations have been received for the creation of a new grade of Principal Laboratory Technician for a better supervisory function in view of the increase in workload.

Recommendation EOAC 56

02.02.40 The Committee recommends the creation of a new grade of Principal Laboratory Technician. Appointment to the grade should be made by promotion on the basis of experience and merit from officers in the grade of Senior Laboratory Technician reckoning at least three years' service in the grade.

02.02 WASTEWATER MANAGEMENT AUTHORITY REVISED SALARY SCHEDULE

WMA 1 : Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175
General Worker

WMA 2 : Rs 12425 x 250 – 12925
Trainee Technical Design Officer
formerly Trainee Draughtsman

WMA 3 : Rs 9000 x 225 – 9675 x 250 – 13675 x 300 – 15475
Treatment Plant Worker (Shift)

02.02 WASTEWATER MANAGEMENT AUTHORITY (Cont'd)

- WMA 4 : Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525**
Stores Attendant
Tradesman's Assistant (Personal to incumbent in post as at 30.06.08)
- WMA 5 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Office Attendant
- WMA 6 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475**
Pipe Cleaner
- WMA 7 : Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Survey Field Worker/Senior Survey Field Worker
- WMA 8 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver (*formerly Driver/Office Attendant*)
- WMA 9 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Field Supervisor
formerly Gangman
- WMA 10 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Senior/Head Office Attendant
- WMA 11 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Receptionist/Telephone Operator
- WMA 12 : Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Operative
formerly Plant and Equipment Operator
Operative

02.02 WASTEWATER MANAGEMENT AUTHORITY (Cont'd)

- WMA 13 :** Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925
Driver (Wastewater Jetting Unit/Tanker)
- WMA 14 :** Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425
Laboratory Attendant
- WMA 15 :** Rs 15175 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925
Head Survey and Field Worker
- WMA 16 :** Rs 22175 x 750 – 23675
Trainee Engineer
- WMA 17 :** Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675
Word Processing Operator
- WMA 18 :** Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425
Clerical Officer/Higher Clerical Officer
- WMA 19 :** Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425
Clerk (Revenue Collection) (Personal to officers in post as at 30.06.08)
- WMA 20 :** Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425
Technical Assistant (Electrical) (Shift)
Technical Assistant (Electronic/Instrumentation) (Shift)
Technical Assistant (Mechanical) (Shift)
- WMA 21 :** Rs 16875 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425
Head Operative
- WMA 22:** Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925

Land Survey Technician

02.02 WASTEWATER MANAGEMENT AUTHORITY (Cont'd)

- WMA 23 : Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
 Assistant Works Inspector
 Laboratory Assistant
- WMA 24 : Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
 Senior Word Processing Operator
- WMA 25 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
 Assistant Financial Officer
formerly Assistant Financial Operations Officer
 Assistant Procurement and Supply Officer
 Executive Officer
- WMA 26 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375**
 Technical Design Officer
formerly Draughtsman
 Laboratory Technician
- WMA 27 : Rs 20675 x 750 – 29675 x 900 – 32375**
 Senior Technical Assistant (New Grade)
- WMA 28 : Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275**
 Works Inspector
- WMA 29 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
 Internal Control Officer
- WMA 30 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
 Confidential Secretary
- WMA 31 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
 Customer Care Officer

02.02 WASTEWATER MANAGEMENT AUTHORITY (Cont'd)

- WMA 32 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Financial Officer
formerly Financial Operations Officer
Higher Executive Officer
Procurement and Supply Officer
- WMA 33 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 36575**
Senior Laboratory Technician
- WMA 34 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Human Resource Officer
Information Technology Technician
Safety and Health Officer/Senior Safety and Health Officer
Technical Officer (Civil Engineering)
Technical Officer (Mechanical and Electrical)
- WMA 35 : Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Senior Technical Design Officer
formerly Senior Draughtsman
Senior Works Inspector
- WMA 36 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Senior Financial Officer
formerly Senior Financial Operations Officer
Senior Procurement and Supply Officer
Senior Internal Control Officer (New Grade)
- WMA 37 : Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 40775**
Principal Laboratory Technician (New Grade)
- WMA 38 : Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775**
Office Superintendent
- WMA 39 : Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275**
Planning and Transport Coordinator
- WMA 40 : Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275**
Chief Works Inspector
Senior Technical Officer
Senior Technical Officer (Mechanical and Electrical)

02.02 WASTEWATER MANAGEMENT AUTHORITY (Cont'd)

- WMA 41 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 46775**
Superintendent, Procurement and Supply
- WMA 42 : Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 46775**
Principal Technical Design Officer
formerly Principal Draughtsman
- WMA 43 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Administrative Officer
formerly Administrative Assistant
Public Relations Coordinator
Public Relations and Customer Care Officer
- WMA 44 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Information Technology Officer
Land Surveyor
Scientific Officer
Systems Administrator (New Grade)
- WMA 45 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Accountant
Internal Auditor
Human Resource Management Officer (New Grade)
- WMA 46 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Engineer (Civil)
Engineer (Electrical)
Engineer (Mechanical)
Engineer (Mechatronics)
Process Engineer (Wastewater Treatment)
- WMA 47 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Mechanical Engineer/Senior Mechanical Engineer (Personal to officers in post as at 30.06.08)
- WMA 48 : Rs 36575 x 1200 – 37775 x 1500 – 58775**
Information Technology Manager
Secretary to the Board
Senior Engineer (Civil)
Senior Engineer (Mechanical/Electrical)
Senior Land Surveyor
Senior Scientific Officer
Senior Accountant (New Grade)

02.02 WASTEWATER MANAGEMENT AUTHORITY (Cont'd)

WMA 49 : Rs 45275 x 1500 – 58775 x 1800 – 65975

Administrative and Human Resource Manager
Financial Manager
Laboratory Manager
Works Manager (Civil)
Works Manager (Mechanical and Electrical)

WMA 50 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000

Divisional Manager

WMA 51 : Rs 89000

Deputy General Manager (Administration)
Deputy General Manager (Technical)

WMA 52 : Rs 102000

General Manager



03. MINISTRY OF FINANCE AND ECONOMIC DEVELOPMENT**03.01 CIVIL SERVICE FAMILY PROTECTION SCHEME BOARD**

Pages 58 and 59

Systems Administrator (CFP)

To delete paragraph 03.01.12 and whole content

To replace by the following:

03.01.12 It has been reported that the Systems Administrator is responsible for all matters pertaining to planning and coordination of the computerized systems of the Board whose activities have considerably increased in scope and hence, a request for upgrading of the post.

Recommendation EOAC 57

03.01.13 The Committee recommends that, in future, recruitment to the grade of Systems Administrator (CFP) should be made from candidates possessing a Degree in IT or an equivalent qualification acceptable to the Board.

03.01.14 The Committee also recommends that incumbent in the grade of Systems Administrator (CFP) possessing a Degree in IT or an equivalent qualification and having reached the top salary in the salary scale should be allowed to move incrementally in the master salary scale by two additional increments provided they have:

- (i) drawn the top salary for a year;
- (ii) been efficient and effective in their performance during the preceding year; and
- (iii) not been under report.

Management Support Officer (CFP)

03.01.15 The Committee has been informed that employees at the CSFPSB have been completely disadvantaged when compared with officers in the same grade in the Civil Service requiring same qualifications and performing similar duties but drawing different salaries. The Committee has examined this request and considers that this was a case of anomaly, which had to be redressed.

Recommendation EOAC 58

03.01.16 The Committee recommends the creation of a grade of Management Support Officer on the establishment of the CSFPSB. Appointment thereto, should be made by selection from among candidates who:

- (a) possess the Cambridge School Certificate with credit in at least five subjects including English Language, French and Mathematics or an equivalent qualification;
- (b) possess the Cambridge Higher School Certificate or passes in at least two subjects obtained on one certificate, at the General Certificate of Education “Advanced Level” or an equivalent qualification; and
- (c) are computer literate.

Candidates should also possess good communication skills, be customer oriented and have ability to work in teams.

03.01.17 Incumbent would be required, among others, to perform both clerical and word processing duties including the preparation, scrutiny and processing of documents and records; carry out work related to registry, finance, human resource, and procurement and supply; draft replies to simple correspondence; and update information in computer systems. Incumbent would, also, be operating e-mail services and carrying out secretarial duties; effecting simple research on matters pertaining to the department and submit results thereof as required; and keeping records regarding documents, books, magazines of the CSFPSB.

Recommendation EOAC 59

03.01.18 The Committee, also, recommends that officers in the grades of Clerical Officer/Higher Clerical Officer and Clerk (Rodrigues) in post as at 31 December 2012 be given the option to join the new grade of Management Support Officer (CFB) and, on joining, be granted one additional increment at the salary point reached, subject to the top salary of the new grade.

03.01.19 With the creation of the grade of Management Support Officer (CFB), the grades of Clerical Officer/Higher Clerical Officer and Clerk (Rodrigues) should be made evanescent.

Office Management Assistant (CFB)

Recommendation EOAC 60

03.01.20 The Committee recommends the creation of the grade of Office Management Assistant (CFB). Appointment thereto, should be made by selection from among officers in the grade of Management Support Officer reckoning at least four years' service or an aggregate of four years' service in the grades of General Services Executive and Clerical Officer/Higher Clerical Officer or Clerk (Rodrigues) and possessing

excellent analytical, technical and interpersonal skills together with ability to demonstrate initiatives in various situations.

- 03.01.21 The Office Management Assistant would be required, *inter alia*, to organise, implement and direct office operations; coordinate and monitor the work of junior staff under his responsibility; act as Secretary to committees and/or tender committees; and manage and ensure safe keeping of official records. The incumbent will also be required to organise and ensure the smooth running of seminars/workshops as well as to organise and co-ordinate official functions as and when required.
- 03.01.22 **The Committee, also, recommends that Executive Officers in post as at 31 December 2012 be given the option to join the new grade of General Services Executive and, on joining the grade, be granted one additional increment at the salary point reached, subject to the top salary of the new grade.**
- 03.01.23 **The Committee further recommends that the grade of Executive Officer be made evanescent.**

03.01 CIVIL SERVICE FAMILY PROTECTION SCHEME BOARD

REVISED SALARY SCHEDULE

- CFP 1 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675
Office Attendant
- CFP 2 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425
Senior/Head Office Attendant
- CFP 3 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925
Receptionist/Telephone Operator
- CFP 4 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425
Clerical Officer/Higher Clerical Officer (Personal)
Clerk (Rodrigues)(Personal)
- CFP 5 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925
Management Support Officer (CFB) (New Grade)

03.01 CIVIL SERVICE FAMILY PROTECTION SCHEME BOARD (Cont'd)

- CFP 6 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Executive Officer (Personal)
- CFP 7 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 30575**
Accounts Clerk/Senior Accounts Clerk
Accounts Clerk/Senior Accounts Clerk (Rodrigues)
- CFP 8 : Rs 20675 x 750 – 29675 x 900 – 31475 x 1200 – 36575**
Office Management Assistant (CFB) (New Grade)
- CFP 9 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375**
Systems Supervisor (CFP)
- CFP 10 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175x 1200 – 35375**
Confidential Secretary
- CFP 11 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Financial Officer
formerly Financial Operations Officer
- CFP 12 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Senior Financial Officer
formerly Senior Financial Operations Officer
- CFP 13 : Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 48275**
Principal Financial Officer
formerly Principal Financial Operations Officer
- CFP 14 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Systems Administrator (CFP)

03.01 CIVIL SERVICE FAMILY PROTECTION SCHEME BOARD (Cont'd)

CFP 15 : Rs 51275 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000

Assistant General Manager

CFP 16 : Rs 95000

General Manager



03.02 EMPLOYEES' WELFARE FUND

Page 61

To insert after paragraph 03.02.04 the following:

IT Officer (New Grade)

03.02.05 The Committee has received representations to the effect that, with the introduction of new legislations such as MCIB requirements from the Bank of Mauritius to submit data on a daily basis and the Borrower's Protection Act to send statements of accounts semi-annually, the EWF has legal obligation to set up appropriate security policies and strategies and put emphasis on efficiency through IT. Hence, there is justification for the creation of a new grade of IT Officer.

Recommendation EOAC 61

03.02.06 **The Committee recommends the creation of a new grade of IT Officer. Appointment to the grade of IT Officer should be made by selection from candidates possessing a Degree in Computer Science or Computer Engineering or Information Systems or Information Technology or any degree, the major part of which should be Computer Science or Computer Engineering or Information Systems or Information Technology, from a recognised institution or any equivalent qualification acceptable to the Board.**

03.02.07 Incumbents would be required, *inter-alia*, to formulate and implement plans related to IT; to ensure the smooth running of the IT infrastructure and services; to set up and configure all computer systems; to perform database and system administration; and perform network administration.

Internal Auditor (New Grade)

03.02.08 It has been reported by the EWF that, to be in line with good corporate governance principles, it is imperative to create an Internal Audit Unit. As this function is presently being outsourced, the Committee recommends the creation of a grade of Internal Auditor to take charge of the Internal Audit Unit.

Recommendation EOAC 62

03.02.09 **The Committee recommends the creation of the grade of Internal Auditor on the establishment of EWF. Appointment to the grade should be made by selection from among candidates who are members of one of the following bodies:**

- (a) **The Association of Chartered Certified Accountants;**
- (b) **The Institute of Chartered Accountants of England and Wales;**
- (c) **The Institute of Chartered Accountants of Scotland;**

- (d) **The Institute of Chartered Accountants of Ireland;**
- (e) **The Chartered Institute of Management Accountants; or**
- (f) **The Chartered Institute of Public Finance and Accounting and who are a registered member of Mauritius Institute of Professional Accountants (MIPA).**

03.02.10 Incumbents would be required, *inter-alia*, to examine, evaluate and report on the adequacy and effectiveness of the internal control system; review the reliability of records and adherence to approved policies and procedures; report on any risk for fraud; monitor and evaluate the effectiveness of the EWF's risk management process; carry out value for money audit; undertake special assignments as directed by management; and ensure that statutory provisions as well as internal rules and regulations are complied with.

Project Manager (New Grade)

03.02.11 The Employees Welfare Fund has submitted that in line with its objectives, it has to invest considerably in welfare projects to promote the welfare of employees. A request has been made for the creation of a new grade of Project Manager to identify and ensure the successful implementation of welfare projects.

Recommendation EOAC 63

03.02.12 The Committee, therefore, recommends the creation of a grade of Project Manager to be filled by selection from among candidates possessing a degree in the field of Management/Communications /Marketing or Social Studies or an equivalent qualification together with at least two years' post-qualification experience in project design, project management and communication.

03.02.13 The Project Manager will be required, amongst others, to assist in designing, implementing and evaluating schemes/programmes/projects as approved by the Board, to organise projects, activities and schemes of the Fund not only by means of media but also through talks around the Island in such places as Community Centres, Village and District Councils both locally and in Rodrigues, to coordinate resources to address and resolve project issues, risks and change requests.

Deputy General Manager, formerly Finance Manager

03.02.14 Representations have been made for the restyling of the grade of Finance Manager as Deputy General Manager with the following additional responsibilities:

- To ensure that all operational activities are carried out in the most efficient and effective manner;

- To deputize for the General Manager ; and
- To ensure compliance with all approved policies, regulations and laws.

Recommendation EOAC 64

03.02.15 The Committee recommends that the grade of Finance Manager be restyled Deputy General Manager and that the above mentioned additional duties be included in the scheme of service. These elements have been taken into account in arriving at the new recommended salary.

Technical Officer (Legal)

03.02.16 The Employees Welfare Fund has submitted that the appellation and qualifications requirements for the post of Technical Officer (Legal) need to be amended to reflect the actual functions of the job which require the Technical Officers to be multi-skilled and polyvalent in other units such as Customer Care, HR and Communication and Marketing and to assist management in the implementation of approved strategies.

Recommendation EOAC 65

03.02.17 The Committee, therefore, recommends that the grade of Technical Officer (Legal) should be restyled Technical Officer.

03.02.18 The Committee also recommends that, in future, appointment to the grade of Technical Officer should be made by selection from among candidates who possess a Degree in Management/Finance/ Social Work/ Administration or an equivalent qualification acceptable to the Board.

03.02 EMPLOYEES' WELFARE FUND

REVISED SALARY SCHEDULE

EWF 1	:	Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675 Office Attendant
EWF 2	:	Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925 Receptionist/Telephone Operator
EWF 3	:	Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425 Clerical Officer/Higher Clerical Officer

03.02 EMPLOYEES' WELFARE FUND (Cont'd)

- EWF 4 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Accounts Clerk
Executive Officer
- EWF 5 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- EWF 6 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Higher Executive Officer
- EWF 7 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Administrative Assistant
- EWF 8 : Rs 20075 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275**
Accounting Technician
- EWF 9 : Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 48275**
Senior Accounting Technician
- EWF 10 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
IT Officer (New Grade)
- EWF 11 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Administrative Secretary
Project Manager (New Grade)
Technical Officer
formerly Technical Officer (Legal)
- EWF 12 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Internal Auditor (New Grade)
- EWF 13 : Rs 51275 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000**
Deputy General Manager
formerly Finance Manager

03.02 EMPLOYEES' WELFARE FUND (Cont'd)

EWf 14 : Rs 102000

General Manager



03.03 FINANCIAL INTELLIGENCE UNIT

The salary schedule at pages 64 and 65 has been deleted and replaced by the following -

REVISED SALARY SCHEDULE

- FIU 1 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19025**
General Assistant
- FIU 2 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver/General Assistant
- FIU 3 : Rs 13975 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Assistant Office Secretary
formerly Receptionist
Data Processing Assistant
- FIU 4 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Office Secretary
- FIU 5 : Rs 20075 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275**
Accounting Technician
formerly Accounts Officer
Data Intelligence Assistant
- FIU 6 : Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 46775**
Intelligence Officer
- FIU 7 : Rs 35375 x 1200 – 37775 x 1500 – 52775**
Senior Intelligence Officer
- FIU 8 : Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 58775 x 1800 – 65975**
Information Security Officer
Research Officer
Systems and Database Officer

03.03 FINANCIAL INTELLIGENCE UNIT (Contd)

- FIU 9 : Rs 36575 x 1200 – 37775 x 1500 – 58775 x 1800 – 67775**
Corporate Affairs Manager
Data Intelligence Manager
Legal Manager
- FIU 10 : Rs 48275 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000
x 3000 – 80000**
Financial Intelligence Analyst
- FIU 11 : Rs 67775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 95000**
Senior Financial Intelligence Analyst



03.04 FINANCIAL REPORTING COUNCIL**Page 67**

To insert after paragraph 03.04.05 the following:

Driver/Messenger

03.04.05A Representations have been made to the Committee to the effect that the Driver has been performing only driving duties for nearly twenty years and he has never been asked to clean premises.

Recommendation EOAC 66

03.04.05B The Committee recommends that the grade of Driver/Office Attendant be restyled to its former appellation of Driver/Messenger. We also recommend that the incumbent should continue to perform the duties of messenger, as prescribed in his scheme of service.

Page 68

To delete paragraph 03.04.11 and whole content

To replace by the following:

Recommendation EOAC 67

03.04.11 The Committee recommends that:

- (i) incumbents in the grade of Technical Officer possessing a Degree in Finance or Accounting or ACCA Fundamentals (Skills) or an equivalent qualification and having reached the top salary in the salary scale should be allowed to move incrementally in the master salary scale by two additional increments provided they have:
 - (a) drawn the top salary for a year;**
 - (b) been efficient and effective in their performance during the preceding year; and**
 - (c) not been under report.****
- (ii) incumbents in the grade of Senior Financial Executive, on obtention of the degree qualification or equivalent qualification, be allowed to move incrementally beyond the top salary of the grade up to salary point Rs 51275 in the master salary scale provided they have:
 - (a) drawn the top salary for a year;****

- (b) been efficient and effective in their performance during the preceding year; and
 - (c) not been under report.
- (iii) incumbents in the grade of Assistant Technical Executive, on reaching the top salary point Rs 52775 be allowed to move incrementally in the master salary scale up to salary point Rs 58775 provided they have:
- (a) drawn the top salary for a year;
 - (b) been efficient and effective in their performance during the preceding year; and
 - (c) not been under report.

03.04 FINANCIAL REPORTING COUNCIL

REVISED SALARY SCHEDULE

FRC 1	:	Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675
		Office Attendant
FRC 2	:	Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19025
		Senior Office Attendant
FRC 3	:	Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675
		Driver/Messenger <i>formerly Driver/Office Attendant</i>
FRC 4	:	Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925
		Receptionist/Telephonist <i>formerly Receptionist</i>
FRC 5	:	Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425
		Clerk/Word Processing Operator
FRC 6	:	Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925
		Management Support Officer (FRC) <i>formerly Special Clerical Officer</i>

03.04 FINANCIAL REPORTING COUNCIL (Contd)

- FRC 7 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Executive Officer (Personal)
- FRC 8 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- FRC 9 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Technical Officer
- FRC 10 : Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 48275**
Senior Financial Executive
- FRC 11 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Assistant Technical Executive
- FRC 12 : Rs 49775 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000**
Technical Executive
- FRC 13 : Rs 83000**
Manager
- FRC 14 : Rs 95000**
Chief Executive Officer



03.05 MAURITIUS EX-SERVICES TRUST FUND

Page 72

To insert after paragraph 03.05.08 the following:

Part-time Clerk

03.05.09 A request was made to grade the salary of the Part-time Clerk working in the sub-office in Rodrigues. The salary grading of the grade has now been provided in the revised salary schedule.

03.05 MAURITIUS EX-SERVICES TRUST FUND

REVISED SALARY SCHEDULE

MESTF 1	: Rs 6400 Part-Time Clerk
MESTF 2	: Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825 Caretaker
MESTF 3	: Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675 Office Attendant
MESTF 4	: Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675 Word Processing Operator
MESTF 5	: Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425 Clerical Officer/Higher Clerical Officer
MESTF 6	: Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 Accounts Clerk
MESTF 7	: Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375 Higher Executive Officer
MESTF 8	: Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775 Officer-in-Charge (Finance) (Personal)

03.05 MAURITIUS EX-SERVICES TRUST FUND (Cont'd)

MESTF 9 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275

Principal Executive Officer (Personal)

MESTF 10 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775

Secretary



03.06 SUGAR INSURANCE FUND BOARD

Page 75

Allowance to Senior/Head Office Attendant and Office Attendant

To delete paragraph 03.06.07 and whole content

To replace by the following:

Recommendation EOAC 68

03.06.07 The Committee recommends that the allowance paid to Senior/Head Office Attendants and Office Attendants who perform additional duties on a daily basis such as cleaning toilets, gardening, lawn mowing and related work over and above their normal schedule of duties be revised to Rs 500 monthly.

Page 76

Bad Road Allowance

To delete paragraph 03.06.09 and whole content

To replace by the following:

Recommendation EOAC 69

03.06.09 The Committee recommends that the Bad Road Allowance be revised as hereunder:

Bad Road Allowance for:		Rs
(a)	Eligible Field Staff using Motorcycles	355
(b)	Eligible Field Staff using Motorcars	835

03.06 SUGAR INSURANCE FUND BOARD

REVISED SALARY SCHEDULE

SIFB 1 : Rs 15475
Safety and Health Officer (Part-time)

SIFB 2 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18125
Office Attendant

03.06 SUGAR INSURANCE FUND BOARD (Cont'd)

- SIFB 3 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Driver/Handy Worker
- SIFB 4 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Senior/Head Office Attendant
- SIFB 5 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425**
Telephonist/Receptionist
- SIFB 6 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Word Processing Operator
- SIFB 7 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerical Officer
- SIFB 8 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Field Officer
- SIFB 9 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Assistant Confidential Secretary
Executive Officer
- SIFB 10 : Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375**
Senior Field Officer
- SIFB 11 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275**
Technical Design Officer
formerly Draughtsman (Personal)
- SIFB 12 : Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175**
Support Officer/Senior Support Officer

03.06 SUGAR INSURANCE FUND BOARD (Cont'd)

- SIFB 13 : Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Support Officer/Senior Support Officer (Personal to officers who were Assistant Data Processing Superintendents prior to 01.07.98)
- SIFB 14 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- SIFB 15 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Assistant Inspector
Higher Executive Officer
- SIFB 16 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Administrative Assistant
- SIFB 17 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Field/Operations Supervisor
Maintenance Supervisor
Registrar
Senior Technical Design Officer
formerly Senior Draughtsman (Personal)
Senior Executive Officer
- SIFB 18 : Rs 20075 x 600 – 20675 x 750 – 29675 x 900 – 31475 QB 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 42275**
Accounting Technician
- SIFB 19 : Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775**
Claims Officer
- SIFB 20 : Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 46775**
Administrative Assistant (Personal)
- SIFB 21 : Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 46775**
Principal Technical Design Officer
formerly Principal Draughtsman
- SIFB 22 : Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 46775**
Claims Officer (Personal to officer in post as at 30.06.03)
Officer-in-Charge (Public Relations Unit)

03.06 SUGAR INSURANCE FUND BOARD (Cont'd)

- SIFB 23 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275QB
46775 x 1500 – 52775**
Programmer/Analyst
- SIFB 24 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Agronomist (Personal)
Head of Data Processing (Personal)
Information Analyst
- SIFB 25 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Land Surveyor
- SIFB 26 : Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 45275 QB 46775 x 1500
– 52775**
Area Manager
- SIFB 27 : Rs 36575 x 1200 – 37775 x 1500 – 58775**
Administrative Secretary
Claims Manager
Internal Auditor
Manager (Finance)
Manager (Inspection)
Manager (Survey)
Senior Network Engineer
Senior Software Engineer
- SIFB 28 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000**
Chief Manager (Finance)
Chief Manager (Information Systems Services)
Chief Manager (Operations)



**04. MINISTRY OF PUBLIC INFRASTRUCTURE, NATIONAL DEVELOPMENT UNIT,
LAND TRANSPORT AND SHIPPING**

The salary schedule at pages 81 to 82 have been deleted and replaced by the revised salary schedule -

**04.01 BUS INDUSTRY EMPLOYEES WELFARE FUND
REVISED SALARY SCHEDULE**

- BIEWF 1 :** Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675
Office Attendant
- BIEWF 2 :** Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x
600 – 20675 x 750 – 26675
Receptionist/Word Processing Operator
- BIEWF 3 :** Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x
600 – 20675 x 750 – 27425
Clerk/Word Processing Operator
- BIEWF 4 :** Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675
Accounts Clerk
- BIEWF 5 :** Rs 20075 x 600 – 20675 x 750 – 29675 x 900 – 33275 QB 34175 x 1200 –
37775 x 1500 – 42275
Accounting Technician
- BIEWF 6 :** Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775
Programme Welfare Officer
- BIEWF 7 :** Rs 36575 x 1200 – 37775 x 1500 – 58775
Administrative Manager



04.02 CONSTRUCTION INDUSTRY DEVELOPMENT BOARD

Page 84

Driver/Handy Worker

To insert after paragraph 04.02.08 the following:

04.02.09 Representations have been received from management for the post of Driver/ Handy Worker to be reverted to its previous appellation of Handy Worker/Driver, as most of the core duties of the incumbent are related to office care duties.

Recommendation EOAC 70

04.02.10 The Committee recommends that the grade of Driver/Handy Worker be restored to its former appellation of Handy Worker/Driver.

04.02 CONSTRUCTION INDUSTRY DEVELOPMENT BOARD

REVISED SALARY SCHEDULE

- CIDB 1 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675
Handy Worker/Driver
formerly Driver/Handy Worker
- CIDB 2 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675
Word Processing Operator/Receptionist
- CIDB 3 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425
Clerical Officer/Higher Clerical Officer
- CIDB 4 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425
Technical Assistant
- CIDB 5 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275
Administrative Assistant
Technical Coordinator

04.02 CONSTRUCTION INDUSTRY DEVELOPMENT BOARD (Cont'd)

**CIDB 6 : Rs 20075 x 600 – 20675 x 750 – 29675 x 900 – 33275 QB 34175 x 1200 –
37775 x 1500 – 42275**

Accounting Technician

CIDB 7 : Rs 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000

Manager

formerly Technical Manager

Manager, Corporate Services

CIDB 8 : Rs 95000

Executive Director



04.03 NATIONAL TRANSPORT CORPORATION

Page 87

To insert after paragraph 04.03.06 the following:

Head Office Attendant

04.03.07 Representations have been made for the creation of a new grade of Head Office Attendant to better plan and monitor the job of Office Attendant.

Recommendation EOAC 71

04.03.08 The Committee recommends the creation of a new grade of Head Office Attendant on the establishment of NTC. Appointment to the grade would be made by promotion on the basis of experience and merit from officers in the grade of Office Attendant reckoning at least five years' service in the grade.

04.03.09 Representations have been made for the restyling of the following grades, as shown in the table hereunder:

Existing	Proposed
Telephone Operator	Telephone Operator/Receptionist
Depot Manager	NTC Regional Manager
IT Administrator/Analyst	Head IT Support Services

04.03.10 The Committee recommends accordingly.

Human Resource Officer/Senior Human Resource Officer, *formerly Senior Human Resource Officer*

Recommendation EOAC 72

04.03.11 The Committee also recommends that incumbents in the grade of Human Resource Officer/Senior Human Resource Officer possessing a Diploma in Human Resource Management or a Diploma with Human Resource Management as a major component or an equivalent qualification should be allowed to move incrementally in the master salary scale up to salary point Rs 39275 provided that they:

- (i) have drawn the top salary for a year;**
- (ii) have been efficient and effective in their performance during the preceding year; and**
- (iii) are not under report.**

04.03 NATIONAL TRANSPORT CORPORATION

REVISED SALARY SCHEDULE

- NTC 1 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Office Attendant
- NTC 2 : Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Telephone Operator/ Receptionist
formerly Telephone Operator
- NTC 3 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
General Manager's Personal Driver (Personal)
- NTC 4 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Head Office Attendant (New Grade)
- NTC 5 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925**
Assistant Stores Officer (Personal)
- NTC 6 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Word Processing Operator
- NTC 7 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerical Officer/Higher Clerical Officer
- NTC 8 : Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Computer Operator
- NTC 9 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Assistant Financial Operations Officer (Personal)
Assistant Procurement and Supply Officer (Personal)
Executive Officer
Purchasing and Supply Officer (Personal)

04.03 NATIONAL TRANSPORT CORPORATION (Cont'd)

- NTC 10 : Rs 18125 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Traffic Controller (Personal to incumbent in post as at 30.06.08)
- NTC 11 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375**
Data Entry Supervisor (Personal)
Senior Computer Operator
- NTC 12 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- NTC 13 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Data Entry Supervisor (Personal to Officer in post as at 30.06.03)
- NTC 14 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Financial Officer
formerly Financial Operations Officer
Procurement and Supply Officer
- NTC 15 : Rs 21425 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Senior Traffic Controller
- NTC 16 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Safety and Health Officer/Senior Safety and Health Officer
Technical Officer (Electrical and Electronics)
- NTC 17 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775**
Human Resource Officer/Senior Human Resource Officer
formerly Senior Human Resource Officer
- NTC 18 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Senior Financial Officer
formerly Senior Financial Operations Officer
- NTC 19 : Rs 20075 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275**
Industrial Relations Officer

04.03 NATIONAL TRANSPORT CORPORATION (Cont'd)

- NTC 20 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 –45275**
Technical and Mechanical Officer/Senior Technical and Mechanical Officer
- NTC 21 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
NTC Regional Manager
formerly Depot Manager
Traffic Planner
- NTC 22 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Systems Analyst
- NTC 23 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Accountant
Internal Auditor
- NTC 24 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Retread Plant Superintendent
- NTC 25 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Head IT Support Services
formerly IT Administrator/Analyst
Mechanical Engineer/Senior Mechanical Engineer (Personal)
- NTC 26 : Rs 37775 x 1500 – 58775**
Assistant Stores Manager (Inventory Management and Administration)
(Personal)
- NTC 27 : Rs 45275 x 1500 – 58775 x 1800 – 69575**
Financial Controller
HR Manager
Secretary/Administrative Manager
- NTC 28 : Rs 51275 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000**
Chief Engineer
Traffic Manager
- NTC 29 : Rs 83000**
Deputy General Manager (Personal)
- NTC 30 : Rs 102000**
General Manager



04.04 ROAD DEVELOPMENT AUTHORITY

Page 91

To insert after paragraph 04.04.06

Change in Appellation

04.04.06A Representations have been received from Managers (Civil Engineering) and Senior Managers (Civil Engineering) of the Road Development Authority to the effect that the merging of the grades of Manager (Civil Engineering) and Senior Manager (Civil Engineering) into a single grade of Manager/Senior Manager is demotivating and prejudicial to officers in post as it limits their future chances of promotion. Managers (Civil Engineering) and Senior Managers (Civil Engineering) in post have requested for a demerging of their grades. The Committee is recommending accordingly

Recommendation EOAC 73

04.04.06B The Committee therefore recommends that Managers and Senior Managers of the Road Development Authority should retain their appellation of Managers (Civil Engineering) and Senior Managers (Civil Engineering) as was the case prior to the implementation of the 2013 PRB Report. The necessary amendments are being made to the salary schedule of the RDA accordingly.

Pages 92 and 93

To delete paragraph 04.04.09 and whole content

To replace by the following:

Special Professional Retention Allowance

Recommendation EOAC 74

04.04.9 The Committee recommends, with effect from 01 January 2013 and up to the next overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector, the payment of a monthly Special Professional Retention Allowance to officers of the RDA in the Engineering cadre as specified in the table below:

Salary	SPRA % of Monthly Salary
Rs 27425 up to Rs 55775 and reckoning at least 5 years' service in their respective grade	7
Above Rs 55775 and up to Rs 62375	7
Above Rs 62375 and up to Rs 77000	10
Above Rs 77000 and up to Rs 92000	12.5

Human Resource Officer/Senior Human Resource Officer, *formerly Senior Human Resource Officer*

Recommendation EOAC 75

04.04.10B The Committee also recommends that incumbents in the grade of Human Resource Officer/Senior Human Resource Officer possessing a Diploma in Human Resource Management or a Diploma with Human Resource Management as a major component or an equivalent qualification should be allowed to move incrementally in the master salary scale up to salary point Rs 39275 provided that they :

- (i) have drawn the top salary for a year;
- (ii) have been efficient and effective in their performance during the preceding year; and
- (iii) are not under report.

04.04 ROAD DEVELOPMENT AUTHORITY

REVISED SALARY SCHEDULE

RDA 1 : Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175
General Worker

RDA 2 : Rs 12425 x 250 – 12925
Trainee Assistant Inspector of Works

04.04 ROAD DEVELOPMENT AUTHORITY (Cont'd)

- RDA 3 : Rs 12425 x 250 – 13175**
Trainee Surveyor (New Grade)
- RDA 4 : Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825**
Lorry Loader
- RDA 5 : Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175**
Handy Worker
- RDA 6 : Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525**
Stores Attendant
Tradesman's Assistant
- RDA 7 : Rs 9925 x 250 – 13675 x 300 – 15475 x 350 – 16875**
Handy Worker (Special Class)
- RDA 8 : Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225**
Security Guard
formerly Watchman
- RDA 9 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Herbicide Sprayerman
Office Attendant
- RDA 10 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575**
Plant and Equipment Operator
- RDA 11 : Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x
600 – 20675**
Survey Field Worker/Senior Survey Field Worker
- RDA 12 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x
600 – 20675**
Driver

04.04 ROAD DEVELOPMENT AUTHORITY (Cont'd)

- RDA 13 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Field Supervisor
formerly Gangman
Leading Hand
- RDA 14 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Blacksmith
Carpenter
Mason
Painter
Welder
- RDA 15 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Senior/Head Office Attendant
- RDA 16 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Receptionist/Telephone Operator
- RDA 17 : Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Driver (Heavy Vehicles above 5 tons)
Driver (Mechanical Unit)
- RDA 18 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425**
Laboratory Attendant
- RDA 19 : Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425**
Senior Field Supervisor
formerly Senior Gangman
Senior Leading Hand
- RDA 20 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25175**
Plan Printing Operator

04.04 ROAD DEVELOPMENT AUTHORITY (Cont'd)

- RDA 21 : Rs 15175 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925**
Head Survey Field Worker
- RDA 22 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Word Processing Operator
- RDA 23 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Assistant Foreman/Foreman (Personal)
- RDA 24 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerical Officer/Higher Clerical Officer
- RDA 25 : Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Chief Blacksmith
Chief Carpenter
Chief Mason
Chief Painter
Chief Welder
Foreman
- RDA 26 : Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175**
Senior Laboratory Attendant
- RDA 27 : Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Assistant Inspector of Works
Survey Technician
- RDA 28 : Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Senior Word Processing Operator

04.04 ROAD DEVELOPMENT AUTHORITY (Cont'd)

- RDA 29 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Accounts Clerk
Assistant Procurement and Supply Officer
Executive Officer
- RDA 30 : Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475**
Office Supervisor
- RDA 31 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375**
Technical Design Officer
formerly Draughtsman
- RDA 32 : Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275**
Inspector of Works
- RDA 33 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- RDA 34 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Accounts Officer
Higher Executive Officer
Procurement and Supply Officer
Assistant Personnel Officer
- RDA 35 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Computer Technician
Safety and Health Officer/Senior Safety and Health Officer
Technical Officer (Civil Engineering)
Technical Officer (Materials Testing Laboratory)
Technical and Mechanical Officer
- RDA 36 : Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Senior Technical Design Officer
formerly Senior Draughtsman
Senior Inspector of Works

04.04 ROAD DEVELOPMENT AUTHORITY (Cont'd)

- RDA 37 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775**
Human Resource Officer/Senior Human Resource Officer
formerly Senior Human Resource Officer
- RDA 38 : Rs 26675 x 75 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Senior Accounts Officer
Senior Procurement and Supply Officer
- RDA 39 : Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775**
Office Superintendent
- RDA 40 : Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275**
Chief Inspector of Works
Senior Technical Officer (Civil Engineering)
Senior Technical Officer (Materials Testing Laboratory)
- RDA 41 : Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 46775**
Principal Technical Design Officer
formerly Principal Draughtsman
- RDA 42 : Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 48275**
Principal Procurement and Supply Officer
- RDA 43 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Administrative Officer
- RDA 44 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Surveyor
Systems Administrator
- RDA 45 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Accountant
Human Resource Management Officer
Internal Auditor
- RDA 46 : Rs 34175 x 1200 – 37775 x 1500 – 52775**
Materials Testing Officer
Principal Technical Officer (Civil Engineering)
Superintendent of Works

04.04 ROAD DEVELOPMENT AUTHORITY (Cont'd)

- RDA 47 : Rs 34175 x 1200 – 37775 x 1500 – 55775**
Chief Technical Design Officer
formerly Chief Draughtsman
- RDA 48 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 55775**
Manager (Civil Engineering)
Senior Surveyor
- RDA 49 : Rs 36575 x 1200 – 37775 x 1500 – 58775**
Senior Manager (Civil Engineering)
- RDA 50 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775 x 1800 – 62375**
Administrative Manager
- RDA 51 : Rs 45275 x 1500 – 58775 x 1800 – 65975**
Assistant Divisional Manager (Civil Engineering)
Head Surveyor
- RDA 52 : Rs 45275 x 1500 – 58775 x 1800 – 69575**
Financial Manager
- RDA 53 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000**
Divisional Manager (Civil Engineering)
- RDA 54 : Rs 89000**
Deputy General Manager
- RDA 55 : Rs 102000**
General Manager



04.05 SEAFARER'S WELFARE FUND

The salary schedule at pages 101 to 102 have been deleted and replaced by the revised salary schedule -

04.05 SEAFARER'S WELFARE FUND

REVISED SALARY SCHEDULE

SeWF 1 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675

Driver/Office Care Attendant
formerly Office Care Attendant/Driver

SeWF 2 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425

Clerical Officer/Word Processing Operator

SeWF 3 : Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275 QB 34175 x 1200 – 35375

Welfare Liaison Officer

SeWF 4 : Rs 20075 x 600 – 20675 x 750 – 29675 x 900 – 33275 QB 34175 x 1200 – 37775 x 1500 – 42275

Accounting Technician

SeWF 5 : Rs 36575 x 1200 – 37775 x 1500 – 58775

Secretary



06. MINISTRY OF HOUSING AND LANDS**06.01 TOWN AND COUNTRY PLANNING BOARD**

The salary schedule at pages 103 and 104 has been deleted and replaced by the revised salary schedule -

REVISED SALARY SCHEDULE

- TCP 1 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Office Attendant
- TCP 2 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver
- TCP 3 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Word Processing Operator
- TCP 4 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerk
- TCP 5 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Executive Officer
- TCP 6 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- TCP 7 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Higher Executive Officer
- TCP 8 : Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275 QB 34175 x 1200 – 37775 x 1500 – 39275**
Planning Inspector
- TCP 9 : Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275**
Senior Planning Inspector

06.01 TOWN AND COUNTRY PLANNING BOARD (Cont'd)

TCP 10 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775
Planning Officer

TCP 11 : Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775
Chief Planning Inspector

TCP 12 : Rs 37775 x 1500 – 58775 x 1800 – 65975
Administrative Manager
formerly Administrative Secretary



**07. MINISTRY OF SOCIAL SECURITY, NATIONAL SOLIDARITY AND REFORM
INSTITUTIONS**

07.01 CHAGOSSIAN WELFARE FUND

The salary schedule at page 106 has been deleted and replaced by the revised salary schedule -

REVISED SALARY SCHEDULE

- CWF 1 : Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225**
Security Guard
formerly Watchman
- CWF 2 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Caretaker/Gardener
- CWF 3 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x
600 – 20675 x 750 – 28925**
Management Support Officer (CWF)
formerly Officer



07.02 NATIONAL SOLIDARITY FUND

Page 108

Administrative Secretary

To delete paragraph 07.02.09 and whole content

To replace by the following:

Recommendation EOAC 76

07.02.09 The Committee recommends that the Administrative Secretary possessing a degree, on reaching the top of the salary scale, be allowed to move incrementally in the master salary scale up to Rs 37775, provided that the officer has:

- (i) drawn the top salary for a year;
- (ii) been efficient and effective in their performance during the preceding year; and
- (iii) not been under report.

07.02 NATIONAL SOLIDARITY FUND

REVISED SALARY SCHEDULE

- NSF 1 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675
Office Care Attendant (New Grade)
- NSF 2 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x
600 – 20675 x 750 – 27425
Clerk/Word Processing Operator (New Grade)
- NSF 3 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375
Financial Officer (New Grade)
- NSF 4 : Rs 21425 x 750 – 29675 x 900 – 34175 x 1200 – 35375
Administrative Secretary



07.04 TRAINING AND EMPLOYMENT OF DISABLED PERSONS BOARD

The salary schedule at pages 120 and 121 has been deleted and replaced by the revised salary schedule -

REVISED SALARY SCHEDULE

- TEDPB 1 : Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15175**
General Worker
- TEDPB 2 : Rs10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Office/Transport Attendant
- TEDPB 3 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19025**
Workshop Assistant (New Grade)
- TEDPB 4 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver/Office Attendant
formerly Driver
- TEDPB 5 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Receptionist/Telephone Operator
- TEDPB 6 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925**
Assistant Stores Officer (Personal)
- TEDPB 7 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Assistant Instructor/Inst utor
- TEDPB 8 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerk/Word Processing Operator
- TEDPB 9 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Customer Service Clerk

07.04 TRAINING AND EMPLOYMENT OF DISABLED PERSONS BOARD (Cont'd)

TEDPB 10 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 –35375

Disability Employment Officer

TEDPB 11 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 –35375

Confidential Secretary

TEDPB 12 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 –35375

Accounts Officer
Higher Executive Officer

TEDPB 13 : Rs 77000

General Manager



08. MINISTRY OF EDUCATION & HUMAN RESOURCES

08.01 EARLY CHILDHOOD CARE AND EDUCATION AUTHORITY

Page 125

IT Officer (New Grade)

To insert after paragraph 08.01.17

08.01.17A Management has submitted that the National Curriculum Framework for the Pre-Primary Sector provides for the development of an Early Years IT Programme for pre-school children and the need for pre-primary schools to be equipped with computers. A request has been submitted for the creation of a new grade of IT Officer to implement and maintain the IT Programme.

Recommendation EOAC 77

08.01.17B The Committee recommends the creation of a grade of IT Officer to be filled by selection from among candidates possessing a degree in Computer Science or related fields or an equivalent qualification acceptable to the Authority and reckoning at least one year post-qualification experience in IT.

08.01.17C The IT Officer would be required, amongst others, to ensure development of appropriate media tools for the proper implementation of the National Curriculum Framework; provide IT support and training to end-users; assist in the maintenance and updating of the website of the organization and application software; and perform daily back-up of the organisation's data.

Page 126

To delete paragraph 08.01.21 and whole content

To replace by the following:

Recommendation EOAC 78

08.01.21 The Committee recommends that teachers seconded to the Lois Lagesse Trust Fund to work with visually impaired children be paid a monthly allowance of Rs 850.

08.01 EARLY CHILDHOOD CARE AND EDUCATION AUTHORITY

REVISED SALARY SCHEDULE

ECCEA 1 : Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475

Attendant

08.01 EARLY CHILDHOOD CARE AND EDUCATION AUTHORITY (Cont'd)

- ECCEA 2 : Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175**
Handy Worker
- ECCEA 3 : Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175**
Caretaker
- ECCEA 4 : Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525**
Stores Attendant
- ECCEA 5 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Resource Centre/Documentation Attendant
formerly Library Attendant
- ECCEA 6 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18125**
Caretaker (Personal to employees in post as at 30.06.93)
- ECCEA 7 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver/Office Attendant
formerly Office Attendant/Driver
- ECCEA 8 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Receptionist/Telephone Operator
- ECCEA 9 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425 QB 25775 x 750 – 27425**
Teacher
- ECCEA 10 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerk/Word Processing Operator
- ECCEA 11 : Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Teacher-in-Charge

08.01 EARLY CHILDHOOD CARE AND EDUCATION AUTHORITY (Cont'd)

- ECCEA 12 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
 Accounts Clerk
 Assistant Procurement and Supply Officer
 Executive Officer
 Purchasing and Supply Officer (Personal)
- ECCEA 13 : Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475**
 Assistant Coordinator (ECCEA)
formerly Teacher Educator/Supervisor
- ECCEA 14 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
 Confidential Secretary
- ECCEA 15 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
 IT Support Officer
 Resource Centre/Documentation Officer
formerly Library and Documentation Officer
 Safety and Health Officer/Senior Safety and Health Officer
 Technical Officer
- ECCEA 16 : Rs 23675 x 750 – 29675 x 900 – 36575 QB 37775 x 1500 – 46775**
 Coordinator (ECCEA)
formerly Senior Teacher Educator/Supervisor
Principal Teacher Educator/Supervisor
- ECCEA 17 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
 Human Resource Management Officer
 IT Officer (New grade)
- ECCEA 18 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
 Accountant
 Internal Auditor
- ECCEA 19 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
 Administrative Secretary (New Grade)
- ECCEA 20 : Rs 89000**
 Director



08.02 HUMAN RESOURCE DEVELOPMENT COUNCIL

Page 130

To insert after paragraph 08.02.10

08.02.10A The Human Resource Development Council (HRDC) has submitted that, following a decision of the Council in 2008, the Pay Research Bureau was requested to report on the Salary and Grading Structure of the HRDC. The Report of the Bureau was issued in June 2009. However, following another Report submitted by an external consultant, the salaries of some of the grades at senior management level were adjusted by way of top-up allowances and extension of salary scales, whichever was applicable. It has been represented that the PRB 2013 Report did not take into consideration the recommendations made by the external consultant while determining the new salaries of the grades concerned at the Council. The Committee considers that this matter is neither an error nor an anomaly nor an omission arising out of the 2013 PRB Report and as such the matter should be dealt with at the level of the Council.

08.02 HUMAN RESOURCE DEVELOPMENT COUNCIL**REVISED SALARY SCHEDULE**

HRDC 1	:	Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 Driver/Messenger
HRDC 2	:	Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425 Handy Worker (Skilled) (New Grade)
HRDC 3	:	Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22175 General Assistant/Senior General Assistant
HRDC 4	:	Rs 11675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22175 General Assistant/Senior General Assistant (Personal to employees in post as at 30.06.2008)

08.02 HUMAN RESOURCE DEVELOPMENT COUNCIL (contd)

- HRDC 5 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Receptionist/Telephone Operator
- HRDC 6 : Rs 13975 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Driver/Messenger (Personal to employees in post as at 30.06.2008)
- HRDC 7 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Clerk/Word Processing Operator/Senior Clerk/Word Processing Operator
(Personal to holder in post as at 30.06.2008)
- HRDC 8 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Management Support Officer (HRDC)
formerly Officer
- HRDC 9 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Accounts Clerk
- HRDC 10 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
Executive Assistant/Senior Executive Assistant
- HRDC 11 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Procurement and Supply Officer
- HRDC 12 : Rs 20075 x 600 – 20675 x 750 – 29675 x 900 – 33275 QB 34175 x 900 - 34175 x 1200 – 37775 x 1500 – 48275**
Accounting Technician/Senior Accounting Technician
- HRDC 13 : Rs 20075 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275 QB 40775 x 1500 – 48275**
Accounting Technician/Senior Accounting Technician (Personal to holder in post as at 30.06.2008)

08.02 HUMAN RESOURCE DEVELOPMENT COUNCIL (contd)

- HRDC 14 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
IT Officer
- HRDC 15 : Rs 28175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Public Relations and Communication Officer
- HRDC 16 : Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Administrative/Human Resource Management Officer
formerly Administrative Assistant
- HRDC 17 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Accountant/Senior Accountant
- HRDC 18 : Rs 36575 x 1200 – 37775 x 1500 – 58775**
Research and Development Officer
Systems Administrator
- HRDC 19 : Rs 49775 x 1500 – 58775 x 1800 – 65975**
Research and Development Coordinator
- HRDC 20 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 86000**
Manager, Corporate
Manager, Finance
Manager, Research and Consultancy
- HRDC 21 : Rs 95000**
Deputy Director
- HRDC 22 : Rs 102000**
Director



08.03 MAHATMA GANDHI INSTITUTE**Page 136****Senior Educator (Secondary) (New Grade)****To delete paragraph 08.03.11 and whole content****To replace by the following:****Recommendation EOAC 79**

08.03.11 The Committee recommends the creation of a grade of Senior Educator (Secondary). Appointment thereto, should be made by promotion from among Educators (Secondary) possessing the qualifications required to cross the Qualification Bar (QB) in the salary of the grade and reckoning at least 15 years' experience in the grade.

Page 137**Educator (Secondary)****To delete paragraph 08.03.18 (ii), (iv), (v) and (vi) and whole content****To replace by the following:****Recommendation EOAC 80**

08.03.18 The Committee recommends that:

- (i) candidates possessing a post 'A' Level Degree and appointed Educator (Secondary) should join the recommended salary scale at salary point Rs 23675;
- (ii) Educators (Secondary) drawing a monthly salary of less than Rs 23675 should, on obtention of qualifications to cross the QB in the salary scale, be allowed to join the recommended salary scale at salary point of Rs 23675;
- (iii) Educators (Secondary) satisfying the requirement to cross the QB, would, on reaching the top salary point of Rs 52775, be allowed to move incrementally in the master salary scale up to salary point of Rs 57275 provided that they:
 - a) have drawn the top salary for a year;
 - b) have been efficient and effective in their performance during the preceding year; and
 - c) are not under report.

- (iv) the monthly allowance of Rs 1800 payable to Educators (Secondary) not possessing the qualifications to cross the QB and who are called upon to teach sixth form subjects in scarcity areas for a maximum of eight periods weekly, should be revised to Rs 2250. On obtention of the qualifications required to cross the QB, incumbents in the grade of Educator (Secondary) would be eligible to a salary point arrived at after adding the allowance to the basic salary or to draw the higher salary point where the sum thus obtained is between two salary points and would draw the new determined salary of Rs 23675 whichever is the higher.

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To delete paragraphs 08.03.20 and 08.03.21 and whole content

To replace by the following:

Allowance to Head of School and Head of Department

Recommendation EOAC 81

- 08.03.20 The Committee recommends that Academics who are assigned the duties of Head of School should be paid a revised monthly allowance of Rs 1800.
- 08.03.21 The Committee further recommends that Educators (Secondary) who are assigned the duties of Head of Department should (a) be paid a revised allowance of Rs 1450 monthly, and (b) continue to teach their subject of specialisation for 25 periods weekly.

To insert after paragraph 08.03.21

Head, Centre for Performing Arts

Change in Appellation

- 08.03.21A Management has informed the Committee that, as per decision of the MGI and RTI Council, the appellation “Centre for Performing Arts” has been changed to “Department of Creativity and Performance”.

Recommendation EOAC 82

- 08.03.21B In line with the change of appellation, the Committee recommends that the appellation of “Head, Centre for Performing Arts” be changed to “Head, Department of Creativity and Performance”.

To insert after paragraph 08.03.25

Human Resource Management Officer (New Grade)

08.03.25A Management has submitted that, with the expansion of the services of the MGI, there is need for an officer at a higher level to deal with the complex HR issue in the organisation.

Recommendation EOAC 83

08.03.25B **The Committee, therefore, recommends the creation of a grade of Human Resource Management Officer to be filled from among candidates possessing a Degree in Human Resource Management or a Degree with Human Resource Management as a major component or an equivalent qualification and reckoning at least two years' post-qualification experience in the field of human resource management.**

08.03.25C The Human Resource Management Officer would be required, amongst others, to be responsible for the formulation and implementation of human resource strategies, policies and practices in line with applicable laws, regulations and best practices; to deal with matters relating to recruitment and selection of employees; including appointment, promotion, retirement, training; to process and keep annual performance appraisal reports and to develop a training strategy for staff members.

Human Resource Officer/Senior Human Resource Officer, *formerly Senior Human Resource Officer*

Recommendation EOAC 84

08.03.25D **The Committee also recommends that incumbents in the grade of Human Resource Officer/Senior Human Resource Officer possessing a Diploma in Human Resource Management or a Diploma with Human Resource Management as a major component or an equivalent qualification should be allowed to move incrementally in the master salary scale up to salary point Rs 39275 provided that they :**

- (i) have drawn the top salary for a year;
- (ii) have been efficient and effective in their performance during the preceding year; and
- (iii) are not under report.

To insert after paragraph 08.03.25D

Change in Appellation

08.03.25E Management has represented that the appellation of Assistant Lecturer/Lecturer be restyled Lecturer to be at par with similar grades at the University of Mauritius.

Recommendation EOAC 85

08.03.25F The Committee, therefore, recommends that the grade of Assistant Lecturer/Lecturer be restyled Lecturer.

08.03 MAHATMA GANDHI INSTITUTE

REVISED SALARY SCHEDULE

MGI 1	:	Rs 7425 x 225 – 9675 x 250 – 13675 x 300 –15175 General Worker
MGI 2	:	9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 - 16175 Handy Worker
MGI 3	:	Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525 Stores Attendant
MGI 4	:	Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 –17675 Farm Attendant Gardener Guest House Attendant Museum Attendant Office Attendant Workshop Assistant
MGI 5	:	Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 Driver
MGI 6	:	Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425 Carpenter Electrician Mason Painter Plumber and Pipe Fitter

08.03 MAHATMA GANDHI INSTITUTE (Cont'd)

- MGI 7 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Senior/Head Office Attendant
Senior/Head Workshop Assistant
Supervising Attendant
- MGI 8 : Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Head Gardener
- MGI 9 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Receptionist/Telephone Operator
- MGI 10 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425**
Clerk Assistant
- MGI 11 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 21425 QB 22175 x 600 – 20675 x 750 – 24425**
Assistant Technician (Printing)
- MGI 12 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425**
Computer Laboratory Attendant
Laboratory Attendant
- MGI 13 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Overseer
- MGI 14 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Word Processing Operator
Word Processing Operator (Oriental Language)
- MGI 15 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Archives Officer
Clerical Officer/Higher Clerical Officer
Library Clerk

08.03 MAHATMA GANDHI INSTITUTE (Cont'd)

- MGI 16 : Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Foreman
- MGI 17 : Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175**
Senior Laboratory Attendant
- MGI 18 : Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Senior Word Processing Operator
- MGI 19 : Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675 QB 27425 x 750 – 28925**
Senior Assistant Technician (Printing)
- MGI 20 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Accounts Clerk
Executive Officer
Stores Officer (Personal)
- MGI 21 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Microfilm Operator
Senior Library Clerk
- MGI 22 : Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475**
Office Supervisor
- MGI 23 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375**
Performing Artiste
- MGI 24 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Assistant Instructor (Personal)
- MGI 25 : Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Technician

08.03 MAHATMA GANDHI INSTITUTE (Cont'd)

- MGI 26 : Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375 QB 33275 x 900 – 34175 x 1200 – 35375**
Assistant Editor
- MGI 27 : Rs 16875 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Usher/Senior Usher
- MGI 28 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- MGI 29 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Accounts Officer
Higher Executive Officer
Procurement and Supply Officer
- MGI 30 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Computer Technician
Graphic Artist
Library Officer
Maintenance Officer
Printing Officer
Safety and Health Officer/Senior Safety and Health Officer
- MGI 31 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 37775**
Human Resource Officer/Senior Human Resource Officer
formerly Senior Human Resource Officer
- MGI 32 : Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Senior Performing Artiste
- MGI 33 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Senior Accounts Officer
Senior Assistant Editor (Future Holder)
Senior Executive Officer
Senior Procurement and Supply Officer
- MGI 34 : Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775**
Office Superintendent
Senior Assistant Editor (Personal to holder of post as at 31.12.12)

08.03 MAHATMA GANDHI INSTITUTE (Cont'd)

- MGI 35 : Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 48275**
Principal Procurement and Supply Officer
- MGI 36 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 36575 QB
37775 x 1500 – 52775**
Educator (Secondary)
- MGI 37 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x
1200 – 37775 x 1500 – 42275 QB 43775 x 1500 – 52775**
Educator (Secondary) (Personal to holders of post as at 30.06.2003)
- MGI 38 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Administrative Officer
Curator (Folk Museum)
- MGI 39 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Librarian
Counsellor
- MGI 40 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Accountant
Internal Auditor
Human Resource Management Officer (New Grade)
- MGI 41 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
IT Administrator
- MGI 42 : Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Lecturer
formerly Assistant Lecturer/Lecturer
- MGI 43 : Rs 36575 x 1200 – 37775 x 1500 – 58775**
Senior Educator (Secondary) (New Grade)
- MGI 44 : Rs 35375 x 1200 – 37775 x 1500 – 58775 x 1800 – 62375**
Deputy Rector

08.03 MAHATMA GANDHI INSTITUTE (Cont'd)

- MGI 45 : Rs 36575 x 1200 – 37775 x 1500 – 58775 x 1800 – 65975**
Assistant Registrar
Head, Gandhian Basic School
Head, Publishing and Printing Dept
- MGI 46 : Rs 45275 x 1500 – 58775 x 1800 – 69575**
Senior Lecturer
- MGI 47 : Rs 48275 x 1500 – 58775 x 1800 – 69575**
Head, Library and Archives
Rector
- MGI 48 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000**
Assistant Director (Schooling) (New Grade)
Programme Co-ordinator
Registrar
- MGI 49 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 83000**
Associate Professor
Bursar
- MGI 50 : Rs 89000**
Secretary (MGI/RTI)
- MGI 51 : Rs 95000**
Professor
- MGI 52 : Rs 96000**
Director (Mahatma Gandhi Institute)
Director (Schooling) (MGI/RTI)
- MGI 53 : Rs 108000**
Director General (MGI/RTI)



08.04 MAURITIUS EXAMINATIONS SYNDICATE**Page 147****To insert after paragraph 08.04.06****Administrative/Deputy Secretary (New Grade)**

08.04.06A Management has submitted that there is need for an additional level just below that of the Secretary in view of the increased workload and responsibilities. **The Committee is agreeable to the request and is recommending accordingly.**

Recommendation EOAC 86

08.04.06B **The Committee recommends the creation of a grade of Administrative/Deputy Secretary to be filled either from among candidates possessing a degree in the field of administration, management or a related field, a Master's degree in Management or Administration together with at least five years' post-graduate experience or by selection from among employees of the MES who reckon at least four years' service in the grades of Senior Examinations Officer (Administration), Senior Examinations Officer (Data Processing) and Research and Development Officer.**

08.04.06C The Administrative/Deputy Secretary would be required, amongst others, to deputise for the Secretary and assist him in his functions; to assist in the effective management of the various sections of the MES; to be responsible for the effective implementation of the Performance Management System at the MES and to prepare briefs, reports, statistics as may be required; to assist in risk and quality assurance.

IT Officer (New Grade)**Technical Assistant (Computer)**

08.04.06D Representations have been submitted that, following the reorganization of the IT Division and the computerization of the various sections of the MES, there is need to review the structure. The Committee is, therefore, providing for new grades of IT Officer and Technical Assistant (Computer) to reinforce the IT Division.

Recommendation EOAC 87

08.04.06E **The Committee recommends the creation of a grade of IT Officer. Appointment to the grade should be made by selection from among candidates possessing a Degree in Computer Science or a Degree with Computer Science as a major component or an equivalent qualification and reckoning at least two years' post-qualification experience in the field.**

08.04.06F The IT Officer would be responsible, amongst others, for the installation and maintenance of software on network workstations; to assist in the implementation of new IT applications; to be responsible for the troubleshooting and maintenance of hardware and network; to provide IT support and training to end users.

Recommendation EOAC 88

08.04.06G The Committee also recommends the creation of a grade of Technical Assistant (Computer). Appointment thereto should be made from among serving officers of the MES who possess the Cambridge School Certificate, a Certificate in Information Technology or an equivalent IT related certification and proven experience in IT repairs, network configuration and operating systems.

08.04.06H The Technical Assistant (Computer) would be required, amongst others, to assist the Computer Technician in the installation and maintenance of software on network workstations, in the provision of IT support to end-users, in troubleshooting and maintenance of hardware.

08.04 MAURITIUS EXAMINATIONS SYNDICATE

REVISED SALARY SCHEDULE

MES 1	:	Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175 General Worker
MES 2	:	Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225 Security Guard <i>formerly Watchman</i>
MES 3	:	Rs 15475 Safety and Health Officer (Part time)
MES 4	:	Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675 Gardener
MES 5	:	Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575 Examinations Attendant

08.04 MAURITIUS EXAMINATIONS SYNDICATE (Cont'd)

- MES 6 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575**
Senior Gardener
- MES 7 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver
- MES 8 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Binder
Handy Worker/Tradesman
- MES 9 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Receptionist/Telephone Operator
- MES 10 : Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Senior Examinations Attendant
- MES 11 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925**
Assistant Stores Officer (Personal)
- MES 12 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Technical Assistant (Electrical Installation and Maintenance)
Technical Assistant (Practical Examinations)
Technical Assistant (Printing)
Technical Assistant (Computer) (New Grade)
- MES 13 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerk/Word Processing Operator
Examinations Clerk
- MES 14 : Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Foreman

08.04 MAURITIUS EXAMINATIONS SYNDICATE (Cont'd)

- MES 15 : Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Security Officer
- MES 16 : Rs 16875 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Assistant Head of Printing
- MES 17 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Accounts Clerk
Assistant Procurement and Supply Officer
Data Processing Assistant
Examinations Assistant
Stores Officer (Personal)
- MES 18 : Rs 20675 x 750 – 29675 x 900 – 32375**
Senior Security Officer
- MES 19 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- MES 20 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Financial Officer
formerly Financial Operations Officer
Procurement and Supply Officer
Senior Data Processing Assistant
Senior Examinations Assistant
- MES 21 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Senior Confidential Secretary (Personal)
- MES 22 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 39275**
Computer Technician
Documentation Officer
Maintenance Officer
- MES 23 : Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 39275**
Programmer

08.04 MAURITIUS EXAMINATIONS SYNDICATE (Cont'd)

- MES 24 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Senior Financial Officer
formerly Senior Financial Operations Officer
Senior Procurement and Supply Officer
- MES 25 : Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275**
Examinations Superintendent
Head of Printing
- MES 26 : Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275**
Research and Development Assistant
Senior Programmer
- MES 27 : Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 48275**
Principal Financial Officer
formerly Principal Financial Operations Officer
- MES 28 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Administrative Officer
- MES 29 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Systems Administrator
IT Officer (New Grade)
- MES 30 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Human Resource Management Officer
- MES 31 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Administrative Officer (Personal to officers in post as at 30.06.08)
- MES 32 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Examinations Officer (Administration)
Examinations Officer (Data Processing)
- MES 33 : Rs 37775 x 1500 – 58775**
Manager (Procurement and Supply)

08.04 MAURITIUS EXAMINATIONS SYNDICATE (Cont'd)

- MES 34 : Rs 36575 x 1200 – 37775 x 1500 – 58775 x 1800 – 69575**
Research and Development Officer
- MES 35 : Rs 45275 x 1500 – 58775 x 1800 – 69575**
Financial Manager
Senior Examinations Officer (Administration)
Senior Examinations Officer (Data Processing)
- MES 36 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000**
Administrative/Deputy Secretary (New Grade)
- MES 37 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000**
Principal Examinations Officer
- MES 38 : Rs 64175 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000**
Principal Research and Development Officer
Secretary
- MES 39 : Rs 92000**
Deputy Director
- MES 40 : Rs 102000**
Director



08.05 MAURITIUS INSTITUTE OF EDUCATION

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To delete paragraph 08.05.13 and whole content

To replace by the following:

Allowance to Head of School and Head of Department

Recommendation EOAC 89

08.05.13 The Committee recommends that the Head of School and Head of Department be paid a monthly allowance of Rs 1830 and Rs 1525 respectively.

To insert after paragraph 08.05.13

Change in Appellation

08.05.13A Representations have been received for the appellation of Assistant Lecturer/Lecturer to be restyled Lecturer so as to be at par with the similar grades at the University of Mauritius.

Recommendation EOAC 90

08.03.13B The Committee, therefore, recommends that the grade of Assistant Lecturer/Lecturer at the MIE be restyled Lecturer.

Analyst/Programmer (New Grade)

08.03.13C Management has submitted that the MIE is now a full-fledged Open and Distance Learning Centre responsible for running distance education as well as digitilisation of all curriculum materials. In order to meet the growing demands for on line learning and distance learning courses, there is need for an Analyst Programmer to perform a number of programming tasks. The Committee is agreeable to the request and is recommending accordingly.

Recommendation EOAC 91

08.03.13D The Committee recommends the creation of a grade of Analyst Programmer to be filled by selection from among candidates possessing a Degree in Computer Science or Information Technology or a Degree with Computer Science or Information Technology as a major component or an equivalent qualification and reckoning at least five years' experience in analyst/programming duties and have a good knowledge of Oracle, SQL Server/PHP with relational databases.

08.03.13E The Analyst/Programmer would be required, amongst others, to perform a number of programming tasks such as online applications, examination procedures, declaration of results, online quality assurance feedback for students, hosting and maintaining the website of MIE, to carry out maintenance and support of assigned systems and to test, debug and document software developed both internally and externally.

Senior Assistant Technician (Printing) (New Grade)

08.3.13F Management has submitted that the load of work in the Printing Section has increased considerably as the MIE is responsible for the Curriculum Development of Pre-Primary, Primary and Secondary (Pre-Vocational) textbooks. A request has been made for a supervisory level to coordinate all the activities of the Printing Section. **The Committee is agreeable to the request and is recommending accordingly.**

Recommendation EOAC 92

08.3.13G The Committee recommends the creation of a grade of Senior Assistant Technician (Printing) to be filled by promotion of officers in the grade of Assistant Technician (Printing) who possess either the National Trade Certificate Level 3 delivered by the Mauritius Institute of Training and Development or a Record of Unit Credit issued by the Mauritius Examinations Syndicate.

08.3.13H The Senior Assistant Technician (Printing) would be responsible, amongst others, for the smooth running of the composition, printing and binding units of the Printing Section; to help and guide compositors, pressman and binders in their day-to-day work; to arrange for proof-reading, correction of proofs, lay-out, artwork and block work; and to be responsible for the maintenance, cleaning and orderly set-up of machines and equipment.

08.05 MAURITIUS INSTITUTE OF EDUCATION

REVISED SALARY SCHEDULE

MIE 1 : Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175
General Worker

MIE 2 : Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525
Stores Attendant

08.05 MAURITIUS INSTITUTE OF EDUCATION (Cont'd)

- MIE 3 : Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225**
Security Guard
formerly Watchman
- MIE 4 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Gardener
Library Attendant
Office Attendant
- MIE 5 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575**
Senior Gardener
- MIE 6 : Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19025**
Senior Library Attendant
- MIE 7 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver/Messenger
Printing Assistant (Personal)
Technical Attendant
- MIE 8 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 20675 x 750 – 21425**
Binder
Handy Worker (Multi Skilled)
Cabinet Maker/Carpenter
Electrician
Painter
- MIE 9 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 200675 x 750 – 21425**
Senior/Head Office Attendant
- MIE 10 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Receptionist/Telephone Operator

08.05 MAURITIUS INSTITUTE OF EDUCATION (Cont'd)

- MIE 11 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425**
Technical Attendant (Personal)
formerly Laboratory Attendant
Resources Centre Attendant
Workshop Attendant
(in post as at 30.06.93)
- MIE 12 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 20675 x 750 – 21425 QB 22175 x 750 – 24425**
Assistant Technician (Printing)
- MIE 13 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Word Processing Operator
- MIE 14 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerical Officer/Higher Clerical Officer
Clerk/Word Processing Operator
- MIE 15 : Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Senior Binder
- MIE 16 : Rs 16875 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175**
Senior Assistant Technician (Printing) (New Grade)
- MIE 16A : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Library Clerk/Senior Library Clerk
- MIE 17 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Assistant Financial Officer
formerly Assistant Financial Operations Officer
Assistant Procurement and Supply Officer
Executive Officer

08.05 MAURITIUS INSTITUTE OF EDUCATION (Cont'd)

- MIE 18 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Educational Data Assistant
- MIE 19 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- MIE 20 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Technician
- MIE 21 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Financial Officer
formerly Financial Operations Officer
Higher Executive Officer
Procurement and Supply Officer
- MIE 22 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Computer Technician
Graphic Designer
Library Officer
Maintenance Officer
Safety and Health Officer/Senior Safety and Health Officer (New Grade)
- MIE 23 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Senior Financial Officer
formerly Senior Financial Operations Officer
Senior Procurement and Supply Officer
- MIE 24 : Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275**
Principal Executive Officer
formerly Principal Executive Assistant
- MIE 25 : Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275**
Assistant Librarian/Cataloguer

08.05 MAURITIUS INSTITUTE OF EDUCATION (Cont'd)

- MIE 26** : **Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275**
Senior Technician
- MIE 27** : **Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 48275**
Principal Financial Officer
formerly Principal Financial Operations Officer
Principal Procurement and Supply Officer
- MIE 28** : **Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Administrative Officer
Instructional Designer
Research Officer/Documentalist
- MIE 29** : **Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Systems Administrator
Analyst Programmer (New Grade)
- MIE 30** : **Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Human Resource Management Officer
Internal Auditor
- MIE 31** : **Rs 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Senior Instructor (Personal)
- MIE 32** : **Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Chief Technician
- MIE 33** : **Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Deputy Head Librarian
- MIE 34** : **Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Lecturer
formerly Assistant Lecturer/Lecturer
- MIE 35** : **Rs 36575 x 1200 – 37775 x 1500 – 58775 x 1800 – 65975**
Assistant Registrar

08.05 MAURITIUS INSTITUTE OF EDUCATION (Cont'd)

- MIE 36 : Rs 45275 x 1500 – 58775 x 1800 – 69575**
Financial Controller
Head Librarian
Senior Lecturer
- MIE 37 : Rs 48275 x 1500 – 58775 x 1800 – 69575**
Deputy Registrar
- MIE 38 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000**
Registrar
- MIE 39 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 83000**
Associate Professor
- MIE 40 : Rs 95000**
Professor
Deputy Director
- MIE 41 : Rs 102000**
Director



08.06 MAURITIUS INSTITUTE OF TRAINING AND DEVELOPMENT

To insert after paragraph 08.06.06

Human Resource Officer/Senior Human Resource Officer, *formerly Senior Human Resource Officer*

Recommendation EOAC 93

08.06.06A The Committee also recommends that incumbents in the grade of Human Resource Officer/Senior Human Resource Officer possessing a Diploma in Human Resource Management or a Diploma with Human Resource Management as a major component or an equivalent qualification should be allowed to move incrementally in the master salary scale up to salary point Rs 39275 provided that they :

- (i) have drawn the top salary for a year;
- (ii) have been efficient and effective in their performance during the preceding year; and
- (iii) are not under report.

08.06.06B Representations have been received to the effect that, following the merger of the ex-IVTB, ex-TSMTF, there is need to work out a new organization structure taking into consideration proposals and views of all relevant stakeholders including the Unions. In view of the complexity and scope of the restructuring exercise, the Committee considers that an in-depth study is required prior to making proper recommendations.

Recommendation EOAC 94

08.06.06C The Committee therefore recommends that the matter be referred to the Public Sector Reengineering Bureau for consideration.

08.06 MAURITIUS INSTITUTE OF TRAINING AND DEVELOPMENT

REVISED SALARY SCHEDULE

MITD 1 : Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175
General Worker

MITD 2 : Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825
Support Assistant

MITD 3 : Rs 9925 x 250 – 13675 x 300 – 15475 x 350 – 16875
Senior Support Assistant

8.06 MAURITIUS INSTITUTE OF TRAINING AND DEVELOPMENT (Cont'd)

- MITD 4 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Office Attendant (Personal to employees in post as at 30.06.08)
Workshop Assistant (Personal to employees in post as at 30.06.08)
- MITD 5 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18125**
Driver/Messenger
- MITD 6 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20075**
General Assistant (Personal to employees in post as at 30.06.08)
- MITD 7 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver/Messenger (*Personal to Driver/Messengers in post at ex-IVTB and Ex-TSMTF as at 30.06.2008*)
- MITD 8 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22175**
Senior General Assistant (Personal to employees in post as at 30.06.08)
- MITD 9 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Receptionist/Telephone Operator
- MITD 10 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425**
Printing Assistant
Technical Attendant (Maintenance)
- MITD 11 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425**
Laboratory Attendant (Personal to employees in post as at 30.06.08)
- MITD 12 : Rs 11675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Word Processing Operator/Receptionist

08.06 MAURITIUS INSTITUTE OF TRAINING AND DEVELOPMENT (Cont'd)

- MITD 13 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
 Clerical Officer/Higher Clerical Officer
 Clerk/Word Processing Operator
 Data Entry Operator
 Library Clerk (Personal to officers in post as at 30.06.08)
 Security Officer
- MITD 14 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
 Technical Assistant (IT)
 Technical Assistant (Maintenance)
- MITD 15 : Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175**
 Technical Assistant (Maintenance) (Personal to incumbents in the grade of Technical Assistant of ex-TSTMTF in post as at 30.06.08)
- MITD 16 : Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
 Teacher, Basic Secondary Schools
- MITD 17 : Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
 Instructor (Personal to officers in the grade of Instructor at Ex-TSMTF as at 30.06.08)
- MITD 18 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
 Accounts Clerk
 Assistant Executive Clerk
 Assistant Financial Officer
formerly Assistant Financial Operations Officer
 Assistant Procurement and Supply Officer
- MITD 19 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475**
 Instructor
- MITD 20 : Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
 Usher (Personal to officers in post as at 30.06.08)

08.06 MAURITIUS INSTITUTE OF TRAINING AND DEVELOPMENT (Cont'd)

- MITD 21 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- MITD 22 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Executive Clerk
Higher Executive Officer
Procurement and Supply Officer
- MITD 23 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Analyst Programmer
Human Resource Assistant (Personal to officers in post as at 30.06.08)
Library Officer
Maintenance Officer
Marketing Officer (Personal to officers in post as at 30.06.08)
Safety and Health Officer/Senior Safety and Health Officer
Technician (IT)
- MITD 24 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275 QB 34175 x 1200 – 37775**
Human Resource Officer/Senior Human Resource Officer
formerly Human Resource Officer
Senior Human Resource Officer
- MITD 25 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Senior Procurement and Supply Officer
- MITD 26 : Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275 QB 34175 x 1200 – 37775 x 1500 – 42275**
Accounting Technician
- MITD 27 : Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 48275**
Senior Accounting Technician

08.06 MAURITIUS INSTITUTE OF TRAINING AND DEVELOPMENT (Cont'd)

- MITD 28 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Administrative Officer
Administrative Officer (Assessment and Certification)
Econometrist
Human Resource Management Officer (Personal to officers in post as at 30.06.08)
Psychologist
Sports Welfare Officer
Trainer (*Personal to officers in the grade of Trainer of Ex-TSMTF*)
Training Officer
- MITD 29 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Systems Administrator
- MITD 30 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Administrative Secretary (Personal to officers in post as at 30.06.08)
Internal Auditor
- MITD 31 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Accountant/Senior Accountant
Communication and Events Officer
formerly Communication and Events Executive
Curriculum Officer
Examination Officer
Head Librarian
- MITD 32 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775 x 1800 – 62375**
Coordinator (Personal to officers in post as at 30.06.08)
- MITD 33 : Rs 36575 x 1200 – 37775 x 1500 – 58775**
Curriculum Officer (Personal to incumbent in the grade of Curriculum Officer of ex-IVTB)
Marketing Manager
Project Officer
Senior Trainer (Personal to officers in post as at 30.06.08)
- MITD 34 : Rs 36575 x 1200 – 37775 x 1500 – 58775 x 1800 – 62375**
Assistant Manager
Assistant Manager (Human Resource)
Assistant Manager (Information and Communication Systems)
Assistant Manager (Procurement and Logistics)
Senior Examination Officer

08.06 MAURITIUS INSTITUTE OF TRAINING AND DEVELOPMENT (Cont'd)

- MITD 35 : Rs 36575 x 1200 – 37775 x 1500 – 58775 x 1800 – 65975**
 Assistant Manager (Personal to incumbent in the grade of Assistant Manager of ex-IVTB and ex-TSMTF)
 Assistant Manager (Human Resource) (Personal to incumbent in the grade of Assistant Manager responsible for Human Resource at ex-IVTB)
 Assistant Manager (Information and Communication Systems) (Personal to incumbent in the grade of Assistant Manager responsible for Information Technology at ex-IVTB)
 Assistant Manager (Procurement and Logistics) (Personal to incumbent in the grade of Assistant Manager responsible for Procurement at ex-IVTB)
- MITD 36 : Rs 45275 x 1500 – 58775 x 1800 – 69575**
 Training Center Manager
- MITD 37 : Rs 45275 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000**
 Training Centre Manager (Personal to incumbents of ex-IVTB)
 Training Center Manager (Personal to incumbents in the grade of Manager at Ex-TSMTF)
- MITD 38 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000**
 Team Leader (Administration)
 Team Leader (Assessment & Certification)
 Team Leader (Facilities Management)
 Team Leader (Finance)
 Team Leader (Human Resource)
 Team Leader (Information and Communication Systems)
 Team Leader (Procurement and Logistics)
- MITD 39 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000**
 Divisional Manager (Personal to incumbent in the grade of Divisional Manager responsible for IT of ex-IVTB)
 Divisional Manager (Personal to incumbent in the grade of Divisional Manager responsible for Research, Project and Curriculum Development and Training Delivery of ex-IVTB)
 Divisional Manager (Personal to incumbent in the grade of Divisional Manager responsible for Corporate Affairs of ex-IVTB)
 Divisional Manager (Facilities Management) (Personal to incumbent in the grade of Divisional Manager responsible for Maintenance of ex-IVTB)
 Team Leader (IT) (Personal to incumbent in the grade of Divisional Manager responsible for IT of ex-IVTB)

08.06 MAURITIUS INSTITUTE OF TRAINING AND DEVELOPMENT (Cont'd)

MITD 40 : Rs 89000

Deputy Director (Training)
Deputy Director (Corporate)
Deputy Director (Assessment and Certification)

MITD 41 : Rs 105000

Director



08.07 MAURITIUS QUALIFICATIONS AUTHORITY**Page 169****To delete paragraphs 08.07.01, 08.07.03 and 08.07.07 and whole content****To replace by the following:**

- 08.07.01** The Mauritius Qualifications Authority (MQA), established as a body corporate, by the Mauritius Qualifications Authority Act No. 42 of 2001, operates under the aegis of the Ministry of Education and Human Resources. The MQA is the guardian of the National Qualifications Framework and is responsible for accrediting training programmes in the Technical and Vocational Education and Training Sector (TVET). The National Qualifications Framework, which aims at promoting valued qualifications for employability and lifelong learning, has been developed and implemented by the Authority.
- 08.07.03** The vision of the MQA is to promote valued qualifications for employability and lifelong learning and its mission is to continuously enhance good practices and relevant expertise to safeguard public interest in quality education and training.
- 08.07.07** At present, the Corporate Services Division, the Quality Assurance Services Division and the Framework Services Division and the Learner Attainment and Information Services Division are operational.
- The Corporate Services Division is responsible for Human Resources, Administration, Information Systems, Finance and Procurement, Complaints, Quality Management Systems and Legal Matters.
 - The Quality Assurance Services Division is responsible for the registration and accreditation of Training Institutions; and the registration of Managers, Programme Officers and Trainers and accreditation of programmes;
 - The Framework Services Division is responsible for promoting Recognition of Prior Learning acquired outside the formal education system; granting recognition and equivalence to qualifications on the NQF; and development of National Qualifications and Unit Standards;
 - The Learner Attainment & Information Services Division is responsible for establishing and maintaining a learning account for Mauritians in TVET sector; and also to enable the process of monitoring and evaluation as part of the quality assurance mechanism of MQA;

To delete paragraph 08.07.09 and whole content

To replace by the following:

Human Resource Officer (New Grade)

08.07.09 Following request made by management, the Committee is reinforcing the structure of the MQA by providing for the creation of the new grades of Human Resource Officer and Procurement and Supply Officer respectively.

Recommendation EOAC 95

08.07.09A The Committee recommends the creation of a new grade of Human Resource Officer to be filled by selection from among serving officers in the grade of Office Management Assistant/Executive Officer reckoning at least four years' service in a substantive capacity in the grade. In the absence of qualified candidates, appointment to the grade should be made by selection from among Office Management Assistant/Executive Officers in the Public Sector reckoning at least four years' service in a substantive capacity in their respective grades.

08.07.09B The Human Resource Officer would be required, amongst others, to ensure the smooth functioning of the Human Resources Section, providing proper guidance and advice on HR policies; ensuring that HR policies, rules, regulations and procedures are properly and consistently applied; and keeping up to date personnel records of all employees.

Procurement and Supply Officer (New Grade)

Recommendation EOAC 96

08.07.09C The Committee recommends the creation of a new grade of Procurement and Supply Officer to be filled by selection from among candidates possessing a Cambridge Higher School Certificate with a pass at Principal Level in Accounting or Mathematics and a Certificate in Purchasing and Supply Management from a recognised institution or an alternative qualification acceptable by the Authority.

08.07.09D The Procurement and Supply Officer would be required, amongst others, to organise and manage the procurement and supply activities of the Authority; to be responsible for procurement and supply storekeeping and stock control duties; to prepare reports on procurement activities; to carry out test checks and report on discrepancy; to keep and update store records; and to receive materials into stores and ensure that they comply with requisition orders and are in good conditions.

08.07 MAURITIUS QUALIFICATIONS AUTHORITY

REVISED SALARY SCHEDULE

- MQA 1 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver/Office Attendant
formerly Office Attendant/Driver
- MQA 2 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerk/Word Processing Operator/Receptionist
- MQA 3 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Accounts Clerk
Executive Officer
- MQA 4 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- MQA 5 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Higher Executive Officer
Human Resource Officer (New Grade)
Procurement and Supply Officer (New Grade)
- MQA 6 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 39275**
ICT Technician
Library Officer
Public Relations Officer
- MQA 7 : Rs 20075 x 600 – 20675 x 750 – 29675 x 900 – 33275 QB 34175 x 900 – 34175 x 1200 – 37775 x 1500 – 42275**
Accounting Technician
- MQA 8 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Internal Auditor
- MQA 9 : Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Systems Administrator

08.07 MAURITIUS QUALIFICATIONS AUTHORITY (contd)

- MQA 10 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Accreditation Officer
Administrative Officer
- MQA 11 : Rs 36575 x 1200 – 37775 x 1500 – 58775**
Accountant
- MQA 12 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000**
Manager
Manager, Corporate Services
- MQA 13 : Rs 89000**
Deputy Director and Registrar
- MQA 14 : Rs 102000**
Director



08.08 PRIVATE SECONDARY SCHOOLS AUTHORITY

Page 273

To delete paragraph 08.08.04 and whole content

To replace by the following:

Statistical Officer (New Grade)

08.08.04 Management has submitted that statistics about private secondary schools, their staff, students and activities are a vital element in the decision-making process of the Authority. A request has been made for the creation of a new grade of Statistical Officer.

Recommendation EOAC 97

08.08.04A The Committee recommends the creation of a new grade of Statistical Officer to be filled by selection from among candidates possessing a Cambridge Higher School Certificate with passes in at least two subjects at Principal Level, including Mathematics, obtained on one certificate. Selected candidates would be appointed in a temporary capacity, in the first instance, and would be considered for appointment in a substantive capacity on obtention of the Ordinary Certificate in Statistics of the United Kingdom Royal Statistical Society or an equivalent qualification acceptable to the Authority.

08.08.04B The Statistical Officer would be required, amongst others, to collect, compile and present statistical data, perform calculations and computations, perform duties in connection with surveys, enquiries, submission of statistical reports etc and make use of software for computer processing.

08.08 PRIVATE SECONDARY SCHOOLS AUTHORITY**REVISED SALARY SCHEDULE**

PSSA 1	:	Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15175 General Worker
PSSA 2	:	Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 - 16175 Handy Worker
PSSA 3	:	Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225 Security Guard <i>formerly Watchman</i>

08.08 PRIVATE SECONDARY SCHOOLS AUTHORITY (Cont'd)

- PSSA 4 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Gardener
Office Attendant
- PSSA 5 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575**
Senior Gardener
- PSSA 6 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver/Office Attendant
formerly Office Attendant/Driver
- PSSA 7 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Binder
- PSSA 8 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Senior/Head Office Attendant
- PSSA 9 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Receptionist/Telephone Operator
- PSSA 10 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Word Processing Operator
- PSSA 11 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerical Officer/Higher Clerical Officer
- PSSA 12 : Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Senior Word Processing Operator

08.08 PRIVATE SECONDARY SCHOOLS AUTHORITY (Cont'd)

- PSSA 13 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Assistant Financial Officer
formerly Assistant Financial Operations Officer
Assistant Procurement and Supply Officer
Executive Officer
Stores Officer (Personal)
Statistical Officer (New Grade)
- PSSA 14 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- PSSA 15 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Computer Officer
Financial Officer
formerly Financial Operations Officer
Higher Executive Officer
Procurement and Supply Officer
- PSSA 16 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Safety and Health Officer/Senior Safety and Health Officer
- PSSA 17 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Senior Financial Officer
formerly Senior Financial Operations Officer
- PSSA 18 : Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 48275**
Assistant Manager, Financial Operations
- PSSA 19 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Administrative Assistant
- PSSA 20 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Systems Analyst
- PSSA 21 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Internal Auditor

08.08 PRIVATE SECONDARY SCHOOLS AUTHORITY (Cont'd)

PSSA 22 : Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 58775
Supervisor/Senior Supervisor

PSSA 23 : Rs 37775 x 1500 – 58775
Manager, Financial Operations

PSSA 24 : Rs 45275 x 1500 – 58775 x 1800 – 65975
Finance Manager
Principal Supervisor

PSSA 25 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000
Secretary

PSSA 26 : Rs 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 83000
Deputy Director

PSSA 27 : Rs 102000
Director



09. MINISTRY OF AGRO-INDUSTRY AND FOOD SECURITY**09.01 AGRICULTURAL MARKETING BOARD**

Page 177

To insert after paragraph 09.01.07

Human Resource Officer/Senior Human Resource Officer *formerly Senior Human Resource Officer*

Recommendation EOAC 98

09.01.07 A The Committee also recommends that incumbents in the grade of Human Resource Officer/Senior Human Resource Officer possessing a Diploma in Human Resource Management or a Diploma with Human Resource Management as a major component or an equivalent qualification should be allowed to move incrementally in the master salary scale up to salary point Rs 39275 provided that they :

- (i) have drawn the top salary for a year;
- (ii) have been efficient and effective in their performance during the preceding year; and
- (iii) are not under report.

09.01 AGRICULTURAL MARKETING BOARD**REVISED SALARY SCHEDULE**

AMB 1	:	Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175 General Worker
AMB 2	:	Rs 9925 x 250 – 13675 x 300 – 15475 x 350 – 16875 Assistant Handy Worker (Skilled) (Personal) Handy Worker (Special Class) (Personal)
AMB 3	:	Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675 Office and Weighbridge Attendant
AMB 4	:	Rs 9925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575 Gatekeeper

09.01 AGRICULTURAL MARKETING BOARD (Cont'd)

- AMB 5 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver/Messenger
formerly Driver
- AMB 6 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Handy Worker (Skilled)
- AMB 7 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Senior/Head Office and Weighbridge Attendant
- AMB 8 : Rs 11675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22175**
Forklift Driver
- AMB 9 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Receptionist/Telephone Operator
- AMB 10 : Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Head, Lay Services
- AMB 11 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425**
Weighbridge Operator
- AMB 12 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerk (Accounts) (Personal to Accounts Clerk in post as at 30.6.87)
Clerical Officer/Higher Clerical Officer
Clerk/Word Processing Operator
- AMB 13 : Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Technical Operator

09.01 AGRICULTURAL MARKETING BOARD (Cont'd)

- AMB 14 : Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Computer Support Officer
- AMB 15 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Accounts Clerk
Assistant Procurement and Supply Officer
Cashier
Clerk (Personal to Clerk (stock) in post as at 30.6.87)
Head, Registry
- AMB 16 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Operations Officer
- AMB 17 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- AMB 18 : Rs 19025 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Head Technical Operator
- AMB 19 : Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Senior Operations Officer
- AMB 20 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Safety and Health Officer/Senior Safety and Health Officer
- AMB 21 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775**
Human Resource Officer/Senior Human Resource Officer
formerly Senior Human Resource Officer
- AMB 22 : Rs 20075 x 600 – 20675 x 750 – 29675 x 900 – 33275 QB 35375 x 1500 – 42275**
Accounting Technician

09.01 AGRICULTURAL MARKETING BOARD (Cont'd)

- AMB 23 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
IT Officer
- AMB 24 : Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Human Resource Management Officer
- AMB 25 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Accountant
Internal Auditor (Qualified)
- AMB 26 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Administrative Secretary
Head Operations Officer
Seeds Officer
Trade and Marketing Officer
- AMB 27 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 55775**
Engineer/Senior Engineer
formerly Engineer
- AMB 28 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000**
Assistant General Manager
- AMB 29 : Rs 102000**
General Manager



09.02 FOOD AND AGRICULTURAL RESEARCH COUNCIL

Page 184

Assistant Research Scientists (AREU/FARC)

To delete paragraph 09.02.09 and whole content

To replace by the following:

Recommendation EOAC 99

09.02.09 The Committee recommends that Assistant Research Scientists who possess a Degree in Agriculture or an equivalent qualification and who have reached the top of their salary scale, should be allowed to move incrementally in the master salary scale up to salary point Rs 51275, provided they have:

- (i) drawn the top salary for a year;
- (ii) been efficient and effective in their performance during the preceding year; and
- (iii) not been under report.

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Allowance to Research Assistant and Senior Research Assistant

To delete paragraph 09.02.19 and whole content

To replace by the following:

Recommendation EOAC 100

09.02.19 The Committee recommends that the monthly allowance payable to officers in the grades of Research Assistant and Senior Research Assistant in the Livestock Section for performing additional duties and working on roster in outstations should be revised to Rs 475 and Rs 585 respectively.

Handy Worker (Skilled)

To delete paragraph 09.02.23 and whole content

To replace by the following:

Recommendation EOAC 101

09.02.23 The Committee recommends that the monthly allowance payable to Handy Workers (Skilled) for experience acquired in other trades which are gainfully utilised by the organisation, should be revised to Rs 575.

09.02 FOOD AND AGRICULTURAL RESEARCH COUNCIL**REVISED SALARY SCHEDULE**

- FARC 1 : Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175**
General Worker (AREU/FARC)
- FARC 2 : Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175**
Handy Worker (AREU)
- FARC 3 : Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525**
Stores Attendant (AREU)
- FARC 4 : Rs 15475**
Safety and Health Officer (Part-Time) (AREU)
- FARC 5 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Gardener/Nursery Attendant
formerly Gardener/Nurseryman (AREU/FARC)
Insecticide Sprayer Operator (AREU)
formerly Insecticide Sprayerman (AREU)
Office Attendant/Caretaker (AREU/FARC)
Research Facility Attendant (AREU)
Stockman (Roster) (AREU)
- FARC 6 : Rs 10675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18125**
Irrigation/Pump Operator (Roster) (AREU)
- FARC 7 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575**
Senior Gardener/Nursery Attendant (AREU/FARC)
formerly Senior Gardener/Nurseryman (AREU/FARC)
- FARC 8 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver (AREU)
formerly Driver/Office Attendant (AREU)
Driver/Office Attendant (FARC)
formerly Office Attendant/Driver (FARC)
- FARC 9 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Field Supervisor (AREU)
formerly Gangman (AREU)
Senior Stockman (AREU)

09.02 FOOD AND AGRICULTURAL RESEARCH COUNCIL (cont'd)

- FARC 10 :** Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425
Handy Worker (Skilled) (AREU)
- FARC 11 :** Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425
Senior/Head Office Attendant (AREU)
- FARC 12 :** Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22175
Implement Operator (AREU)
- FARC 13 :** Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925
Telephonist/Receptionist (AREU)
- FARC 14 :** Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925
Driver (Heavy Vehicle > 5 tons) (AREU)
- FARC 15 :** Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425
Laboratory Attendant (AREU/FARC)
- FARC 16 :** Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925
Receptionist/Assistant Clerk (FARC)
- FARC 17 :** Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675
Audiovisual Assistant (AREU)
- FARC 18 :** Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425
Clerk/Word Processing Operator (AREU/FARC)
Library Clerk (AREU)

09.02 FOOD AND AGRICULTURAL RESEARCH COUNCIL (cont'd)

- FARC 19 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Accounts Clerk (AREU/FARC)
Assistant Procurement and Supply Officer (AREU/FARC)
Data Processing Assistant (AREU)
Executive Officer (AREU)
Senior Clerk (FARC)
Stores Officer (AREU/FARC) (Personal)
- FARC 20 : Rs 13975 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 30575**
Extension Assistant (AREU)
Research Assistant (AREU)
- FARC 21 : Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375**
Laboratory Technician (FARC)
Transport Organiser (AREU)
- FARC 22 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Internal Control Officer (FARC)
- FARC 23 : Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Cartographer (AREU)
Visual Artist (Graphics) (AREU)
- FARC 24 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary (AREU/FARC)
- FARC 25 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Higher Executive Officer (AREU)
Human Resource Officer (AREU)
Procurement and Supply Officer (AREU)
Senior Extension Assistant (AREU)
Senior Research Assistant (AREU)
- FARC 26 : Rs 20075 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Accounting Technician (FARC) (Personal)

09.02 FOOD AND AGRICULTURAL RESEARCH COUNCIL (cont'd)

- FARC 27 : Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Principal Research Assistant (AREU)
- FARC 28 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Accounts Officer/Senior Accounts Officer (AREU)
- FARC 29 : Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775**
Office Superintendent (AREU)
- FARC 30 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275**
Assistant Research Scientist (AREU/FARC)
- FARC 31 : Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275**
Technical Officer/Senior Technical Officer (Equipment Maintenance)
(AREU)
- FARC 32 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 46775**
Stores Superintendent (AREU)
- FARC 33 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Maintenance Officer (AREU)
- FARC 34 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Librarian (AREU)
- FARC 35 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Accountant (FARC)
Human Resource Officer (AREU) (Personal)
Internal Auditor (AREU)
- FARC 36 : Rs 28175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Extension Officer (AREU)
- FARC 37 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Administrative Manager (AREU/FARC)
HR Manager (AREU)

09.02 FOOD AND AGRICULTURAL RESEARCH COUNCIL (cont'd)

- FARC 38 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
IT Officer/Systems Administrator (AREU)
- FARC 39 : Rs 28175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Agricultural Engineer/Senior Agricultural Engineer (AREU)
Assistant Programme Manager (FARC)
Biometrician/Senior Biometrician (AREU)
Economist/Senior Economist (AREU)
Research Scientist/Senior Research Scientist (AREU/FARC)
Station/Laboratory Manager (AREU)
- FARC 40 : Rs 36575 x 1200 – 37775 x 1500 – 58775**
Manager, Accounts Section (AREU)
Senior Extension Officer (AREU)
- FARC 41 : Rs 45275 x 1500 – 58775 x 1800 – 67775**
Agricultural Coordinator (AREU)
Business Development Manager (AREU)
Information, Liaison and Documentation Officer (FARC)
Principal Agricultural Engineer (AREU)
Principal Biometrician (AREU)
Principal Economist (AREU)
Principal Extension Officer (AREU)
Principal Research Scientist (Animal Health) (AREU)
Principal Research Scientist (Animal Production) (AREU)
Principal Research Scientist (Crops) (AREU)
Principal Research Scientist (Entomology) (AREU)
Principal Research Scientist (Plant Pathology) (AREU)
- FARC 42 : Rs 51275 x 1500 – 58775 x 1800 – 69575**
Laboratory and Nursery Manager (FARC)
Programme Manager (FARC)
- FARC 43 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000**
Assistant Director (Crops) (AREU)
Assistant Director (Extension and Training) (AREU)
Assistant Director- General (FARC)
Assistant Director (Livestock) (AREU)
- FARC 44 : Rs 89000**
Deputy Director (AREU)

09.02 FOOD AND AGRICULTURAL RESEARCH COUNCIL (cont'd)

FARC 45 : Rs 102000

Director (AREU)

Director General (FARC)



09.03 IRRIGATION AUTHORITY**Page 193****Work in Cyclonic Conditions****To delete paragraph 09.03.06 and whole content****To replace by the following:****Recommendation EOAC 102**

09.03.06 The Committee recommends the payment of an allowance of Rs 800 exclusively to employees involved in anchoring of pivots in cyclonic conditions.

09.03 IRRIGATION AUTHORITY**REVISED SALARY SCHEDULE**

- IA 1 : Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175**
General Worker
- IA 2 : Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825**
Irrigueur (Roster)
- IA 3 : Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525**
Stores Attendant
Tradesman's Assistant
- IA 4 : Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225**
Security Guard
formerly Watchman
- IA 5 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Office Attendant
Pump Operator
- IA 6 : Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19025**
Senior Office Attendant

09.03 IRRIGATION AUTHORITY (Cont'd)

- IA 7 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver
Field Supervisor
formerly Gangman
- IA 8 : Rs11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Driver (Roster)
Field Supervisor(Roster)
formerly Gangman (Roster)
Electrician
Mechanic
Painter
Pipe Fitter
Welder
Vulcaniser
- IA 9 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Receptionist/Telephonist
- IA 10 : Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Vehicle Controller
- IA 11 : Rs 15175 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25175**
Assistant Supervisor (Irrigation) (Roster)
- IA 12 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925**
Assistant Stores Officer (Personal)

09.03 IRRIGATION AUTHORITY (Cont'd)

- IA 13 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Technical Assistant (Electromechanical)
- IA 14 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Word Processing Operator
- IA 15 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerical Officer/Higher Clerical Officer
- IA 16 : Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Assistant Workshop and Plant Supervisor
- IA 17 : Rs 22175 x 750 – 23675**
Trainee Engineer
- IA 18 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Technical Assistant
- IA 19 : Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175**
Supervisor (Civil Works)
- IA 20 : Rs 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Field Officer
- IA 21 : Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Senior Word Processing Operator
- IA 22 : Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Supervisor (Irrigation) (Roster)

09.03 IRRIGATION AUTHORITY (Cont'd)

- IA 23 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Accounts Clerk
Assistant Procurement and Supply Officer
Executive Officer
Purchasing and Supply Officer (from former Development Works Corporation)
Stores Officer (Personal)
- IA 24 : Rs 20075 x 600 – 20675 x 750 – 29675**
Workshop and Plant Supervisor
- IA 25 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375**
Technical Design Officer
formerly Draughtsman
- IA 26 : Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Social Facilitator
- IA 27 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Internal Control Officer
- IA 28 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- IA 29 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Financial Officer
formerly Financial Operations Officer
Higher Executive Officer
Higher Stores Officer (Personal)
Procurement and Supply Officer
Senior Accounts Clerk
- IA 30 : Rs 21425 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Higher Executive Assistant (Personal)

09.03 IRRIGATION AUTHORITY (Cont'd)

- IA 31 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Safety and Health Officer/Senior Safety and Health Officer
Technical Officer (Civil)
- IA 32 : Rs 20075 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Senior Technical Assistant
- IA 33 : Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Senior Technical Design Officer (Irrigation Planning Unit)
formerly Senior Draughtsman (Irrigation Planning Unit)
- IA 34 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Senior Human Resource Officer
- IA 35 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Senior Financial Officer
formerly Senior Financial Operations Officer
Senior Internal Control Officer
- IA 36 : Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775**
Office Superintendent
- IA 37 : Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275**
Senior Technical Officer (Civil)
- IA 38 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Administrative Assistant
Agricultural Economist
Irrigation Operation Officer
- IA 39 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Information Technology Officer

09.03 IRRIGATION AUTHORITY (Cont'd)

- IA 40 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Accountant
Internal Auditor
- IA 41 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Engineer (Irrigation Planning Unit)
Engineer (Mechanical)
- IA 42 : Rs 28175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 54275**
Engineer (Construction and Supervision) (Staggered) (Personal)
Engineer (Operation and Maintenance) (Staggered) (Personal)
- IA 43 : Rs 36575 x 1200 – 37775 x 1500 – 58775**
Divisional Irrigation Operation Officer
- IA 44 : Rs 36575 x 1200 – 37775 x 1500 – 58775 x 1800 – 65975**
Financial Manager
Principal Engineer (Civil/Mechanical)
Principal Engineer (Construction and Supervision)
Principal Engineer (Irrigation Planning Unit)
- IA 45 : Rs 43775 x 1500 – 58775 x 1800 – 65975**
Head of Administration
- IA 46 : Rs 43775 x 1500 – 58775 x 1800 – 67775**
Head of Construction and Supervision
Head of Operation and Maintenance
Investigation/Research Specialist
- IA 47 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000**
Head of Irrigation Planning Unit
- IA 48 : Rs 102000**
General Manager



09.04 MAURITIUS CANE INDUSTRY AUTHORITY

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Allowance to be paid to officers wherever applicable

To insert after paragraph 09.04.07 the following:

Bad Road Allowance

Recommendation EOAC 103

09.04.08 The Committee recommends that the Bad Road Allowance payable to officers who use their cars for official travelling be Rs 1575 monthly.

09.04.09 The Committee also recommends that a Bad Road Allowance of Rs 800 monthly be paid to officers using 4 x 4 or 2 x 4 vehicles in the performance of their duties.

09.04.10 The Committee also recommends that a Bad Road Allowance of Rs 225 and Rs 300 be paid to employees using their autocycles and motorcycles respectively, in the performance of their duties.

Allowance to Workshop/ Vehicle/ Machinery Attendant

Recommendation EOAC 104

09.04.11 The Committee recommends that a monthly allowance equivalent to one and a half increments at the initial of their salary scale be paid to the Workshop/ Vehicle/ Machinery Attendant.

Driving Allowance

Recommendation EOAC 105

09.04.12 The Committee recommends that an allowance of Rs 150 per day be paid to Tradesmen who are required to drive the Corporation's vehicles to their respective site of works in the performance of their duties.

Allowance to Clerical Officer

Recommendation EOAC 106

09.04.13 The Committee recommends that Clerical Officers who are required to attend the Farmer's Service Corporation regional offices to collect and bank money should be paid an allowance of Rs 40 daily for the days they are required to attend the regional offices.

Field Officer/ Senior Field Officer (Agri Mechanisation)**Recommendation EOAC 107**

09.04.14 The Committee is agreeable to the restyling of the grade of Field Officer/ Senior Field Officer to Field Officer/ Senior Field Officer (Agri Mechanisation)

Allowance for performing duties of Sprayer Operator**Recommendation EOAC 108**

09.04.15 The Committee recommends that a responsibility allowance computed on a daily basis be paid to General Workers whenever they are required to perform the duties of Sprayer Operator.

Allowances for Extra Hours of Work**Recommendation EOAC 109**

09.04.16 The Committee recommends that the allowances payable for extra hours of work during the crop season to officers in the grades listed below be revised as follows:-

Grade	Rs/month
Engineer (Electrical) Engineer (Mechanical)	3325
Operations and Maintenance Technician (Electrical) restyled Terminal Operations and Maintenance Officer (Electrical)	2600
Operations and Maintenance Technician (Mechanical) restyled Terminal Operations and Maintenance Officer (Mechanical)	
Cleaning and Maintenance Technician (Civil) restyled Terminal Cleaning and Maintenance Officer (Civil)	

09.04.17 The Committee also recommends that the allowance payable to the Site Supervisor to supervise the arrival and departure of employees 15 minutes prior to the operation of the Terminal and after the closure time throughout the year, be revised to Rs 1425.

Allowance for attending duties at 4.45 a.m during the Crop Season**Recommendation EOAC 110**

09.04.18 The Committee further recommends that employees listed below and who are required to attend duty at 4.45 a.m on a roster basis by their own means of transport during the crop season be paid allowances as hereunder:-

Grade	Allowance Rs/per month
Senior Terminal Operator (Electrical) Senior Terminal Operator (Mechanical)	2300
Terminal Operator Grade I (Electrical) Terminal Operator Grade I (Mechanical)	1500
Terminal Operator Grade II (Electrical) Terminal Operator Grade II (Mechanical)	1075

Allowance to Engineers (Electrical), Engineers (Mechanical), Terminal Operations and Maintenance Officers (Electrical), Terminal Operations and Maintenance Officer (Mechanical) and Technicians for attending duty at 4.45 a.m during Crop Season

Recommendation EOAC 111

09.04.19 The Committee further recommends that the allowance payable to the Engineers (Electrical), Engineers (Mechanical), Operations and Maintenance Technician (Electrical) now restyled Terminal Operations and Maintenance Officers (Electrical) and Operations and Maintenance Technicians (Mechanical) now restyled Terminal Operations and Maintenance Officers (Mechanical) who are required, to attend duty, during crop season at the Terminal at 4.45 a.m on a weekly roster basis be revised to Rs 2800 a month.

Calls on Emergencies**Recommendation EOAC 112**

09.04.20 The Committee further recommends that the allowance payable to the Operations and Maintenance Technicians (Electrical) now restyled Terminal Operations and Maintenance Officers (Electrical) and Operations and Maintenance Technicians (Mechanical) now restyled Terminal Operations and Maintenance Officers (Mechanical) who attend to

emergencies after normal working hours during inter crop season be revised to Rs 450 per call.

Allowances for Cross Functional and Wide Ranging Duties

Recommendation EOAC 113

09.04.21 The Committee recommends that the allowances payable to Terminal Operators Grade I (Civil), Terminal Operators Grade II (Civil) as well as the Welder who are called upon to perform cross-functional and wide range of duties during the crop season be revised as hereunder:

Grade	Rs/per month
Terminal Operator Grade I (Civil)	750
Terminal Operator Grade II (Civil)	550
Welder	750

Allowances for Water Cleaning of Receiving Station, Conveyor Galleries and Ship Loader, etc., at night during Crop Season

Recommendation EOAC 114

09.04.22 The Committee recommends that the allowances payable fortnightly to the Terminal Attendants, Terminal Attendant/Gardeners and Sanitary Attendants for the water cleaning of Receiving Station, Conveyor belts and Ship Loader, etc., at night during the crop season be revised to Rs 750.

Mileage Allowance (Autocycle/Motorcycle)

Recommendation EOAC 115

09.04.23 The Committee recommends that employees in the grades of Terminal Operator Grade I (Civil), Terminal Operator Grade I (Electrical), Terminal Operator Grade I (Mechanical), Terminal Operator Grade II (Civil), Terminal Operator Grade II (Electrical), Terminal Operator Grade II (Mechanical), Senior Terminal Operator (Civil), Senior Terminal Operator (Electrical) and Senior Terminal Operator (Mechanical) who use their autocycles and motorcycles to attend work at the Terminal during crop season at such time when public transport is not available should continue to be refunded mileage on a monthly basis in the following manner:

- (i) where the total distance covered on days the employees attend the Terminal is up to 400 km over a month, the whole distance covered should be computed at Rs 2.65 and Rs 3.25 per km for autocycles and motorcycles respectively; and
- (ii) where the total distance covered on days the employees attend the Terminal is more than 400 km over a month, refund of mileage should be computed at the rate of Rs 2.65/Rs 3.25 for the first 400 km and Rs 1.90/Rs 2.35 for mileage in excess of 400 km for autocycles and motorcycles respectively;

whichever is appropriate

OR

be refunded travelling expenses at bus fares, whichever is higher.

Technical Assistant/ Senior Technical Assistant

Recommendation EOAC 116

09.04.24 The Committee recommends that, since there are overlapping of duties, the grades of Technical Assistant and Senior Technical Assistant be merged and restyled Technical Assistant/ Senior Technical Assistant.

09.04.25 The Committee further recommends that other issues pertaining to restructuring and reorganisation of the MCIA to be looked into by the Public Sector Re-engineering Bureau.

09.04 MAURITIUS CANE INDUSTRY AUTHORITY

REVISED SALARY SCHEDULE

MCIA 1 : Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175
General Worker
General Worker/Field Worker

MCIA 2 : Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 –15825
Terminal Attendant
Sanitary Attendant

MCIA 3 : Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525
Workshop Vehicle and Machinery Attendant

09.04 MAURITIUS CANE INDUSTRY AUTHORITY (Cont'd)

- MCIA 4 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Attendant (Office/Laboratory/Field/Mess)
General Worker/Gardener
Terminal Attendant/Gardener
Senior General Worker/Field Worker (Personal)
Office Attendant
- MCIA 5 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575**
Toolskeeper
- MCIA 6 : Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19025**
Senior Attendant
(Office/Laboratory/Field/Mess)
- MCIA 7 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver
Driver/Messenger
Driver/Handy Worker
- MCIA 8 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Field Supervisor
formerly Gangman
- MCIA 9 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Terminal Operator Grade II (Electrical)
Terminal Operator Grade II (Mechanical)
Terminal Operator Grade II (Civil)
- MCIA 10 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Assistant Time Keeper
Electrician
Fitter
Mechanic
Panel Beater
Turner/Machinist
Welder
- MCIA 11 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Senior/Head Office Attendant

09.04 MAURITIUS CANE INDUSTRY AUTHORITY (Cont'd)

- MCIA 12 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Radio/Telephone Operator/Receptionist
- MCIA 13 : Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Operator (Personal)
- MCIA 14 : Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Driver, Heavy Mechanical Unit
Farm Machinery Operator (Personal)
- MCIA 15 : Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 23675**
Agricultural Machinery Operator
Head Operator (Personal)
- MCIA 16 : Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425**
Timekeeper
- MCIA 17 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925**
Assistant Stores Officer (Personal)
- MCIA 18 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Word Processing Operator
- MCIA 19 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Management Support Officer (MCIA)
formerly Officer (MCIA)
- MCIA 20 : Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Technical Assistant (Research)
Assistant Field Officer

09.04 MAURITIUS CANE INDUSTRY AUTHORITY (Cont'd)

- MCIA 21 : Rs 13425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Terminal Operator Grade I (Civil)
- MCIA 22 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Clerk/Senior Clerk
- MCIA 23 : Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Computer Support Officer
- MCIA 24 : Rs 13425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925 QB 29675**
Terminal Operator Grade I (Electrical)
Terminal Operator Grade I (Mechanical)
- MCIA 25 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Executive Assistant
Assistant Procurement and Supply Officer
Executive Officer
Assistant Financial Officer
formerly Assistant Financial Operations Officer
- MCIA 26 : Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 31475 QB 32375**
Senior Terminal Operator (Electrical)
Senior Terminal Operator (Mechanical)
- MCIA 26A : Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275**
Technical Assistant/Senior Technical Assistant
- MCIA 27 : Rs 20675 x 750 – 29675 x 900 – 33275**
Senior Technical Assistant (Research)
- MCIA 28 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Internal Control Officer
- MCIA 29 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary

09.04 MAURITIUS CANE INDUSTRY AUTHORITY (Cont'd)

- MCIA 30 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Human Resource Officer
Accounts Officer
Higher Executive Officer
Procurement and Supply Officer
- MCIA 31 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Mechanical Workshop & Transport Officer
IT Technician
Safety and Health Officer/Senior Safety and Health Officer
- MCIA 32 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275**
Field Officer/Senior Field Officer
Technical and Mechanical Officer/ Senior Technical and Mechanical Officer
- MCIA 33 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275**
Terminal Cleaning and Maintenance Officer (Civil)
Terminal Operations and Maintenance Officer (Electrical)
Terminal Operations and Maintenance Officer (Mechanical)
- MCIA 34 : Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 48275**
Stores Superintendent
- MCIA 35 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275 QB Rs 46775 x 1500 – 51275**
Technical Officer/Senior Technical Officer (Research)
- MCIA 36 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Administrative Officer
Analyst
- MCIA 37 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Librarian
Systems Analyst
- MCIA 38 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Internal Auditor
- MCIA 39 : Rs 34175 x 1200 – 37775 x 1500 – 52775**
Field Superintendent

09.04 MAURITIUS CANE INDUSTRY AUTHORITY (Cont'd)

- MCIA 40 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Sugar Technologist/Senior Sugar Technologist
- MCIA 41 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Administrative Manager
Manager, Finance
Manager, Human Resource
Manager, Policy and Planning
- MCIA 42 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Project Officer (Civil Engineering)
IT Manager
Engineer/Senior Engineer (Electrical)
Manager Operations Research
- MCIA 43 : Rs 28175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Research Officer/Senior Research Officer
- MCIA 44 : Rs 36575 x 1200 – 37775 x 1500 – 58775**
Manager, Extension and Training Centre
Field Manager
Workshop Manager
- MCIA 45 : Rs 45275 x 1500 – 58775 x 1800 – 67775**
Research Manager
- MCIA 46 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000**
Assistant Director, Farmers Service Agency (Agricultural Mechanisation)
Assistant Director, Farmers Service Agency (Extension and Training)
Principal Research Manager
Manager Cane Payment
- MCIA 47 : Rs 64175 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000**
Technical Manager
- MCIA 48 : Rs 95000**
Director, Control and Arbitration Department
Director, Farmers Service Agency
Director, MSIRI
- MCIA 49 : Rs 105000**
Chief Executive Officer

09.04 Ex-FARMERS' SERVICE CORPORATION

The salary schedule at pages 203 and 204 has been deleted and replaced by the revised schedule -

REVISED SALARY SCHEDULE

All salaries are personal to holders of the post

- FSC 1 : Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225**
Security Guard (Personal)
formerly Watchman (Personal)
- FSC 2 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
General Worker/Gardener (Personal)
Office Attendant (Personal)
- FSC 3 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver/Handy Worker (Personal)
Driver (Personal)
- FSC 4 : Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Senior/Head Office Attendant (Personal)
- FSC 5 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Receptionist/Telephonist (Personal)
- FSC 6 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Word Processing Operator (Personal)
- FSC 7 : Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Technical Assistant (Personal)
- FSC 8 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Clerk/Senior Clerk (Personal)

09.04 Ex-FARMERS' SERVICE CORPORATION (Cont'd)

- FSC 9 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Accounts Clerk (Personal)
Accounts Officer (Personal to officer in post as at 30.06.98)
Assistant Procurement and Supply Officer (Personal)
Executive Assistant (Personal)
Purchasing and Supply Officer (Personal)
- FSC 10 : Rs 20675 x 750 – 29675 x 900 – 32375**
Senior Technical Assistant (Personal)
- FSC 11 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary (Personal)
- FSC 12 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Accounts Officer (Personal)
Chief Examiner (Personal)
- FSC 13 : Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
LAMU/Nursery Co-ordinator (Personal)
- FSC 14 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Senior Accounts Officer (Personal)
- FSC 15 : Rs 20075 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275**
Internal Auditor (Personal)
- FSC 16 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
IT Officer (Personal)
- FSC 17 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Accountant (Personal)
Secretary (Personal)

09.04 Ex-FARMERS' SERVICE CORPORATION (Cont'd)

FSC 18 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775
Assistant Manager, Farmers' Service Centre (Personal)

FSC 19 : Rs 36575 x 1200 – 37775 x 1500 – 58775
Manager, Farmers' Service Centre (Personal)

FSC 20 : Rs 45275 x 1500 – 58775 x 1800 – 65975
Technical Manager (Personal)
Training Manager (Personal)

FSC 21 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000
Assistant Director (Personal)

FSC 22 : Rs 102000
Director (Personal)



09.04 Ex-MAURITIUS SUGAR TERMINAL CORPORATION

The salary schedule at pages 205 to 207 has been deleted and replaced by the revised salary schedule:

REVISED SALARY SCHEDULE

All Salaries are personal to holders of the post

- MSTC 1** : **Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175**
General Worker
- MSTC 2** : **Rs 11925 x 250 – 12925**
Trainee Technician (Mechanical) (Personal)
Trainee Technician (Electrical) (Personal)
- MSTC 3** : **Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825**
Sanitary Attendant (Personal)
Terminal Attendant (Personal)
- MSTC 4** : **Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525**
Stores Attendant (Personal)
- MSTC 5** : **Rs 15475**
Safety and Health Officer (Part-Time) (Personal)
- MSTC 6** : **Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Office Attendant (Personal)
Terminal Attendant/Gardener (Personal)
- MSTC 7** : **Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Telephone Operator (Personal)
- MSTC 8** : **Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver (Personal)
- MSTC 9** : **Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Terminal Operator Grade II (Civil) (Personal)
Terminal Operator Grade II (Electrical) (Personal)
Terminal Operator Grade II (Mechanical) (Personal)

09.04 Ex-MAURITIUS SUGAR TERMINAL CORPORATION (Cont'd)

MSTC 10 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425

Welder (Personal)

MSTC 11 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425

Senior/Head Office Attendant (Personal)

MSTC 12 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925

Assistant Stores Officer (Personal)

MSTC 13 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675

Word Processing Operator (Personal)

Receptionist/Word Processing Operator (Personal)

MSTC 14 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425

Clerical Officer (Personal)

MSTC 15 : Rs 13425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925

Terminal Operator Grade I (Civil) (Personal)

MSTC 16 : Rs 13425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925 QB 29675

Terminal Operator Grade I (Electrical) (Personal)

Terminal Operator Grade I (Mechanical) (Personal)

MSTC 17 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675

Accounts Clerk (Personal)

Assistant Procurement and Supply Officer (Personal)

Executive Officer (Personal)

MSTC 18 : Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475

Senior Terminal Operator (Civil) (Personal)

09.04 Ex-MAURITIUS SUGAR TERMINAL CORPORATION (Cont'd)

- MSTC 19 : Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475 QB 32375**
Senior Terminal Operator (Electrical) (Personal)
Senior Terminal Operator (Mechanical) (Personal)
- MSTC 20 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary (Personal)
- MSTC 21 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Accounts Officer (Personal)
Higher Executive Officer (Personal)
Procurement and Supply Officer (Personal)
- MSTC 22 : Rs 18125 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Site Supervisor (Personal)
- MSTC 23 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Senior Accounts Officer (Personal)
- MSTC 24 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275**
Terminal Cleaning and Maintenance Officer (Civil) (Personal)
Terminal Operations and Maintenance Officer (Electrical) (Personal)
Terminal Operations and Maintenance Officer (Mechanical) (Personal)
- MSTC 25 : Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 46775**
Principal Accounts Officer/Procurement Officer (Personal)
- MSTC 26 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Administrative Officer (Personal)
- MSTC 27 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Engineer (Electrical) (Personal)
Engineer (Mechanical) (Personal)

09.04 Ex-MAURITIUS SUGAR TERMINAL CORPORATION (Cont'd)

MSTC 28 : Rs 64175 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000

Administrative Manager (Personal)

Financial Manager (Personal)

Technical Manager (Personal)

MSTC 29 : Rs 102000

General Manager (Personal)



09.04 Ex-SUGAR PLANTERS' MECHANICAL POOL CORPORATION

The salary schedule at pages 208 to 211 has been deleted and replaced by the revised salary schedule -

REVISED SALARY SCHEDULE

All salaries are personal to holders of the post.

- SPMPC 1 : Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525**
Workshop/Vehicle/Machinery Attendant (Personal)
- SPMPC 2 : Rs 15475**
Safety and Health Officer (Part Time) (Personal)
- SPMPC 3 : Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225**
Security Guard (Personal)
formerly Watchman (Personal)
- SPMPC 4 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Office Attendant (Personal)
- SPMPC 5 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575**
Toolskeeper (Personal)
- SPMPC 6 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Assistant Timekeeper (Personal)
Blacksmith (Personal)
Electrician (Personal)
Fitter (Personal)
Handy Worker (Skilled) (Personal)
Mechanic (Personal)
Panel Beater (Personal)
Turner/Machinist (Personal)
Welder (Personal)
- SPMPC 7 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Senior/Head Office Attendant (Personal)
- SPMPC 8 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Radio/Telephone Operator/Receptionist (Personal)

09.04 Ex-SUGAR PLANTERS' MECHANICAL POOL CORPORATION (Cont'd)

SPMPC 9 : Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925

Operator (Personal)

SPMPC 10 : Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925

Driver, Heavy Mechanical Unit (Personal)

Farm Machinery Operator (Personal)

SPMPC 11 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 23675

Multiskilled Handy Worker (Personal)

SPMPC 12 : Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 23675

Agricultural Machinery Operator (Personal)

Head Operator (Personal)

SPMPC 13 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425

Overseer (Personal)

SPMPC 14 : Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425

Timekeeper (Personal)

SPMPC 15 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925

Store Clerk (Personal)

SPMPC 16 : Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925

Head Agricultural Machinery Operator (Personal)

SPMPC 17 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425

Clerical Officer/Higher Clerical Officer (Personal)

Clerk/Word Processing Operator (Personal)

09.04 Ex-SUGAR PLANTERS' MECHANICAL POOL CORPORATION (Cont'd)

SPMPC 18 : Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675

Executive Assistant (Personal)

SPMPC 19 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675

Assistant Financial Operations Officer (Personal)

SPMPC 20 : Rs 16875 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675

Stores Officer (Personal)

SPMPC 21 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375

Confidential Secretary (Personal)

SPMPC 22 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375

Financial Operations Officer (Personal)

SPMPC 23 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275

IT Technician (Personal)

Public Relations Officer (Personal)

SPMPC 24 : Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275

Senior Human Resource Officer (Personal)

SPMPC 25 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775

Senior Financial Operations Officer (Personal)

Senior Internal Control Officer (Personal)

SPMPC 26 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275

Field Officer/Senior Field Officer (Personal)

Technical and Mechanical Officer/Senior Technical and Mechanical Officer (Personal)

SPMPC 27 : Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 48275

Stores Superintendent (Personal)

09.04 Ex-SUGAR PLANTERS' MECHANICAL POOL CORPORATION (Cont'd)

- SPMPC 28 :** **Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Accountant (Personal)
- SPMPC 29 :** **Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Mechanical Engineer (Personal)
- SPMPC 30 :** **Rs 34175 x 1200 – 37775 x 1500 – 52775**
Field Superintendent (Personal)
- SPMPC 31 :** **Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Systems Administrator (Personal)
- SPMPC 32 :** **Rs 36575 x 1200 – 37775 x 1500 – 58775**
Field Manager (Personal)
Personnel Manager (Personal)
Workshop Manager (Personal)
- SPMPC 33 :** **Rs 45275 x 1500 – 58775 x 1800 – 65975**
Financial Controller (Personal)
- SPMPC 34 :** **Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000**
Deputy General Manager (Personal)
- SPMPC 35 :** **Rs 95000**
General Manager (Personal)



09.05 MAURITIUS MEAT AUTHORITY

Page 213

To insert after paragraph 09.05.04

Human Resource Officer/Senior Human Resource Officer, *formerly Senior Human Resource Officer*

Recommendation EOAC 117

09.05.04A The Committee recommends that incumbents in the grade of Human Resource Officer/Senior Human Resource Officer possessing a Diploma in Human Resource Management or a Diploma with Human Resource Management as a major component or an equivalent qualification should be allowed to move incrementally in the master salary scale up to salary point Rs 39275 provided that they:

- (i) have drawn the top salary for a year;
- (ii) have been efficient and effective in their performance during the preceding year; and
- (iii) are not under report.

Allowance to General Worker

To delete paragraph 09.05.07 and whole content

To replace by the following:

Recommendation EOAC 118

09.05.07 The Committee recommends that General Workers posted on a monthly basis at the Abattoir to perform the above-mentioned specific duties should be paid a monthly allowance of Rs 1000.

Transport Management

To delete paragraph 09.05.09 and whole content

To replace by the following:

Recommendation EOAC 119

09.05.09 The Committee recommends that Assistant Head Butchers who are required to manage the transport fleet of the Authority, over and above the discharge of their normal duties, should each be paid an allowance of Rs 625 monthly.

Attendance Bonus

To delete paragraph 09.05.13 and whole content

To replace by the following:

Recommendation EOAC 120

09.05.13 The Committee recommends that the payment of the attendance bonus be maintained and the quantum revised to Rs 60 per hour.

Page 215

To insert after paragraph 09.05.19 the following:

Meat Loader/ Lorry Helper

09.05.20 Representations have been made to allow Meat Loader/Lorry Helpers to retire on full pension after 25 years' service as they are unable to carry heavy weight and make great physical effort and the possibility to redeploy in other sections is very remote.

Recommendation EOAC 121

09.05.21 The Committee recommends that Meat Loader/Lorry Helpers be allowed to retire after completing 25 years' of pensionable service.

09.05 MAURITIUS MEAT AUTHORITY**REVISED SALARY SCHEDULE**

MA 1	:	Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175 General Worker
MA 2	:	Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 Laundry Worker General Worker (Personal) <i>formerly Abattoir Cleaner</i>
MA 3	:	Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525 Stores Attendant
MA 4	:	Rs 15475 Safety and Health Officer (Part-time)
MA 5	:	Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225 Security Guard <i>formerly Watchman</i>

09.05 MAURITIUS MEAT AUTHORITY (Cont'd)

- MA 6 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Gardener
General Purpose Handy Worker/Tradesman's Assistant
Meat Loader/Lorry Helper
Office Attendant
Stockman (Personal)
- MA 7 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver
Slaughterman (Ex Meat Shop Butcher)
- MA 8 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17225 x 450 – 20675**
Senior Stockman (Personal)
- MA 9 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Boiler Operator
Plant Operator
Electro-Mechanic
Motor Mechanic Grade I
- MA 10 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Senior/Head Office Attendant
- MA 11 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Receptionist
- MA 12 : Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Slaughterman (Personal)
- MA 13 : Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Driver (Meat Van)

09.05 MAURITIUS MEAT AUTHORITY (Cont'd)

- MA 14 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Word Processing Operator
- MA 15 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Assistant Head Butcher
- MA 16 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerical Officer/Higher Clerical Officer
- MA 17 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Cashier (Personal)
- MA 18 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Assistant Financial Operations Officer
formerly Assistant Financial Operations Officer
Assistant Procurement and Supply Officer
Executive Officer
- MA 19 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 30575**
Liaison Officer (Personal)
- MA 20 : Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475**
Head Butcher (Goat, Pork, Cattle/Sheep)
- MA 21 : Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Head of Illegal Slaughter Squad
- MA 22 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary

09.05 MAURITIUS MEAT AUTHORITY (Cont'd)

- MA 23** : **Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Financial Officer
formerly Financial Operations Officer
Higher Executive Officer
Procurement and Supply Officer
- MA 24** : **Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Abattoir Supervisor
- MA 25** : **Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775**
Human Resource Officer/Senior Human Resource Officer
formerly Senior Human Resource Officer
- MA 26** : **Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Senior Financial Officer
formerly Senior Financial Operations Officer
- MA 27** : **Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Accountant
- MA 28** : **Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Engineer
- MA 29** : **Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Administrative Secretary
- MA 30** : **Rs 102000**
General Manager



09.06 SMALL FARMERS WELFARE FUND

Page 220

To insert after paragraph 09.06.07 the following:

Welfare Assistant (New Grade)

09.06.08 Representations have been received for the creation of a new grade of Welfare Assistant which will be polyvalent and will work across the Sections and, at the same time, assist the Programme Welfare Officers.

Recommendation EOAC 122

09.06.09 The Committee recommends the creation of a new grade of Welfare Assistant. Appointment to the grade would be made by selection from candidates possessing a Cambridge School Certificate or equivalent. Incumbents would be required, *inter-alia*, to assist the Programme Welfare Officer; to set up and develop schemes and projects to promote the welfare of small planters and their families; to interact with the planting community to identify appropriate schemes to promote their welfare; to carry out inspection of fields and crops and report thereon; collect information and data regarding crops under cultivation.

Senior Accounts Officer (New Grade)

09.06.10 Representations have been received for the creation of a new grade of Senior Accounts Officer due to an increase in the volume and complexity of the work of the Finance Section.

Recommendation EOAC 123

09.06.11 The Committee recommends the creation of a new grade of Senior Accounts Officer. Appointment to the grade would be made by promotion, on the basis of experience and merit, from officers in the grade of Accounts Officer possessing a Diploma in Accountancy or a pass in all papers of the Fundamentals (knowledge) or an equivalent qualification acceptable to the Board. Incumbents would be required, *inter-alia*, to be responsible for the preparation of yearly financial statements of the Fund; to manage the revolving fund; supervise the work of Accounts Officers and Accounts Clerks; to be responsible for the keeping of contractual documents, tender bonds, computerized back-ups in safe custody.

Programme Welfare Officer

09.06.12 Representations have been received to amend the scheme of service for the grade of Programme Welfare Officer to allow Technical Officers who are performing duties of Programme Welfare Officer to be appointed to the grade.

Recommendation EOAC 124

- 09.06.13** The Committee recommends that the scheme of service for the grade of Programme Welfare Officer be amended so that appointment is made, in the first instance, by selection from among Technical Officers possessing the required qualifications and, in the absence of qualified Technical Officers, the post be filled from among outside candidates.

09.06 SMALL FARMERS WELFARE FUND**REVISED SALARY SCHEDULE**

- SFWF 1** : **Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175**
General Worker
- SFWF 2** : **Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver/Office Attendant
- SFWF 3** : **Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Welfare Assistant (New Grade)
- SFWF 4** : **Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerk/Word Processing Operator
- SFWF 5** : **Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175**
Computer Support Officer (New Grade)
- SFWF 6** : **Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Accounts Clerk
Assistant Procurement and Supply Officer
Executive Officer
Purchasing and Supply Officer (Personal)
- SFWF 7** : **Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Internal Control Officer

09.06 SMALL FARMERS WELFARE FUND (Contd)

- SFWF 8 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- SFWF 9 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Accounts Officer
- SFWF 10 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Technical Officer
- SFWF 11 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Senior Accounts Officer (New Grade)
- SFWF 12 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Marketing Officer
Programme Welfare Officer
- SFWF 13 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Programmer/Analyst
- SFWF 14 : Rs 36575 x 1200 – 37775 x 1500 – 58775**
Programme Coordinator
- SFWF 15 : Rs 86000**
Manager



09.07 TEA BOARD

The salary schedule at pages 223 and 224 has been deleted and replaced by the revised salary schedule:

09.07 TEA BOARD**REVISED SALARY SCHEDULE**

- TB 1 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver/Office Attendant
- TB 2 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerk/Word Processing Operator
- TB 3 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Accounts Clerk
- TB 4 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- TB 5 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Accounts Officer
Higher Executive Officer
- TB 6 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Technical Officer
- TB 7 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Secretary
Statistical and Marketing Officer
- TB 8 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Project Co-ordinator
- TB 9 : Rs 36575 x 1200 – 37775 x 1500 – 58775**
Secretary (Personal to officer in post as at 30.06.93)

09.07 TEA BOARD (Contd)

TB 10 : Rs 80000

General Manager



**09.08 THE SIR SEEWOOSAGUR RAMGOOLAM BOTANIC
GARDEN TRUST**

The salary schedule at pages 227 to 230 has been deleted and replaced by the revised salary schedule:

**09.08 THE SIR SEEWOOSAGUR RAMGOOLAM BOTANIC
GARDEN TRUST**

REVISED SALARY SCHEDULE

SSRBGT 1	:	Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175 General Worker
SSRBGT 2	:	Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525 Stores Attendant
SSRBGT 3	:	Rs 9925 x 250 – 13675 x 300 – 15475 x 350 – 16525 Handy Worker (Roster) (New Grade)
SSRBGT 4	:	Rs 15475 Safety and Health Officer (Part Time) (New Grade)
SSRBGT 5	:	Rs 9925 x 250 – 13675 x 300 – 15475 x 350 – 16875 Assistant Handy Worker (Skilled)
SSRBGT 6	:	Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675 Gardener/Nursery Attendant <i>formerly Gardener/Nurseryman</i> Insecticide Sprayer Operator <i>formerly Insecticide Sprayerman</i> Office Attendant Stockman Woodcutter
SSRBGT 7	:	Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575 Senior Gardener/Nursery Attendant <i>formerly Senior Gardener/Nurseryman</i>
SSRBGT 8	:	Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 Driver/Office Attendant

**09.08 THE SIR SEEWOOSAGUR RAMGOOLAM BOTANIC
GARDEN TRUST (Cont'd)**

- SSRBGT 9 :** Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675
Field Supervisor
formerly Gangman
- SSRBGT 10 :** Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425
Handy Worker (Skilled)
- SSRBGT 11 :** Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425
Head Gardener/Nursery Attendant
formerly Head Gardener/Nurseryman
- SSRBGT 12 :** Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925
Driver (Lorries above 5 Tons, Heavy Mechanical Unit, Heavy Tractors)
- SSRBGT 13 :** Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25175
Ticket/Sales Officer (Personal)
- SSRBGT 14 :** Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425
Ticket/Sales Officer (Roster) (New Grade)
- SSRBGT 15 :** Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675
Word Processing Operator
- SSRBGT 16 :** Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425
Clerical Officer/Higher Clerical Officer
- SSRBGT 17 :** Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925
Audio Visual Assistant
Technical Assistant

**09.08 THE SIR SEEWOOSAGUR RAMGOOLAM BOTANIC
GARDEN TRUST (Cont'd)**

- SSRBGT 18 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Assistant Procurement and Supply Officer
Executive Officer
Purchasing and Supply Officer (Personal)
- SSRBGT 19 : Rs 20675 x 750 – 29675 x 900 – 33275**
Senior Technical Assistant
- SSRBGT 20 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x
1200 – 35375**
Confidential Secretary
- SSRBGT 21 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Accounts Officer
- SSRBGT 22 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x
1200 – 37775 x 1500 – 39275**
Technical Officer
- SSRBGT 23 : Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 –
45275**
Senior Technical Officer
- SSRBGT 24 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 –
52775**
Scientific Officer
formerly Research and Development Officer
- SSRBGT 25 : Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 –
52775**
Botanist
- SSRBGT 26 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 –
52775**
Accountant
Administrative Secretary
formerly Secretary
- SSRBGT 27 : Rs 77000**
Director



09.09 TOBACCO BOARD

Page 231

To insert after paragraph 09.09.04

Human Resource Officer/ Senior Human Resource Officer *formerly Senior Human Resource Officer*

Recommendation EOAC 125

09.09.04A The Committee recommends that incumbents in the grade of Human Resource Officer/ Senior Human Resource Officer possessing a Diploma in Human Resource Management or a Diploma with Human Resource Management as a major component or an equivalent qualification should be allowed to move incrementally in the master salary scale up to salary point Rs 39275 provided that they :

- (i) have drawn the top salary for a year;
- (ii) have been efficient and effective in their performance during the preceding year; and
- (iii) are not under report.

Clerical Assistant/Senior Clerical Assistant

To delete paragraph 09.09.06 and whole content

To replace by the following:

Recommendation EOAC 126

09.09.06 The Committee recommends the payment of a monthly allowance of Rs 1025 to Clerical Assistant/Senior Clerical Assistants who are required to put in additional hours of work when posted at the Warehouse Section for a whole month.

09.09 TOBACCO BOARD**REVISED SALARY SCHEDULE**

TOB 1	:	Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175
		Warehouse Worker
TOB 2	:	Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 - 15825
		Gateman
		Sanitary Attendant
		Warehouse Operative

09.09 TOBACCO BOARD (Contd)

- TOB 3 : Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525**
Tobacco Grader
Tradesman's Assistant
- TOB 4 : Rs 15475**
Safety and Health Officer (Part-Time)
- TOB 5 : Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225**
Plant Feeder
Security Guard
formerly Watchman
- TOB 6 : Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Senior Warehouse Operative
- TOB 7 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Gardener
Office Attendant
- TOB 8 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver/Office Attendant
- TOB 9 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Carpenter
Electrician
Packer
Tradesman (General)
- TOB 10 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Senior/Head Office Attendant
- TOB 11 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22175**
Assistant Foreman
Forklift Driver

09.09 TOBACCO BOARD (Contd)**REVISED SALARY SCHEDULE**

- TOB 12 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Receptionist/Telephone Operator
- TOB 13 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425**
Clerical Assistant/Senior Clerical Assistant
- TOB 14 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425**
Laboratory Attendant
- TOB 15 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Word Processing Operator
- TOB 16 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Assistant Accounts Clerk
Correspondence Clerk/Word Processing Operator
- TOB 17 : Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Chief Tradesman (General)
Foreman
- TOB 18 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Technical Assistant
- TOB 19 : Rs 13425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Warehouse Assistant
- TOB 20 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Accounts Clerk

09.09 TOBACCO BOARD (Contd)

REVISED SALARY SCHEDULE

- TOB 21 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375
Internal Control Officer
- TOB 22 : Rs 16875 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375
Computer Officer
- TOB 23 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375
Confidential Secretary
- TOB 24 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375
Accounts Officer
- TOB 25 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775
Internal Control Officer (Personal)
- TOB 26 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275
Tobacco Officer
- TOB 27 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275
Assistant Warehouse Supervisor
- TOB 28 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775
Human Resource Officer/ Senior Human Resource Officer
formerly Senior Human Resource Officer
- TOB 29 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775
Senior Accounts Officer (Personal)
- TOB 30 : Rs 20075 x 600 – 20675 x 750 – 29675 x 900 – 33275 QB 34175 x 1200 – 37775 x 1500 – 42275
Accounting Technician

09.09 TOBACCO BOARD (Cont'd)

- TOB 31 : Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275**
Senior Tobacco Officer
Warehouse Supervisor
- TOB 32 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Accountant
- TOB 33 : Rs 36575 x 1200 – 37775 x 1500 – 58775**
Administrative Secretary
Operations Manager
- TOB 34 : Rs 89000**
General Manager



09.10 VALLÉE D'OSTERLOG ENDEMIC GARDEN FOUNDATION

Page 237

Walking Allowance

To delete paragraph 09.10.06 and whole content

To replace by the following:

Recommendation EOAC 127

09.10.06 The Committee recommends that a monthly walking allowance of Rs 600 be granted to those workers in the manual grades who do not have any means of transport and have to cover a distance of more than six kilometers daily to reach their site of work.

09.10 VALLÉE D'OSTERLOG ENDEMIC GARDEN FOUNDATION**REVISED SALARY SCHEDULE**

VOGF 1	:	Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175 General Worker
VOGF 2	:	Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675 Gardener/Nursery Attendant <i>formerly Gardener/Nurseryman</i>
VOGF 3	:	Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575 Senior Gardener/Nursery Attendant <i>formerly Senior Gardener/Nurseryman</i>
VOGF 4	:	Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 Driver/Office Attendant
VOGF 5	:	Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 Field Supervisor <i>formerly Gangman</i>
VOGF 6	:	Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425 Clerk/Word Processing Operator

09.10 VALLÉE D'OSTERLOG ENDEMIC GARDEN FOUNDATION (Cont'd)

VOGF 7 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675
Assistant Procurement and Supply Officer

VOGF 8 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375
Accounts Officer
Human Resource Officer

VOGF 9 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275
Technical Officer/Senior Technical Officer

VOGF 10 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775
Administrative Manager
Technical Manager

VOGF 11 : Rs 77000
Director



11. MINISTRY OF TERTIARY EDUCATION, SCIENCE, RESEARCH AND TECHNOLOGY

11.01 FASHION AND DESIGN INSTITUTE

Page 239

To insert after paragraph 11.01.06

Change in Appellation

11.01.07 Management has made a request for the restyling of the grade of Administrative and Human Resource Assistant to Administrative Assistant in order to have a polyvalent grade which may be posted to other sections to assist the Administrative Officer in his duties.

Recommendation EOAC 128

11.01.7A **The Committee, therefore, recommends that the grade of Administrative and Human Resource Assistant be restyled Administrative Assistant.**

Registrar (New Grade)

11.01.08 Management has made a request for the creation of a new grade of Registrar against the abolition of the post of Head, Corporate Affairs.

Recommendation EOAC 129

11.01.08A **The Committee, therefore, recommends the creation of a new grade of Registrar against the abolition of the post of Head, Corporate Affairs. Appointment to the grade of Registrar should be made by selection from among candidates possessing a Master's Degree in Educational Administration or Management of Education from a recognised institution or an equivalent qualification together with at least five years' experience in a management position in the Tertiary Sector.**

Associate Professor

Recommendation EOAC 130

11.01.09 **As the post of Associate Professor has been vacant for some years, the Committee recommends that the grade be abolished.**

11.01 FASHION AND DESIGN INSTITUTE

REVISED SALARY SCHEDULE

- FDI 1 : Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825**
Support Assistant
- FDI 2 : Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175**
Handy Worker
- FDI 3 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Senior Support Assistant
- FDI 4 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20075**
General Assistant (Personal to employees of the School of Design of Ex-IVTB)
- FDI 5 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver/Office Attendant
- FDI 6 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Receptionist/Telephone Operator
- FDI 7 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 23675**
Technical Assistant/Senior Technical Assistant
- FDI 8 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425**
Technical Attendant (Maintenance) (Personal to employees of the School of Design of Ex-IVTB)
- FDI 9 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerk/Word Processing Operator (Personal to employees of the School of Design of Ex-IVTB)

11.01 FASHION AND DESIGN INSTITUTE (Cont'd)

- FDI 10 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Technical Assistant/Senior Technical Assistant (Personal to employees of the School of Design of Ex-IVTB)
Technical Assistant (Computer) (Personal to employees of the School of Design of Ex-IVTB)
Technical Assistant (Maintenance) (Personal to employees of the School of Design of Ex-IVTB)
- FDI 11 : Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Technical Assistant/Senior Technical Assistant (Personal to employees of the Department of Design of the University of Mauritius)
- FDI 12 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Accounts Clerk
Assistant Stores and Logistics Officer
- FDI 13 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- FDI 14 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Executive Clerk (*Personal to employees of the School of Design of Ex-IVTB*)
- FDI 15 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Administrative Assistant
formerly Administrative and Human Resource Assistant
Assistant Finance Executive
Facilities and Maintenance Officer
I.T Officer
Stores and Logistics Officer
Technician/Senior Technician
- FDI 16 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275**
Technician/Senior Technician (Personal to employees of the Department of Textile Technology of the University of Mauritius)

11.01 FASHION AND DESIGN INSTITUTE (Cont'd)

- FDI 17 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Training Officer (Personal to employees of the School of Design of Ex-IVTB)
- FDI 18 : Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Administrative Officer
Business Development Analyst
Marketing and Events Coordinator
Research Analyst
Resource Centre Coordinator
Training Officer
- FDI 19 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Internal Auditor
- FDI 20 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Business Development Analyst (Personal to incumbents in the grade of Coordinator of the School of Design of Ex-IVTB)
- FDI 21 : Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Administrative and HR Executive
Admissions, Examinations and Student Affairs Executive
Finance Executive
IT Executive
Lecturer
Media and Public Relations Executive
Project Executive
Quality Assurance Executive
- FDI 22 : Rs 45275 x 1500 – 58775 x 1800 – 69575**
Product and Business Development Manager
Senior Lecturer
- FDI 23 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000**
Head, Business/Industry Development, Research and Consultancy
Head, Learning and Training
Registrar (New Grade)
- FDI 24 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 83000**
Associate Professor (Personal)

11.01 FASHION AND DESIGN INSTITUTE (Cont'd)

FDI 25 : Rs 80000
Director



11.02 MAURITIUS RESEARCH COUNCIL

Page 246

To insert after paragraph 11.02.12

Project Monitoring Officer (New Grade)

11.02.12A Management has submitted that, in view of an increase in the number of research grant schemes, there is a need for a dedicated officer to process project proposals, monitor the schemes and ensure that each project is completed within the authorised delay. The MRC has submitted a request for the creation of a new grade of Project Monitoring Officer. The Committee is agreeable to the request and is recommending accordingly.

Recommendation EOAC 131

11.02.12B The Committee recommends the creation of a grade of Project Monitoring Officer to be filled by selection of candidates possessing a Degree in Natural Sciences/Medical and Health Sciences/Engineering and Technology/Mathematics and Informatics/Social Sciences/Law and Management/Computer Science and/or any other relevant field acceptable to the Council together with at least four years' work experience in a research-related environment.

11.02.12C The Project Monitoring Officer would be responsible, inter alia for ensuring that projects are in line with the set project standards and best practices; to assist in the management of a resource capacity/utilization plan; to monitor all the research grant schemes of the Council and to ensure that actions are taken within deadlines.

11.02.12D The Committee further recommends that, with the creation of the new grade of Project Monitoring Officer, the Systems Administrator should be responsible for duties pertaining to his grade as at 31.12.2012.

Research Co-ordinator

Research Officer

11.02.12E Management has submitted that the research staff of the MRC needs to be highly qualified, experienced and versatile in various sectors to be able to develop policies and strategies in line with national goals and has requested that their qualifications' requirements should be upgraded to reflect their high responsibilities. In view of the fact that research is the core activity of the Mauritius Research Council, the Committee considers that the request is justified.

Recommendation EOAC 132

- 11.02.12G** The Committee recommends that, in future, appointment to the grade of Research Coordinator should be made by selection from among candidates who possess a PhD degree in one of the following fields: Natural Sciences, Medical and Health Sciences, Engineering and Technology, Mathematics and Informatics, Social Sciences, Law and Management, or any other relevant field acceptable to the Council together with at least five years post-doctoral related work experience.
- 11.02.12H** The Committee further recommends that, in future, appointment to the grade of Research Officer should be made by selection from among candidates possessing a Master's Degree in Natural Sciences, Medical and Health Sciences, Engineering and Technology, Mathematics and Informatics, Social Sciences, Law and Management or any other relevant field acceptable to the Council with at least four years post degree related work experience.
- 11.02.12I** The above element has been taken into consideration for determining the recommended salaries for the grades of Research Co-ordinator and Research Officer.

11.02 MAURITIUS RESEARCH COUNCIL

REVISED SALARY SCHEDULE

- MRC 1** : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675
Office Attendant
- MRC 2** : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675
Driver
Driver/Office Attendant
formerly Office Attendant/Driver
- MRC 3** : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425
Technician/Driver (New Grade)
- MRC 4** : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675
Receptionist/Word Processing Operator

11.02 MAURITIUS RESEARCH COUNCIL (Cont'd)

- MRC 5 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12)
Clerk/Word Processing Operator (Personal to officers in post as at 31.12.12)
- MRC 6 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Management Support Officer (MRC) (New Grade)
- MRC 7 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Accounts/Purchasing Officer
Executive Officer (Personal to officers in post as at 31.12.12)
Research Support Officer
- MRC 8 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- MRC 9 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275**
IT Technician/Senior IT Technician
- MRC 10 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Administrative Officer
Public Relations and Communication Officer
Research Assistant
Statistician
- MRC 11 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Accountant
Resource Officer
Project Monitoring Officer (New Grade)
- MRC 12 : Rs 36575 x 1200 – 37775 x 1500 – 58775**
Systems Administrator
- MRC 13 : Rs 45275 x 1500 – 58775 x 1800 – 69575**
Business Services Manager
Research Officer

11.02 MAURITIUS RESEARCH COUNCIL (Cont'd)

MRC 14 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 83000

Research Coordinator

MRC 15 : Rs 95000

Head of Finance and Administration

formerly Corporate and Business Services Director

Programme Director

MRC 16 : Rs 144000

Executive Director



11.03 OPEN UNIVERSITY OF MAURITIUS

The salary schedule at pages 253 to 257 has been deleted and replaced by the revised salary -

11.03 EX-MAURITIUS COLLEGE OF THE AIR

REVISED SALARY SCHEDULE

- MCA 1 : Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175**
General Worker
- MCA 2 : Rs 15475**
Safety and Health Officer (Part Time) (Personal)
- MCA 3 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Office Attendant (Personal)
Office Attendant
- MCA 4 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18125**
Office Attendant (Roster) (Personal)
- MCA 5 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver (Personal)
Driver/Office Attendant
- MCA 6 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 20675 x 750 – 21425**
Driver (Roster) (Personal)
Handy Worker/Tradesman (Skilled) (Personal)
- MCA 7 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 20675 x 750 – 21425**
Senior/Head Office Attendant (Personal)
- MCA 8 : Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22175**
Senior/Head Office Attendant (Roster) (Personal)

11.03 EX-MAURITIUS COLLEGE OF THE AIR (Cont'd)

- MCA 9 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Receptionist/Telephone Operator (Personal)
- MCA 10 : Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Senior Handy Worker/Tradesman (Skilled) (Personal)
- MCA 11 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Word Processing Operator (Personal)
- MCA 12 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerical Officer/Higher Clerical Officer (Personal)
Clerk/ Word Processing Operator (Personal)
- MCA 13 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175**
Assistant Printing Officer (Personal)
- MCA 14 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Assistant Documentation Officer (Personal)
- MCA 15 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Assistant Financial Operations Officer (Personal)
Assistant Procurement and Supply Officer (Personal)
Executive Officer (Personal)
Purchasing and Supply Officer (Personal)
- MCA 16 : Rs 15825 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Assistant Documentation Officer (Roster) (Personal)
- MCA 17 : Rs 16875 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475**
Technician (Engineering Services) (Personal)
Technician (Operations) (Personal)
- MCA 18 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275**
Computer Operations Controller (Personal)

11.03 EX-MAURITIUS COLLEGE OF THE AIR (Cont'd)

- MCA 19 : Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275**
Documentation Officer (Personal)
- MCA 20 : Rs 20075 x 600 – 20675 x 750 – 29675 x 900 – 34175**
Documentation Officer (Roster) (Personal)
- MCA 21 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary (Personal)
- MCA 22 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Financial Operations Officer (Personal)
Higher Executive Officer (Personal)
Procurement and Supply Officer (Personal)
- MCA 23 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Assistant Systems Analyst (Personal)
Library Officer (Personal)
- MCA 24 : Rs 21425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Graphics Artist (Personal)
Printing Officer (Personal)
- MCA 25 : Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Senior Technician (Engineering Services) (Personal)
Senior Technician (Operations) (Personal)
- MCA 26 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Senior Documentation Officer (Personal)
- MCA 27 : Rs 18125 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Library Officer (Roster)

11.03 EX-MAURITIUS COLLEGE OF THE AIR (Cont'd)

- MCA 28 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Senior Documentation Officer (Roster) (Personal)
- MCA 29 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Senior Financial Operations Officer (Personal)
Senior Procurement and Supply Officer (Personal)
- MCA 30 : Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 48275**
Principal Financial Operations Officer (Personal)
- MCA 31 : Rs 21425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 49775**
Technical Executive (Engineering Services) (Personal)
Technical Executive (Operations) (Personal)
- MCA 32 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Administrative Officer (Personal)
Copy Editor (Personal)
- MCA 33 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Librarian (Personal)
- MCA 34 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Human Resource Management Officer (Personal)
Internal Auditor (Personal)
- MCA 35 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 48275QB
49775 x 1500 – 52775**
Graphics Officer (Personal)
- MCA 36 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Senior Printing Officer (Personal)
- MCA 37 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Systems Analyst/Senior Systems Analyst (Personal)
- MCA 38 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275
QB 46775 x 1500 – 58775**
Graphics Officer (Personal to officer in post as at 30.6.03)

11.03 EX-MAURITIUS COLLEGE OF THE AIR (Cont'd)

- MCA 39 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Co-ordinator (Personal)
Marketing and Development Officer (Personal)
Senior Printing Officer (Personal to officer in post as at 30.06.08)
- MCA 40 : Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Assistant Lecturer/Lecturer (Personal)
Assistant Lecturer/Lecturer
- MCA 41 : Rs 36575 x 1200 – 37775 x 1500 – 58775**
Senior Technical Executive (Engineering Services) (Personal)
Senior Technical Executive (Operations) (Personal)
- MCA 42 : Rs 36575 x 1200 – 37775 x 1500 – 58775 x 1800 – 65975**
Administrative Secretary (Personal)
Financial Controller (Personal)
Head Graphics, Publishing and Printing (Personal)
Head Learning Resources Centre (Personal)
Principal Technical Executive (Engineering Services) (Personal)
Principal Technical Executive (Operations) (Personal)
Programme Coordinator (Personal)
Senior Coordinator (Personal)
- MCA 43 : Rs 45275 x 1500 – 58775 x 1800 – 69575**
Quality Assurance Officer (Personal)
Senior Lecturer (Personal)
- MCA 44 : Rs 49775 x 1500 – 58775 x 1800 – 69575**
Principal Coordinator (Personal)
- MCA 45 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 83000**
Associate Professor (Personal)
- MCA 46 : Rs 89000**
Deputy Director (Personal)
- MCA 47 : Rs 102000**
Director (Personal)



11.04 RABINDRANATH TAGORE INSTITUTE

The salary schedule at pages 261 and 262 has been deleted and replaced by the following -

REVISED SALARY SCHEDULE

RTI 1	:	Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15175 General Worker
RTI 2	:	Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 - 16175 Handy Worker
RTI 3	:	Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675 Gardener/Nursery Attendant <i>formerly Gardener/Nurseryman</i>
RTI 4	:	Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 Driver/Office Attendant <i>formerly Office Attendant/Driver</i>
RTI 5	:	Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425 Electrician
RTI 6	:	Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925 Receptionist/Telephone Operator
RTI 7	:	Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425 Clerk/Word Processing Operator
RTI 8	:	Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 Accounts Clerk
RTI 9	:	Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375 Confidential Secretary

11.04 RABINDRANATH TAGORE INSTITUTE (Cont'd)

**RTI 10 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x
1200 – 37775 x 1500 – 39275**

Library and Documentation Officer
formerly Library Officer

RTI 11 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775

Administrative Officer

RTI 12 : Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775

Assistant Lecturer/Lecturer

RTI 13 : Rs 95000

Director (Rabindranath Tagore Institute)



11.05 RAJIV GANDHI SCIENCE CENTRE TRUST FUND

Page 264

To insert after paragraph 11.05.07

Exhibition Assistant (New Grade)

11.05.07A Management has informed the Committee that, it had, in the context of the 2013 overall review of the PRB, submitted a request for the creation of a new grade of Exhibition Assistant against abolition of the grade of Visual Artist/Photographer. While PRB has abolished the grade of Visual Artist/Photographer, the grade of Exhibition Assistant has not been created. The Committee is making the necessary recommendations accordingly.

Recommendation EOAC 133

11.05.07B The Committee recommends the creation of a grade of Exhibition Assistant to be recruited from among candidates possessing a Cambridge School Certificate with credit in at least five subjects including English Language, French and Art or an equivalent qualification acceptable to the Board together with at least two years' experience in graphics, printing or photography.

11.05.07C The Exhibition Assistant would be required, amongst others, to assist in the preparation of artworks, illustrations and layout; to assist in the making of dummies, models and dioramas using various materials like paper, clay plaster, fiber glass, etc, to execute mounting of exhibition and display systems; to take photographs, develop, print and enlarge them; to maintain photographic equipment, prepare printing materials and carry out printing.

Senior Resource Officer (New Grade)

11.05.07D Management has submitted that a new grade of Senior Resource Officer be created to provide team leadership and plan and organize the work of Resource Officers. The Committee is agreeable to the request and is recommending accordingly.

Recommendation EOAC 134

11.05.07E The Committee recommends the creation of a grade of Senior Resource Officer to be filled by promotion of an officer in the grade of Resource Officer reckoning at least four years' service in a substantive capacity in the grade and having good managerial skills.

11.05.07F The Senior Resource Officer would be required, amongst others, to plan, organise the work of Resource Officers; to co-ordinate research and public relations activities of the Trust; to advise on the development of teaching aids

and science kits and to be responsible for the formulation of non-formal educational programmes.

On-Call Allowance

To delete paragraph 11.05.09 and whole content

To replace by the following:

Recommendation EOAC 135

11.05.09 The Committee recommends that the all-inclusive “on-call” allowance payable to senior officers who are assigned the responsibility of allocating tasks and overseeing the smooth running of the RGSC TF during weekends and public holidays be revised as hereunder:

On-Call	Manager/ Curator Rs	Exhibition Officer Rs	Resource Officer Rs
Saturdays between 1000 hours and 1630 hours	600	530	530
Sundays and Public Holidays between 1000 hours and 1630 hours	800	640	640

11.05 THE RAJIV GANDHI SCIENCE CENTRE TRUST FUND

REVISED SALARY SCHEDULE

RGSC 1 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675
Office Attendant
Gardener

RGSC 2 : Rs 10675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19025
Handy Worker (Personal)

RGSC 3 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425
Carpenter
Electrician
Fitter
Painter
Welder

11.05 THE RAJIV GANDHI SCIENCE CENTRE TRUST FUND (Cont'd)

- RGSC 4 :** Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925
Receptionist/Telephone Operator
- RGSC 5 :** Rs 11675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925
Tradesman/Senior Tradesman (Electronics)
- RGSC 6 :** Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925
Multi-skilled Trades Worker
- RGSC 7 :** Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925
Driver/Handy Worker
- RGSC 8 :** Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675
Word Processing Operator
Exhibition Assistant (New Grade)
- RGSC 9 :** Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425
Clerk/Word Processing Operator
- RGSC 10 :** Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175
Technical Assistant
- RGSC 11 :** Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675
Assistant Financial Officer
formerly Assistant Financial Operations Officer
Executive Officer
- RGSC 12 :** Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375
Confidential Secretary

11.05 THE RAJIV GANDHI SCIENCE CENTRE TRUST FUND (Cont'd)

RGSC 13 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375

Financial Officer
(formerly Financial Operations Officer)
Procurement and Supply Officer

**RGSC 14 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x
1200 – 37775 x 1500 – 39275**

Technical Officer (Electronics)
Technical Officer (Exhibition)

**RGSC 15 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x
1200 – 37775 x 1500 – 45275**

Maintenance and Development Officer

RGSC 16 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775

Administrative Officer

RGSC 17: Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775

Resource Officer
Exhibition Officer

RGSC 18 : Rs 36575 x 1200 – 37775 x 1500 – 58775

Manager/Curator (Education)
Manager/Curator (Electrical/Electronics/IT)
Manager (Graphics and Exhibition)
Manager/Curator (Mechanical Engineering)
Senior Resource Officer (New Grade)

RGSC 19 : Rs 45275 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000

Deputy Director (New Grade)

RGSC 20 : Rs 95000

Director



11.06 TERTIARY EDUCATION COMMISSION

Page 267

To insert after paragraph 11.06.06

Human Resource Officer/Senior Human Resource Officer *formerly Senior Human Resource Officer*

Recommendation EOAC 136

11.06.06A The Committee recommends that incumbents in the grade of Human Resource Officer/Senior Human Resource Officer possessing a Diploma in Human Resource Management or a Diploma with Human Resource Management as a major component or an equivalent qualification should be allowed to move incrementally in the master salary scale up to salary point Rs 39275 provided that they:

- (i) have drawn the top salary for a year;
- (ii) have been efficient and effective in their performance during the preceding year; and
- (iii) are not under report.

11.06 TERTIARY EDUCATION COMMISSION

REVISED SALARY SCHEDULE

TEC 1	:	Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675 Office Attendant
TEC 2	:	Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 Driver Driver/Office Attendant <i>formerly Office Attendant/Driver</i>
TEC 3	:	Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425 Senior/Head Office Attendant
TEC 4	:	Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925 Receptionist/Telephone Operator

11.06 TERTIARY EDUCATION COMMISSION (Cont'd)

- TEC 5 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Technical Assistant
Word Processing Operator
- TEC 6 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerical Officer/Higher Clerical Officer
- TEC 7 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Assistant Financial Officer
formerly Assistant Financial Operations Officer
Executive Officer
- TEC 8 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- TEC 9 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Financial Officer
formerly Financial Operations Officer
- TEC 10 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Public Relations Officer
Safety and Health Officer/Senior Safety and Health Officer
- TEC 11 : Rs 20075 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Internal Control Officer
- TEC 12 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775**
Human Resource Officer/Senior Human Resource Officer
- TEC 13 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 40775**
Senior Financial Officer
formerly Senior Financial Operations Officer
- TEC 14 : Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775**
Office Superintendent

11.06 TERTIARY EDUCATION COMMISSION (Cont'd)

- TEC 15 : Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275**
Technician/Senior Technician
- TEC 16 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Assistant Secretary
Programme Officer
Statistician
- TEC 17 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Technologist
- TEC 18 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Systems Administrator
- TEC 19 : Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Legal Officer
- TEC 20 : Rs 36575 x 1200 – 37775 x 1500 – 58775 x 1800 – 65975**
Deputy Financial Controller
Head, Centre for Instrumentation Service
- TEC 21 : Rs 45275 x 1500 – 58775 x 1800 – 65975**
Deputy Secretary
- TEC 22 : Rs 45275 x 1500 – 58775 x 1800 – 69575**
Distance Education Officer
Planning Officer
Quality Assurance and Accreditation Officer
Research Officer
- TEC 23 : Rs 89000**
Financial Controller, Head Finance Division
Head, Distance Education and Open Learning Division
Head, Quality Assurance and Accreditation Division
Head, Research and Planning Division
Secretary and Head Administration Division

11.06 TERTIARY EDUCATION COMMISSION (Cont'd)

TEC 24 : Rs 102000
Deputy Director

TEC 25 : Rs 144000
Executive Director



11.07 UNIVERSITY OF MAURITIUS

Page 271

To insert after paragraph 11.07.04

Restructuring of the University of Mauritius

11.07.04A A Visitor was appointed in October 2012 in line with the University of Mauritius (UoM) Act to carry out, amongst others, a complete analysis of the operational issues and hierarchical structure of the University. The Visitor's Report on the restructuring of the University of Mauritius was approved by the Council for implementation in March 2013. The UoM Council has requested that recommendations regarding new and restyled grades be included in this Report to facilitate the implementation process.

Change in Appellation

11.07.04B The following grades have been restyled as hereunder:

From	To
Pro-Vice-Chancellor	Pro-Vice-Chancellor (Academia) Pro-Vice-Chancellor (Planning and Resources)
Budget Director	Finance Director
Director, Consultancy and Contract Research Centre	Director, Marketing and Externally Funded Activities

Recommendation EOAC 137

11.07.04C The Committee recommends that the Director of Marketing and Externally Funded Activities should be responsible to the Pro-Vice-Chancellor (Planning and Resources) for the overall marketing of the University products and services as well as the management of externally funded projects and consultancies, monitoring the various memoranda of understanding/ agreement signed by the University, overseeing the activities of the University Farm and the offer of commercial courses.

11.07.04D The Committee further recommends that, in future, appointment to the grade of Director, Marketing and Externally Funded Activities to be filled by selection from among candidates possessing at least a Master's degree in marketing, finance or an equivalent acceptable qualification together with at least 10 years' working experience. Candidates should also have a good knowledge of the industrial sector of Mauritius and a good track record of successfully obtaining external funding for research and project grants.

11.07.04E The following new grades have been recommended in the Visitor's Report and approved by the Council:

(i) Chief of Facilities and Services

- (a)** A grade of Chief of Facilities and Services to be filled, on a contractual basis, by selection from among candidates possessing at least a Master's Degree in Project Management or any other acceptable field together with a minimum of 10 years' working experience in a managerial position in a relevant field.
- (b)** The Chief of Facilities and Services would be responsible, amongst others, for overseeing space management, library facilities, computing services, physical asset management, health and safety, procurement, transport, canteen facilities, sports facilities, buildings requirements and implementation of all construction activities on the campus.

(ii) Director of Legal Affairs

- (a)** A grade of Director of Legal Affairs to be filled, on a contractual basis, by selection from among candidates possessing a Master's degree in law or an equivalent qualification together with at least ten years of working experience in the legal field. Candidates should have proven drafting skills in legal documents and legislative instruments.
- (b)** The Director Legal Affairs would be responsible, amongst others, for providing legal assistance in interpreting University Act and Statutes and matters of jurisdiction and governance related to these laws, reviewing and/or preparing legal documents, agreements, legal opinions and legislation analyses as required; providing legal advice to the Vice-Chancellor as well as first hand legal assistance to the Statutory Committees.

(iii) Council Secretary

- (a)** A grade of Council Secretary to be filled, on a contractual basis, from among candidates who are full Members of the Institute of Chartered Secretaries and Administrators (ICSA) or an equivalent qualification and who reckon at least 10 years' working experience in the field after qualifying as a full Chartered Secretary together with a thorough knowledge of laws and practices affecting his/her area of work.
- (b)** The Council Secretary should, amongst others, ensure that the University complies with its legal and statutory requirements and standards of good governance; organize,

prepare agendas and take minutes of Council; maintain statutory records, including register of members; maintain the official minutes and other confidential documents; communicate regularly on the deliberations and actions approved by Council; ensure prompt implementation of Council decisions and to report thereon; advise members on the University's rules and procedures, and advise Council Members on governance issues.

(iv) Director, Human Resources

- (a) **A grade of Director, Human Resources to be filled by selection from among candidates possessing at least a Master's Degree in the field of Human Resource Management or an equivalent qualification together with at least 10 years' working experience in the tertiary education sector.**
- (b) The Director, Human Resources would, amongst others, be responsible to the Pro-Vice-Chancellor (Planning and Resources) for the University manpower planning and management and supports the University in the accomplishment of its strategic objectives by providing a high quality, continuously improving and comprehensive service to staff.

(v) Manager, Health and Safety

- (a) **A grade of Manager, Health and Safety to be filled by selection from among candidates who possess a degree in Occupational Health and Safety or Safety Management from a recognized institution or an equivalent acceptable qualification together with at least five years' working experience in Health & Safety. Candidates should be a Registered Health and Safety Officer and have a good knowledge of principles and practices of evaluating and implementing safety programmes.**
- (b) The Manager, Health and Safety would be required, amongst others, to be responsible for all health and safety related issues across the University; to oversee the work of Health and Safety Officers/Senior Health and Safety Officers; to advise on all matters relating to health and safety; to develop and maintain environmental health and safety policies at the University and ensure compliance with legislation related to occupational health and safety; to inspect all areas within the University, assess all risks and make recommendations thereon including provision of protective equipment; to design, plan, implement and

evaluate training programmes aimed at meeting the requirements of the occupational health and safety legislation in force; to organize staff training programmes; and design strategic safety management plans;

(vi) Manager, Procurement and Supply

(a) A grade of Manager, Procurement and Supply to be filled by selection from among candidates possessing a degree in Procurement and Supply Management from a recognized institution together with a minimum of 5 years' working experience in matters relating to procurement. Candidates should have a knowledge of the principles, policies and practices in procurement, quotation matters and tenders and the Public Procurement Act.

(b) The Manager, Procurement and Supply would be responsible, amongst others, to effectively lead and manage the activities of the Office of Procurement; to provide a prompt and efficient procurement service to the University; to provide advice, guidance and support on all procurement related matters and to develop efficient procurement policy, strategy and procedures.

(vii) Laboratory Coordinator

(a) A grade of Laboratory Coordinator to be filled by promotion, on the basis of experience and merit, of officers from the grade of Principal Technician who reckon at least 5 years' work experience and have good leadership and team work skills.

(b) The Laboratory Coordinator would be required, amongst others, to be responsible to the Dean of Faculty concerned for the proper administration, supervision and coordination of all laboratories in the Faculty; to maintain and improve the standard of laboratory services and all laboratory equipment; to devise and implement maintenance contracts for specialized equipment; to monitor all repairs, servicing and calibration of equipment for the Faculty; to identify appropriate training needs of staff in the use of equipment; and to design, implement and maintain a complete database and archiving system for all laboratory equipment, spare parts and service manuals of the University;

(viii) Senior Administrative Manager

(a) A grade of Senior Administrative Manager to be filled by selection from among candidates possessing a Master's Degree in Management or an equivalent

qualification together with at least 10 years' working experience in tertiary education out of which at least three years' should be at a managerial level. Candidate should also possess leadership qualities.

- (b) The Senior Administrative Manager would be required, amongst others, to perform managerial duties in specific areas as may be assigned by Head of Sections; to assist in the formulation, coordination and implementation of the University policies, goals and objectives; to assist in working out budget proposals and administration of budget and to service as Secretary in any particular Statutory Committee, as may be required.

(ix) Administrative Manager

- (a) **A grade of Administrative Manager to be filled by selection from among candidates possessing a degree in Management or an equivalent qualification together with at least five years' administrative experience in tertiary education sector. The candidate should be proactive and have the ability to work in a multi-disciplinary team of officers.**

- (b) The Administrative Manager would be required, amongst others, to coordinate work at higher administrative level; to perform managerial duties connected with specific areas which may be assigned by the Head of Sections; to manage a range of administrative staff, provide administrative leadership and set up and maintain high standards of effectiveness and efficiency; and manage HR strategies for the faculty in collaboration with the Director of Human Resources.

Assistant Registrar

Recommendation EOAC 138

11.07.04D The Committee recommends that officers in the grades of

- (a) **Deputy Registrar should be given the option to join the new grade of Senior Administrative Manager; and**
- (b) **Assistant Registrar should be given the option to join the new grade of Administrative Manager.**

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Allowances to Head of Departments/Dean of Faculties

To delete paragraph 11.07.18 and whole content

To replace by the following:

Recommendation EOAC 139

11.07.18 The Committee recommends that the monthly allowance payable to Head of Department be revised to Rs 5000 and that payable to a Dean of Faculty be revised to Rs 7000.

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Movement beyond QB

To delete paragraph 11.07.25 and whole content

To replace by the following:

Recommendation EOAC 140

11.07.25 The Committee recommends that the QB provided in the salary scales of Nursing Officers and Specialised Nursing Officers (Male and Female) should be waived on the same terms and conditions as set out at paragraphs 34.143A to 34.143E of Volume 2 Part 1 of the Committee's Report relating to the similar grades on the establishment of the Ministry of Health and Quality of Life.

Movement for Administrative Officer

To delete paragraph 11.07.26 and whole content

To replace by the following:

Recommendation EOAC 141

11.07.26 The Committee recommends that officers in the grade of Administrative Officer who have stayed on top of their revised salary scale for one year should be allowed to move incrementally up to salary point Rs 58775 provided they have been consistently efficient and effective in their performance as evidenced by their Performance Appraisal Report during the preceding two years and have not been adversely reported upon on ground of conduct.

11.07 UNIVERSITY OF MAURITIUS

REVISED SALARY SCHEDULE

UNI 1 : Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175
General Worker`

UNIVERSITY OF MAURITIUS (Cont'd)

- UNI 2** : **Rs 9925 x 250 – 13675 x 300 – 15475 x 350 – 16525**
Stockman
- UNI 3** : **Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225**
Security Guard
formerly Watchman
- UNI 4** : **Rs 7650 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
General Worker/Nursery Attendant/Gardener (Personal)
formerly General Worker/Nurseryman/Gardener (Personal)
- UNI 5** : **Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Nursery Attendant/Gardener
formerly Nurseryman/Gardener
Office Attendant
- UNI 6** : **Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575**
Security Officer
formerly Security Guard
- UNI 7** : **Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver
Field Supervisor
formerly Gangman
- UNI 8** : **Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Binder
Handy Worker/Tradesman
Carpenter/Cabinet Maker
Electrician
Mason
Mechanic
Painter
- UNI 9** : **Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Senior/Head Office Attendant
- UNI 10** : **Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Senior Security Officer
formerly Senior Security Guard

UNIVERSITY OF MAURITIUS (Cont'd)

- UNI 11 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Receptionist/Telephone Operator
- UNI 12 : Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Driver (Heavy Vehicle)
Tractor Driver
- UNI 13 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 QB 20075 x 600 – 20675 x 750 – 24425**
Handy Worker/Tradesman/Senior Tradesman (Personal)
Printing Operator/Plate Engraver
- UNI 14 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425**
Prepress Operator
- UNI 15 : Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25175**
Senior Receptionist/Telephone Operator
- UNI 16 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925**
Assistant Stores Officer (Personal)
- UNI 17 : Rs 22175 x 750 – 23675**
Trainee Instructional Designer
- UNI 18 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 QB 20075 x 600 – 20675 x 750 – 27425**
Binder/Senior Binder (Personal)
- UNI 19 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerk
Clerk/Word Processing Operator
- UNI 20 : Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Foreman
Foreman (Binder)

UNIVERSITY OF MAURITIUS (Cont'd)

- UNI 21 : Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Library Clerk (Roster)
- UNI 22 : Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Technical Assistant
Technical Assistant/Senior Technical Assistant (Personal)
formerly Technical Assistant
- UNI 23 : Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Senior Word Processing Operator
- UNI 24 : Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25175 QB 25925 x 750 – 28925**
Assistant Printing Supervisor (Personal)
- UNI 25 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Assistant Financial Officer
formerly Assistant Financial Operations Officer
Assistant Procurement and Supply Officer
Executive Assistant
Stores Officer (Personal)
- UNI 26 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 30575**
Senior Library Clerk (Roster)
- UNI 27 : Rs 20675 x 750 – 29675 x 900 – 32375**
Senior Technical Assistant
Technical Assistant/Senior Technical Assistant (Personal)
formerly Senior Technical Assistant
- UNI 28 : Rs 15175 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Nursing Officer
- UNI 29 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary

UNIVERSITY OF MAURITIUS (Cont'd)

- UNI 30 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Financial Officer
formerly Financial Operations Officer
Procurement and Supply Officer
Senior Executive Assistant
- UNI 31 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Safety and Health Officer/Senior Safety and Health Officer
- UNI 32 : Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Computer Programmer
- UNI 33 : Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Supervisor, University of Mauritius Press
- UNI 34 : Rs 18125 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Library Officer (Roster)
- UNI 35 : Rs 20675 x 750 – 29675 x 900 – 35375 QB 36575 x 1200 – 40775**
Finance Officer/Senior Finance Officer (Personal)
- UNI 36 : Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Specialised Nursing Officer (Male and Female)
- UNI 37 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Senior Procurement and Supply Officer
- UNI 38 : Rs 20075 x 600 – 20675 x 750 – 29675 x 900 – 31475 QB 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 42275**
Accounting Technician
- UNI 39 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275**
Analyst/Programmer Technician/Senior Technician
- UNI 40 : Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275**
Senior Library Officer

UNIVERSITY OF MAURITIUS (Cont'd)

- UNI 41 : Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 48275**
Head, University of Mauritius Press
Principal Executive Assistant
- UNI 42 : Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 48275**
Senior Accounting Technician
- UNI 43 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Administrative Officer
- UNI 44 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Librarian
- UNI 45 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Accountant
Internal Auditor
- UNI 46 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Estate Engineer
- UNI 47 : Rs 28175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Farm Manager
Principal Library Officer
Principal Technician
- UNI 48 : Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Administrative Officer (Personal)
Sports Organiser
- UNI 49 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Computer Systems Engineer
Instructional Designer
Research Officer
Systems Administrator
Systems Analyst
Systems Engineer
Visual Communication Designer
Web Multimedia Developer
- UNI 50 : Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Lecturer

UNIVERSITY OF MAURITIUS (Cont'd)

- UNI 51 : Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Legal Affairs Officer
Services Superintendent (Personal)
Laboratory Co-ordinator (New Grade)
- UNI 52 : Rs 36575 x 1200 – 37775 x 1500 – 58775**
Senior Accountant
Senior Librarian
- UNI 53 : Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 58775 x 1800 – 65975**
Assistant Research Fellow
- UNI 54 : Rs 36575 x 1200 – 37775 x 1500 – 58775 x 1800 – 65975**
Assistant Registrar
- UNI 55 : Rs 36575 x 1200 – 37775 x 1500 – 58775 x 1800 – 67775**
Administrative Manager (New Grade)
- UNI 56 : Rs 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775 x 1800 – 69575**
Public Relations Officer
- UNI 57 : Rs 45275 x 1500 – 58775 x 1800 – 69575**
Manager, Innovative Learning Technologies
Manager (Information Technology Services)
Manager (Management Information Systems)
Research Fellow
Senior Research Officer
Manager, Health and Safety (New Grade)
Manager, Procurement and Supply (New Grade)
- UNI 58 : Rs 45275 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000**
Deputy Registrar
Senior Lecturer
- UNI 59 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 83000**
Associate Professor
Finance Director
formerly Budget Director
Chief Librarian
Director, Centre for Information Technology and Systems
Director, Centre for Professional Development and Lifelong Learning
Director, Quality Assurance
Director, Virtual Centre for Innovative Learning Technologies
Director of Human Resources (New Grade)

UNIVERSITY OF MAURITIUS (Cont'd)

Director of Marketing and Externally Funded Activities
formerly Director, Consultancy and Contract Research Centre
Senior Administrative Manager (New Grade)

UNI 60 : Rs 95000
Professor
Registrar
Chief Facilities and Services (New Grade)

UNI 61 : Rs 102000
Pro Vice-Chancellor (Academia)
formerly Pro Vice-Chancellor
Pro Vice-Chancellor (Planning and Resources)
formerly Pro Vice-Chancellor

UNI 62 : Rs 156000
Vice-Chancellor



11.08 UNIVERSITY OF TECHNOLOGY, MAURITIUS

Page 284

To delete paragraph 11.08.06 and whole content

To replace by the following:

11.08.06 The overall responsibility of the University befalls on the Director-General while the Registrar is responsible for the administration of the University. The organizational setup comprises grades in the academic cadre as well as administration and other support services. The Committee is reinforcing the organization structure through the creation some additional support services grades.

Sports Officer/Senior Sports Officer (New Grade)

Recommendation EOAC 142

11.08.06A **The Committee recommends the creation of a grade of Sports Officer/Senior Sports Officer to be recruited by selection from among candidates possessing a Diploma in Sports Science or an equivalent qualification from a recognized institution.**

11.08.06B The Sports Officer/Senior Sports Officer would be required amongst others, to plan administer, implement, supervise, co-ordinate, organise and monitor all recreational and sports programme of the University; to co-ordinate recreational field trips and recreational events; to provide coaching in general and special attention to promising sportsmen and to be responsible for all equipment under his responsibility.

Nursing Officer (New Grade)

Recommendation EOAC 143

11.08.06C **The Committee recommends the creation of a grade of Nursing Officer to be filled from among candidates who are fully registered as General Nurse, in accordance with Section 22 of the Nursing Council Act, and who reckon at least five years' experience as qualified Nurse in the field of General Nursing.**

11.08.06D The Nursing Officer would be required, amongst others, to perform the normal duties of a Nursing Officer; to provide effective operational health support; to dispense medication and keep stock up to date; and to carry out specific medical tests.

Printing Assistant (New Grade)

Recommendation EOAC 144

11.08.06E The Committee recommends the creation of a grade of Printing Assistant to be filled by selection from among serving employees who possess the Certificate of Primary Education and show proof of having sat for the Cambridge School Certificate or equivalent.

11.08.06F The Printing Assistant would be required, amongst others, to be responsible for printing documents; to deliver printing materials, documents etc to various departments of the University; to make requisitions for stationery as may be required; and to bind documents from printed materials.

Head of School

To delete paragraph 11.08.08 and whole content

To replace by the following:

Recommendation EOAC 145

11.08.08 The Committee recommends that the duties of Head of School should be assigned on a rotational basis for a period of three years to Associate Professors who have served at least once as Head of Department and reckon at least four years' service at the University against the payment of an allowance of Rs 7000 monthly.

School Coordinator

To delete paragraph 11.08.12 and whole content

To replace by the following:

Recommendation EOAC 146

11.08.12 The Committee recommends that the academic staff members who are assigned the duties of School Coordinator, be paid a monthly allowance of Rs 2500.

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Movement for Administrative Officer

To delete paragraph 11.08.24 and whole content

To replace by the following:

Recommendation EOAC 147

- 11.08.24 The Committee recommends that officers in the grade of Administrative Officer who have remained on top of their revised salary scale for one year should be allowed to move incrementally up to salary point Rs 58775 provided they:
- (i) have drawn the top salary for a year;
 - (ii) have been efficient and effective in their performance during the preceding year; and
 - (iii) are not under report.

11.08 UNIVERSITY OF TECHNOLOGY, MAURITIUS

REVISED SALARY SCHEDULE

UTM 1	:	Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175 General Worker
UTM 2	:	Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825 Printing Assistant (New Grade)
UTM 3	:	Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 - 16175 Handy Worker
UTM 4	:	Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675 Library Attendant Office Attendant
UTM 5	:	Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 Driver/Office Attendant <i>formerly Office Attendant/Driver</i>
UTM 6	:	Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425 Handy Worker (Skilled)
UTM 6A	:	Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675x 750 – 21425 Senior/Head Office Attendant

11.08 UNIVERSITY OF TECHNOLOGY, MAURITIUS (Cont'd)

- UTM 7 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Receptionist/Telephone Operator
- UTM 8 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerk
Clerk/Word Processing Operator
Library Clerk (Personal)
- UTM 9 : Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Library Clerk (Roster)
- UTM 10 : Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Technical Assistant (Maintenance)
- UTM 11 : Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Computer Support Officer
- UTM 12 : Rs 15175 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Nursing Officer (New Grade)
Sports Officer/Senior Sports Officer (New Grade)
- UTM 13 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Accounts Clerk
Assistant Procurement and Supply Officer
Executive Officer
Stores Officer (Personal)
- UTM 14 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- UTM 15 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Accounts Officer
Higher Executive Officer

11.08 UNIVERSITY OF TECHNOLOGY, MAURITIUS (Cont'd)

- UTM 16 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Library Officer (Personal)
Safety and Health Officer/Senior Safety and Health Officer
- UTM 17 : Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Computer Programmer
- UTM 18 : Rs 18125 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Library Officer (Roster)
- UTM 19 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Senior Accounts Officer
- UTM 20 : Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775**
Office Superintendent
- UTM 21 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275**
Technician/Senior Technician
- UTM 22 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Administrative Officer
- UTM 23 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Librarian
- UTM 24 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Accountant
Internal Auditor
- UTM 25 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Systems Analyst
Systems Engineer
- UTM 26 : Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Administrative Officer (Personal)

11.08 UNIVERSITY OF TECHNOLOGY, MAURITIUS (Cont'd)

- UTM 27 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Admissions Officer
Examinations Officer
Human Resource Management Officer
Public Affairs Officer
Student Affairs Officer
- UTM 28 : Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Lecturer
- UTM 29 : Rs 36575 x 1200 – 37775 x 1500 – 58775**
Head of Resource Centre
- UTM 30 : Rs 36575 x 1200 – 37775 x 1500 – 58775 x 1800 – 65975**
Assistant Registrar
- UTM 31 : Rs 45275 x 1500 – 58775 x 1800 – 69575**
Head of Finance
Head of Information Services
Planning and Development Officer
Quality Assurance Officer
- UTM 32 : Rs 45275 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000
x 3000 – 80000**
Senior Lecturer
- UTM 33 : Rs 42275 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000
x 3000 – 83000**
Manager of Consultancy and Technology Transfer Centre
- UTM 34 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 83000**
Associate Professor
- UTM 35 : Rs 64175 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 95000**
Head of School
- UTM 36 : Rs 95000**
Professor
Registrar

11.08 UNIVERSITY OF TECHNOLOGY, MAURITIUS (Cont'd)

UTM 37 : Rs 102000
Deputy Director-General

UTM 38 : Rs 156000
Director-General



11.08 EX-INSTITUT SUPERIEURE DE TECHNOLOGIE

The salary schedule at pages 291 and 292 has been deleted and replaced by the Revised Salary Schedule -

REVISED SALARY SCHEDULE

IST 1	:	Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15175 General Worker (Personal)
IST 2	:	Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675 Library Attendant (Personal) Office Attendant (Personal)
IST 3	:	Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425 Clerical Officer/ Higher Clerical Officer (Personal) Library Clerk (Personal)
IST 4	:	Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175 Technical Assistant (Personal)
IST 5	:	Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 Assistant Procurement and Supply Officer (Personal) Assistant Financial Operations Officer (Personal)
IST 6	:	Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375 Usher (Personal)
IST 7	:	Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375 Confidential Secretary (Personal)
IST 8	:	Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375 Financial Operations Officer (Personal)
IST 9	:	Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275 Computer Technician (Personal)
IST 10	:	Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775 Assistant Lecturer/Lecturer (Personal)

11.08 EX-INSTITUT SUPERIEURE DE TECHNOLOGIE (Cont'd)

IST 11 : Rs 45275 x 1500 – 58775 x 1800 – 65975
Assistant Manager (Personal)

IST 12 : Rs 49775 x 1500 – 58775 x 1800 – 69575
Manager (Personal)



11.08 EX-SWAMI DAYANAND INSTITUTE OF MANAGEMENT

The salary schedule at pages 293 and 294 has been deleted and replaced by the Revised Salary Schedule -

REVISED SALARY SCHEDULE

- SDIM 1 : Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175**
General Worker (Personal)
- SDIM 2 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Library Attendant (Personal)
Workshop Assistant (Personal)
- SDIM 3 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Word Processing Operator/Receptionist (Personal)
- SDIM 4 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerical Officer / Higher Clerical Officer (Personal)
- SDIM 5 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Assistant Financial Operations Officer (Personal)
Assistant Procurement and Supply Officer (Personal)
- SDIM 6 : Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Usher (Personal)
- SDIM 7 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary (Personal)
- SDIM 8 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Financial Operations Officer (Personal)
- SDIM 9 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Computer Technician (Personal)

11.08 EX-SWAMI DAYANAND INSTITUTE OF MANAGEMENT

**SDIM 10 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x
1200 – 37775 x 1500 – 42275 QB 43775 x 1500 – 52775**

Trainer (Personal)

SDIM 11 : Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775

Assistant Lecturer/Lecturer (Personal)

SDIM 12 : Rs 45275 x 1500 – 58775 x 1800 – 65975

Assistant Manager (Personal)

SDIM 13 : Rs 49775 x 1500 – 58775 x 1800 – 69575

Manager (Personal)



12. MINISTRY OF INFORMATION AND COMMUNICATION TECHNOLOGY**12.01 NATIONAL COMPUTER BOARD**

Page 296

To delete paragraph 12.01.10 and whole content

To replace by the following:

Recommendation EOAC 148

12.01.10 Since the grades of Business Analyst/IT Consultant/Research Officer, Database Administrator, Information Security Analyst, Information Security Consultant, Network Administrator, Portal Administrator, Project Supervisor, Systems Administrator and Web Developer differ from each other in terms of experience, competencies, technical expertise and duties, the Committee recommends that these grades cannot be considered under a generic appellation.

Human Resource Officer/Senior Human Resource Officer *formerly Senior Human Resource Officer*

Recommendation EOAC 149

12.01.11 The Committee recommends that incumbents in the grade of Human Resource Officer/Senior Human Resource Officer possessing a Diploma in Human Resource Management or a Diploma with Human Resource Management as a major component or an equivalent qualification should be allowed to move incrementally in the master salary scale up to salary point Rs 39275 provided that they :

- (iv) have drawn the top salary for a year;
- (v) have been efficient and effective in their performance during the preceding year; and
- (vi) are not under report.

12.01 NATIONAL COMPUTER BOARD**REVISED SALARY SCHEDULE**

NCB 1 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19025

Office Attendant/Senior Office Attendant
formerly Office Attendant

12.01 NATIONAL COMPUTER BOARD (Cont'd)

- NCB 2 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver
Driver/Office Attendant
formerly Office Attendant/Driver
- NCB 3 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 20675 x 750 – 21425**
Head Office Attendant
formerly Senior/Head Office Attendant
- NCB 4 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Word Processing Operator/Telephonist
- NCB 5 : Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Administrative Support Assistant
Help Desk Officer
- NCB 6 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Accounts Clerk
- NCB 7 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Assistant Procurement and Supply Officer/Procurement and Supply Officer
- NCB 8 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- NCB 9 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Accounts Officer
Senior Administrative Support Assistant
- NCB 10 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
IT Support Officer

12.01 NATIONAL COMPUTER BOARD (Cont'd)

- NCB 11 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775**
Human Resource Officer/Senior Human Resource Officer
- NCB 12 : Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Marketing Officer
- NCB 13 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Accountant
IT Support Specialist
- NCB 14 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Administrative Secretary
- NCB 15 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Business Analyst/IT Consultant/Research Officer
Database Administrator
Information Security Analyst
Information Security Consultant
Network Administrator
Portal Administrator
Project Supervisor
Systems Administrator
Web Developer
- NCB 16 : Rs 40775 x 1500 – 58775 x 1800 – 65975**
Assistant Manager (Personal)
Communication Manager
Finance and Administrative Manager
- NCB 17 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000**
Manager
- NCB 18 : Rs 83000**
Director (New Grade)
- NCB 19 : Rs 102000**
Executive Director



13. MINISTRY OF FISHERIES

13.01 FISHERMEN INVESTMENT TRUST

Page 299

To insert after paragraph 13.01.02 the following:

13.01.02A Since the Fishermen Investment Trust has not taken over the activities of the Ferme Marine de Mahebourg and is not embarking in eco-tourism, management has requested that paragraph 13.01.03 be deleted and replaced by the following. **The Committee recommends accordingly.**

13.01.03 **The Fishermen Investment Trust (FIT) has embarked on fish farming activities and intends to set fish cages around Mauritius and Rodrigues at selected sites. Furthermore, the FIT intends to convert some Fishers to Fish Farmers where better prospects exist. Concurrently the organisation is embarking on the culture of high value species such as crabs, eels and selected fish species and acquisition of fishing boats. The FIT, in collaboration with strategic partners, also intends to run the Fish Auction Market and develop the various barachois around Mauritius.**

To insert after paragraph 13.01.03 the following:

13.01.03A As FIT is not involved in providing grants to children of fishers to pursue tertiary studies, management has requested that paragraph 13.01.04 be deleted and replaced by the following. **The Committee recommends accordingly.**

13.01.04 **The FIT also makes acquisition of fishing vessels and fishing equipment; invests in fish-processing and fish marketing activities to support the livelihood of fishermen; grants loans to fishers; trains fishers opting to run a small business; and promotes the welfare and socio-economic conditions of fishermen.**

To insert after paragraph 13.01.04 the following:

13.01.04A Management has informed the Committee that as the services of the Finance and Investment Officer has been hired by the FIT and is not on secondment from the FWF, paragraph 13.01.05 needs to be amended. **The Committee recommends accordingly.**

Recommendation EOAC 150

13.01.05 Presently, the FIT is headed by a Chief Executive Officer employed on a contractual basis and is assisted by a Finance and Investment Officer.

13.01 FISHERMEN INVESTMENT TRUST**REVISED SALARY SCHEDULE**

FIT 1 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425

Clerk/Word Processing Operator (New Grade)

FIT 2 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375

Finance and Investment Officer (New Grade)

FIT 3 : Rs 80000

Chief Executive Officer



13.02 FISHERMEN WELFARE FUND

Page 304

Allowance to General Worker

To delete paragraph 13.02.08 and whole content

To replace by the following:

Recommendation EOAC 151

13.02.08 The Committee recommends that the allowance paid to the General Worker for performing additional duties such as opening and closing of offices, running official errands, operating simple office equipment, ushering/guiding visitors to schedule officers and assisting in the arrangement of furniture and equipment within office premises on a regular basis be revised to Rs 750 monthly.

13.02 FISHERMEN WELFARE FUND

REVISED SALARY SCHEDULE

- FWF 1** : Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175
General Worker
- FWF 2** : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675
Driver/Office Attendant
formerly Driver
- FWF 3** : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425
Clerk/Word Processing Operator
- FWF 4** : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675
Executive Officer
- FWF 5** : Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26975 x 900 – 29675 x 900 – 31475
Welfare Development Officer

13.02 FISHERMEN WELFARE FUND (Contd)

FWF 6 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375

Financial Officer
formerly Financial Operations Officer

FWF 7 : Rs 36575 x 1200 – 37775 x 1500 – 58775

Secretary



15. MINISTRY OF LOCAL GOVERNMENT AND OUTER ISLANDS

15.01 BEACH AUTHORITY

Page 306

To delete paragraph 15.01.10 and whole content

To replace by the following:

15.01.10 Representations have been made to the effect that appointment to the new grade of Senior Enforcement Officer (New Post) be made by promotion instead of selection.

Recommendation EOAC 152

15.01.10A Keeping in view the promotion framework, as recommended at paragraph 11.18 of the PRB Report 2013 (Volume 1), the Committee recommends that appointment to the newly-created grade of Senior Beach Enforcement Officer be made by promotion on the basis of experience and merit from among officers in the grade of Beach Enforcement Officer reckoning at least four years' service in a substantive capacity in the grade.

15.01 BEACH AUTHORITY

REVISED SALARY SCHEDULE

BA 1	:	Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175
		General Worker
BA 2	:	Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675
		Office Attendant
BA 3	:	Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675
		Driver
BA 4	:	Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 900 – 21425
		Handy Worker (Skilled) (New Grade)

15.01 BEACH AUTHORITY (Cont'd)

- BA 5 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Receptionist/Telephonist
- BA 6 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Word Processing Operator
- BA 7 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerical Officer/Higher Clerical Officer
Clerk/Word Processing Operator
- BA 8 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Assistant Procurement and Supply Officer
formerly Purchasing and Supply Officer (Personal)
Executive Officer
- BA 9 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375**
Technical Design Officer
formerly Draughtsman
- BA 10 : Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275**
Beach Works Inspector
- BA 11 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175**
Beach Enforcement Officer
- BA 12 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- BA 13 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Accounts Officer
Higher Executive Officer
- BA 14 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Technical Officer (Civil)

15.01 BEACH AUTHORITY (Cont'd)

BA 15 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775
Senior Beach Enforcement Officer (New Grade)

BA 16 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775
Administrative Secretary

BA 17 : Rs 36575 x 1200 – 37775 x 1500 – 58775 x 1800 – 62375
Technical Manager

BA 18 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000
Deputy General Manager

BA 19 : Rs 95000
General Manager



15.02 OUTER ISLANDS DEVELOPMENT CORPORATION

Page 312

To insert after paragraph 15.02.12

Human Resource Officer/Senior Human Resource Officer *formerly Senior Human Resource Officer*

Recommendation EOAC 153

15.02.12A The Committee recommends that incumbents in the grade of Human Resource Officer/Senior Human Resource Officer possessing a Diploma in Human Resource Management or a Diploma with Human Resource Management as a major component or an equivalent qualification should be allowed to move incrementally in the master salary scale up to salary point Rs 39275 provided that they:

- (i) have drawn the top salary for a year;
- (ii) have been efficient and effective in their performance during the preceding year; and
- (iii) are not under report.

15.02 OUTER ISLANDS DEVELOPMENT CORPORATION

REVISED SALARY SCHEDULE

OIC 1	:	Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675 Office Attendant
OIC 2	:	Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 Driver/Office Attendant <i>formerly Office Attendant/Driver</i>
OIC 3	:	Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425 Head Office Attendant
OIC 4	:	Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925 Telephone Operator/Receptionist

15.02 OUTER ISLANDS DEVELOPMENT CORPORATION (Cont'd)

- OIC 5 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 23675**
Support Officer (New Grade)
- OIC 6 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425**
Clerk Assistant
- OIC 7 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925**
Assistant Stores Officer (Personal)
- OIC 8 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Purchasing and Marketing Assistant
- OIC 9 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerk
Clerk/Word Processing Operator
- OIC 10 : Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175**
Data Records Officer
- OIC 11 : Rs 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175**
Maintenance Technician
- OIC 12 : Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Works Officer
- OIC 13 : Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Public Relations Officer

15.02 OUTER ISLANDS DEVELOPMENT CORPORATION (Cont'd)

- OIC 14 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Accounts Clerk
Assistant Accounts Officer
Assistant Procurement and Supply Officer
Field Supervisor
- OIC 15 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475**
Office Coordinator
- OIC 16 : Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375**
Social Worker
- OIC 17 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- OIC 18 : Rs 19025 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Senior Maintenance Technician
- OIC 19 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Administrative Assistant
Fisheries Officer
Safety and Health Officer/ Welfare Officer
- OIC 20 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775**
Human Resource Officer/Senior Human Resource Officer
formerly Senior Human Resource Officer
- OIC 21 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Accounts Officer/Senior Accounts Officer
Purchasing and Marketing Officer/Senior Purchasing and Marketing Officer
- OIC 22 : Rs 20075 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275**
Assistant Resident Manager

15.02 OUTER ISLANDS DEVELOPMENT CORPORATION (Cont'd)

- OIC 23 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275**
Agricultural Development Officer
- OIC 24 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Development Officer
- OIC 25 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Accountant/Senior Accountant
Administrative Manager (Personal)
Internal Auditor/Senior Internal Auditor
- OIC 26 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Engineer/Senior Engineer
- OIC 27 : Rs 36575 x 1200 – 37775 x 1500 – 58775**
Resident Manager
- OIC 28 : Rs 51275 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000**
Deputy General Manager (New Grade)
- OIC 29 : Rs 95000**
General Manager

Page 319

To insert after paragraph 15.02.33

The salary schedule at pages 319 to 320 has been deleted and replaced by the revised salary schedule:

15.02 (A) REVISED SALARY SCHEDULE**(AGALEGA)***formerly Under Collective Agreement*

- OIC (A) 1 : Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175**
General Worker

(AGALEGA)***formerly Under Collective Agreement (Cont'd)***

- OIC (A) 2 : Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 - 16175**
Handy Worker
- OIC (A) 3 : Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175**
Caretaker
Childcare Assistant
Office Assistant
Preschool Assistant
- OIC (A) 4 : Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525**
Shop Assistant
Tradesman's Assistant
- OIC (A) 5 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20075**
Boatman
- OIC (A) 6 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver
Shopkeeper
- OIC (A) 7 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Field Supervisor
formerly Gangman
- OIC (A) 8 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Tradesman
- OIC (A) 9 : Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Driver (Heavy Mechanical Unit)
- OIC (A) 10 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925**
Store/Indent Officer

(AGALEGA)

formerly Under Collective Agreement (Cont'd)

OIC (A) 11 : Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425

Foreman



15.03 STATUTORY BODIES FAMILY PROTECTION FUND

Page 321

To insert after paragraph 15.03.03

Financial Officer/Senior Financial Officer

Principal Financial Officer

Recommendation EOAC 154

15.03.04 The Committee recommends the restyling of the grades in the Financial Cadre as follows:

From	To
Financial Operations Officer	Financial Officer/ Senior Financial Officer
Senior Financial Operations Officer	Principal Financial Officer

Principal Financial Officer

formerly Senior Financial Operations Officer

Recommendation EOAC 155

15.03.05 The Committee recommends that, in future appointment to the grade of Principal Financial Officer, *formerly Senior Financial Operations Officer*, should be made by promotion, on the basis of experience and merit of incumbents in the grade of FO/SFO who possess the Diploma in Public Financial Management and Accounting from the University of Mauritius or a Diploma in Public Sector Financial Management from a recognized institution or a Diploma in Accountancy or a pass in all papers of the Fundamentals (Knowledge) of the ACCA Examinations or a pass at Stages I and II (complete) of the Chartered Institute of Management Accountants (CIMA) Examinations or a credit pass at Final Level of the Association of Accounting Technicians (AAT) Examinations or a pass in Accounting at "Principal Level" at the Cambridge Higher School Examinations or the Certificate of the London of Chamber of Commerce and Industry in Book Keeping (Level 2) formerly Intermediate Stage and the Certificate of the Pitman Examinations Institute in Accounting (Level 3) or an equivalent qualification and reckoning at least four years' service in a substantive capacity in the grade and who have good analytical, problem solving and supervisory skills.

15.03.06 Incumbent in the grade of Principal Financial Officer would, *inter alia*, be required to assume the supervisory role.

15.03 STATUTORY BODIES FAMILY PROTECTION FUND**REVISED SALARY SCHEDULE**

- SBFPP 1 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Office Attendant
- SBFPP 2 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Senior/Head Office Attendant
- SBFPP 3 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerk/Word Processing Operator
- SBFPP 4 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Assistant Financial Operations Officer (Personal)
- SBFPP 5 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- SBFPP 6 : Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Chief Clerk
- SBFPP 7 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775**
Financial Officer/Senior Financial Officer
formerly Financial Operations Officer
- SBFPP 8: Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 46775**
Principal Financial Officer
formerly Senior Financial Operations Officer
- SBFPP 9 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Assistant Manager/Accountant
- SBFPP 10 : Rs 89000**
Manager

16. MINISTRY OF ARTS AND CULTURE**16.01 AAPRAVASI GHAT TRUST FUND****Page 323****To delete paragraph 16.01.04 and whole content****To replace by the following:****Programme Coordinator**

16.01.04 Representations have been received to the effect that the duties of the Programme Coordinator consists *inter-alia* in carrying out extensive field work and gathering information on indentured immigration in Mauritius and, in this context, the qualification requirements should be enlarged to include the field of heritage studies.

Recommendation EOAC 156

16.01.04A The Committee, therefore, recommends that the qualifications requirements for the grade of Programme Coordinator should be enlarged to include a Diploma in Heritage Studies or History or Museum Studies.

To insert after paragraph 16.01.04A**ICT Technician (New Grade)**

16.01.04B Management has submitted that, in the context of the implementation of a computerized IT System in the organization for the monitoring of projects, maintenance of websites and multi-media, there is need for a dedicated officer in the field of IT responsible for the whole IT System.

Recommendation EOAC 157

16.01.04C The Committee recommends the creation of a grade of ICT Technician to be filled by selection from among candidates possessing a Diploma in Information Technology or Computer Science or a Diploma with IT or Computer Science as a major component or an equivalent qualification.

16.01.04D The ICT Technician would be required, amongst others, to be responsible for maintaining, repairing and administering the ICT equipment including all related peripherals; providing general technical guidance and support to end users; devising appropriate systems of security in relation to hardware and software; advising on the purchasing of ICT equipment; maintaining and repairing all electrical/electronic teaching aids; liaising with suppliers for

repairs and/or maintenance of ICT equipment; and troubleshooting network problems.

16.01.04E The ICT Technician would be required to work outside normal office hours, including Saturdays, Sundays and Public Holidays.

Change in Appellation

Office Attendant

Recommendation EOAC 158

16.01.04F The Committee recommends that the grade of Office Attendant be restyled Office Attendant/Senior Office Attendant.

16.01 AAPRAVASI GHAT TRUST FUND

REVISED SALARY SCHEDULE

- AGTF 1 : Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175**
General Worker
- AGTF 2 : Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825**
Gateman
Site Attendant
- AGTF 3 : Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225**
Security Guard
formerly Watchman
- AGTF 4 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19025**
Office Attendant /Senior Office Attendant
formerly Office Attendant
- AGTF 5 :Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver/Office Attendant
formerly Office Attendant/Driver
- AGTF 6 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Site Conservation Worker

16.01 AAPRAVASI GHAT TRUST FUND (Cont'd)

- AGTF 7 :** Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425
Field Guide
Ticket/Sales Officer
- AGTF 8 :** Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425
Clerical Officer/Higher Clerical Officer
Clerk/Word Processing Operator
- AGTF 9 :** Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425
Heritage Guide/Public Outreach Officer
- AGTF 10 :** Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675
Accounts Clerk
Executive Officer
- AGTF 11 :** Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275QB 34175 x 1200 – 35375
Programme Co-ordinator
- AGTF 12 :** Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275
ICT Technician (New Grade)
- AGTF 13 :** Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375
Confidential Secretary
- AGTF 14 :** Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375
Financial Officer *formerly*
Financial Operations Officer
- AGTF 15 :** Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775
Human Resource Officer/Senior Human Resource Officer
formerly Senior Human Resource Officer

16.01 AAPRAVASI GHAT TRUST FUND (Cont'd)

AGTF 16 : Rs 20075 x 600 – 20675 x 750 – 29675 x 900 – 33275 QB 34175 x 1200 – 37775 x 1500 – 42275

Accounting Technician

AGTF 17 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775

Administrative Secretary
Marketing Officer
Research Assistant

AGTF 18 : Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775

Documentalist

AGTF 19 : Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775

Archaeologist
Heritage Interpretation Manager
formerly Curator
Historian
Researcher
World Heritage Site Assistant Manager

AGTF 20 : Rs 36575 x 1200 – 37775 x 1500 – 58775 x 1800 – 62375

Head, Research and Documentation Unit
World Heritage Site manager

AGTF 21 : Rs 45275 x 1500 – 58775 x 1800 – 65975

Head, Technical Unit

AGTF 22 : Rs 89000

Director



**16.02 CONSERVATOIRE NATIONAL DE MUSIQUE FRANÇOIS
MITTERRAND TRUST FUND**

Page 328

To delete paragraph 16.02.09 and whole content

To replace by the following:

Music Tutors

Recommendation EOAC 159

16.02.09 The Committee recommends that Music Tutors be allowed to proceed incrementally up to salary point Rs 58775 in the Master Salary Scale through the grant of one increment every year provided they:

- (i) have drawn the top salary for a year;**
- (ii) have been efficient and effective in their performance during the preceding year; and**
- (iii) are not under report.**

To insert after paragraph 16.02.12

Public Relations Officer (New Grade)

16.02.12A Management has submitted that, with the expansion of its activities, increasing clientele, engagement at the national level, there is need for a dedicated officer to deal with public-related issues. The Committee is agreeable to the request and is recommending accordingly.

Recommendation EOAC 160

16.02.12B The Committee recommends the creation of a grade of Public Relations Officer to be recruited from among candidates possessing a Degree in Public Relations or Communication Studies or an equivalent qualification.

16.02.12C The Public Relations Officer would be required, amongst others, to develop and maintain the organisation's corporate image and identity; to liaise with external parties such as the media, public, etc. and to respond to inquiries; to plan public relations programmes and prepare budgets; to assist in the preparation of annual reports, corporate profiles and other organisational documents; and to conduct speeches and make presentations.

Procurement and Supply Officer (New Grade)

16.02.12D Management has submitted that there is need for a new grade of Procurement and Supply Officer to be responsible for procurement duties as it is highly desirable for segregation of duties between finance and procurement.

Recommendation EOAC 161

16.02.12E The Committee, therefore, recommends the creation of a grade of Procurement and Supply Officer to be filled by selection from among candidates possessing a Cambridge Higher School Certificate with a pass at Principal Level in Accounting or Mathematics and a Certificate in Purchasing and Supply Management from a recognised institution or an alternative qualification acceptable by the Trust Fund.

16.02.12F The Procurement and Supply Officer would be required, amongst others, to organise and manage the procurement and supply activities of the Trust Fund; to be responsible for procurement and supply storekeeping and stock control duties; to prepare reports on procurement activities and maintain contract agreements; to carry out test checks and report on discrepancies; to keep and update store records; and to receive materials into stores and ensure that they comply with requisition orders and are in good conditions.

Page 331 and 332**Events Officer****To insert after paragraph 16.02.27**

16.02.27A Management has submitted that the grade of Events Officer which had been abolished in the 2013 PRB Report should be restored in view of the increasing number of concerts, events and activities both at regional and national levels organised by the Trust Fund. The Committee is agreeable thereto and is rephrasing paragraphs 16.02.28 and 16.02.29 accordingly.

To delete paragraphs 16.02.28 and 16.02.29 and whole content**To replace by the following:****Higher Executive Officer**

16.02.28 "The grade of Higher Executive Officer is currently vacant. Management has submitted that there is no need for this grade on the establishment of the Conservatoire as the duties devolving upon that level can be entrusted to incumbents in other grades with a view to making better use of its existing resources.

Recommendation EOAC 162

16.02.29 We recommend that the grade of Higher Executive Officer be abolished.”

16.02 CONSERVATOIRE NATIONAL DE MUSIQUE FRANÇOIS
MITTERRAND TRUST FUND

REVISED SALARY SCHEDULE

CNMTF 1	:	Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175 General Worker
CNMTF 2	:	Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675 Caretaker <i>formerly School Caretaker</i>
CNMTF 3	:	Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 Driver/Office Attendant <i>formerly Driver</i>
CNMTF 4	:	Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425 Handy Worker/Tradesman
CNMTF 5	:	Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425 Clerical Officer/Higher Clerical Officer (Personal) Clerk/Word Processing Operator (Personal) Library Clerk
CNMTF 6	:	Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925 Management Support Officer (New Grade)
CNMTF 7	:	Rs 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925 Technician
CNMTF 8	:	Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 Executive Officer (Personal)
CNMTF 9	:	Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 36575 Office Management Assistant (New Grade)

16.02 CONSERVATOIRE NATIONAL DE MUSIQUE FRANÇOIS
MITTERRAND TRUST FUND (Cont'd)

CNMTF 10 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375 QB 34175 x 1200 – 35375

Piano Accompanist

CNMTF 11 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375

Assistant Financial Officer/ Financial Officer
formerly Assistant Financial Operations Officer/Financial Operations Officer

CNMTF 12 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375

Confidential Secretary

CNMTF 13 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375

Procurement and Supply Officer (New Grade)

CNMTF 14 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275 QB 43775 x 1500 – 52775

Music Tutor

CNMTF 15 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775

Administrative Secretary (New Grade)
Public Relations Officer (New Grade)

CNMTF 16 : Rs 36575 x 1200 – 37775 x 1500 – 58775 x 1800 – 62375

Head, Music Department
formerly Senior Music Tutor

CNMTF 17 : Rs 89000

Director



16.03 HINDI SPEAKING UNION

The salary schedule at page 336 has been deleted and replaced by the revised salary schedule—

16.03 HINDI SPEAKING UNION**REVISED SALARY SCHEDULE**

- HSU 1 : Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175**
General Worker
- HSU 2 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver/Office Attendant
formerly Office Care Attendant/Driver
- HSU 3 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425**
Motivator
- HSU 4 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerk/Word Processing Operator
Library Clerk
- HSU 5 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 39275 QB 40775 x 1500 – 52775**
Administrative Secretary
formerly Secretary/Treasurer



16.04 ISLAMIC CULTURAL CENTRE

The salary schedule at pages 338 and 339 has been deleted and replaced by the following -

REVISED SALARY SCHEDULE

- ICC 1 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Gardener
Office Attendant
- ICC 2 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver
Driver/Office Attendant
formerly Office Attendant/Driver
- ICC 3 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Handy Worker (Multi-skilled) (New Grade)
- ICC 4 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Receptionist/Word Processing Operator
- ICC 5 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerk/Word Processing Operator
Library Clerk
- ICC 6 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Executive Officer
Hadj/Programme Officer
- ICC 7 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- ICC 8 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Secretary/Treasurer

16.04 ISLAMIC CULTURAL CENTRE (Cont'd)

ICC 9 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000

Director



16.05 LE MORNE HERITAGE TRUST FUND

To delete paragraphs 16.05.12 to 16.05.14 and whole content

To replace by the following:

Site Manager

16.05.12 Management has submitted that the qualifications' requirements for the grade of Site Manager should be upgraded from diploma to degree level as the latter would be required to deputise for the Director during his/her absence, represent the Le Morne Heritage Trust Fund in meetings or forum at local, regional and international levels. Hence, there is need for an officer of the right calibre to manage the World Heritage Site, The Committee is agreeable to the request and is recommending accordingly.

Recommendation EOAC 163

16.05.13 **The Committee recommends that, in future, appointment to the grade of Site Manager should be made by promotion of an officer in the grade of Site Officer possessing a Degree in either Archaeology, History, Architecture or Anthropology. In the absence of qualified serving officers, recruitment should be made by selection from among candidates possessing a Degree in Archaeology, History, Architecture, Anthropology Heritage Studies or Mauritian Studies or an equivalent qualification.**

Site Officer

Recommendation EOAC 164

16.05.14 **The Committee also recommends that, in future, the grade of Site Officer should be filled by selection of candidates possessing a Diploma in either Archaeology, History, Architecture, Anthropology, Heritage Studies or Mauritian Studies or an equivalent qualification.**

Heritage Guide

Clerk Assistant (New Grade)

16.05.14A Management has submitted that the specificity of a World Heritage Site is *inter alia* to employ and empower local people in the vicinity in a sustainable manner. Le Morne Village is one of the most deprived villages in Mauritius and, as such, the highest level of schooling attained is mostly the Cambridge School Certificate. Management has, therefore, requested that the qualifications' requirements for the grade of Heritage Guide be reviewed from a Cambridge Higher School Certificate to a Cambridge School Certificate and a new grade of Clerk Assistant be created for the performance of sub-clerical

and elementary finance duties. **The Committee is agreeable to the request and is recommending accordingly.**

Recommendation EOAC 165

- 16.05.14B **The Committee recommends that, in future, appointment to the grade of Heritage Guide should be made by selection from among candidates possessing a Cambridge School Certificate with credit in at least five subjects or an equivalent qualification acceptable to the Board.**
- 16.05.14C **The Committee also recommends the creation of a grade of Clerk Assistant to be filled by selection from among candidates possessing the Cambridge School Certificate or an equivalent qualification acceptable to the Board.**
- 16.05.14D The Clerk Assistant would be required, amongst others, to perform sub-clerical duties and elementary finance duties; to attend to telephone calls; to look after the archival files of the Trust and to act as a link between the village and the trust for all activities organised in the village.

Driver (New Grade)

- 16.05.14E Management has submitted that, in view of the remote location of the Le Morne Village, there is need for the grade of Driver on a full-time basis to enable the proper day-to-day running of the office.

Recommendation EOAC 166

- 16.05.14F **The Committee, therefore, recommends the creation of a grade of Driver to be filled by selection from among candidates possessing a Certificate of Primary Education.**
- 16.05.14G The Driver would be required, amongst others, to drive government vehicles for the conveyance of staff and visitors, materials and equipment in connection with the activities of the Trust Fund; to carry out simple checks/maintenance tasks; to attend to minor repairs, to keep a log book and records of issue of fuel, all movements, tyres and battery changes and to perform messengerial duties.

16.05 LE MORNE HERITAGE TRUST FUND

REVISED SALARY SCHEDULE

MHTF 1 : Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 17225
Security Guard

16.05 LE MORNE HERITAGE TRUST FUND (Cont'd)

- MHTF 2 : Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 - 16175**
Handy Worker
- MHTF 3 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver/Office Attendant
formerly Office Attendant/Driver
Driver (New Grade)
- MHTF 4 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Clerk Assistant (New Grade)
- MHTF 5 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerk/Word Processing Operator
Conservation Officer
Heritage Guide
- MHTF 6 : Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Site Officer
- MHTF 7 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Accounts Officer
- MHTF 8 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Administrative Secretary
Research Officer
Site Manager
- MHTF 9 : Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Documentalist (New Grade)
- MHTF 10 : Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Curator (New Grade)
- MHTF 11 : Rs 89000**
Director



16.06 MALCOLM DE CHAZAL TRUST FUND

The salary schedule at page 345 has been deleted and replaced by the revised salary schedule –

REVISED SALARY SCHEDULE

**MCTF 1 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x
600 – 20675 x 750 – 27425**
Co-ordinator (MCTF)



16.07 MAURITIAN CULTURAL CENTRE TRUST

The salary schedule at page 347 has been deleted and replaced by the Revised Salary Schedule-

REVISED SALARY SCHEDULE

MCCT 1 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675

Driver/Office Attendant
formerly Office Attendant/Driver

MCCT 2 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425

Clerk/Word Processing Operator



16.08 MAURITIUS FILM DEVELOPMENT CORPORATION

To delete paragraph 16.08.05 and whole content

To replace by the following:

16.08.05 Following the submission made by Management, the Committee is reviewing the organization structure of the MFDC by restyling the grades of Liaison Officer and Marketing Officer to better reflect their actual functions.

To insert after paragraph 16.08.06

Change in Appellation

Recommendation EOAC 167

16.08.06A The Committee recommends that the grades of Liaison Officer and Marketing Officer be restyled Project and Programme Officer and Senior Project and Programme Officer respectively.

16.08.06B The Project and Programme Officer would be required to assist the Senior Project and Programme Officer in the marketing of film and audio visual production of the Corporation both locally and abroad; the development of the capacity building programme of the Corporation; the provision of line production services to foreign crews shooting in Mauritius; issuing of film shooting permit after all clearances have been obtained and the building and maintenance of all databases and archiving .

16.08 MAURITIUS FILM DEVELOPMENT CORPORATION

REVISED SALARY SCHEDULE

MFDC 1 : Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 - 16175

Handy Worker (Lay Services)

MFDC 2 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675

Driver/Handy Worker

MFDC 3 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 23675

Technician/Driver

16.08 MAURITIUS FILM DEVELOPMENT CORPORATION (Cont'd)

- MFDC 4 :** Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675
Word Processing Operator
Word Processing Operator/Receptionist
- MFDC 5 :** Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425
Clerical Officer/Higher Clerical Officer
- MFDC 6 :** Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175
Technical Assistant
- MFDC 7 :** Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675
Accounts Clerk
- MFDC 8 :** Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375
Confidential Secretary
- MFDC 9 :** Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375
Accounts Officer
- MFDC 10 :** Rs 18125 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775
Audiovisual Officer
IT Support Officer
Project and Programme Officer
formerly Liaison Officer
- MFDC 11 :** Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775
Technical Executive
Senior Project and Programme Officer
formerly Marketing Officer
- MFDC 12 :** Rs 28175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 55775
Secretary/Accountant
- MFDC 13 :** Rs 83000
Director
formerly General Manager



16.09 MAURITIUS MARATHI CULTURAL CENTRE TRUST

To insert after paragraph 16.09.07

Management Support Officer (New Grade)

Recommendation EOAC 168

16.09.07A. The Committee recommends the creation of a grade of Management Support Officer to be filled by selection from among candidates who:

- (vi) possess the Cambridge School Certificate with credit in at least five subjects including English Language, French and Mathematics or an equivalent qualification;**
- (vii) possess the Cambridge Higher School Certificate or passes in at least two subjects obtained on one certificate at the General Certificate of Education 'Advanced Level' or an equivalent qualification;**
- (viii) are computer literate and possess good communication skills; be customer-oriented and have the ability to work in teams.**

16.09 MAURITIUS MARATHI CULTURAL CENTRE TRUST

REVISED SALARY SCHEDULE

MMCCT 1 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675

Driver/Office Attendant
formerly Office Attendant/Driver

MMCCT 2 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425

Clerk/Word Processing Operator (New Grade)

MMCCT 3 :Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925

Management Support Officer (New Grade)

MMCCT 4 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775

Administrative Secretary (New Grade)

16.09 MAURITIUS MARATHI CULTURAL CENTRE TRUST (contd)

MMCCT 5 : Rs 64175 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000

Director



16.10 MAURITIUS MUSEUMS COUNCIL

The salary schedule at pages 356 to 358 has been deleted and replaced by the revised salary schedule -

REVISED SALARY SCHEDULE

- MMC 1 : Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175**
General Worker
- MMC 2 : Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 - 16175**
Handy Worker
- MMC 3 : Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225**
Security Guard (Personal)
formerly Watchman (Personal)
- MMC 4 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Gardener/Nursery Attendant
formerly Gardener/Nurseryman
Museum Attendant (Personal to employees in post as at 31.12.12)
Office Attendant
- MMC 5 : Rs 10675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18125**
Museum Attendant (Roster) (New Grade)
- MMC 6 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver/Office Attendant
formerly Office Attendant/Driver
- MMC 7 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Handy Worker (Skilled)
- MMC 8 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 20675 x 750 – 21425**
Head Museum Attendant
- MMC 9 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Receptionist/Telephonist

16.10 MAURITIUS MUSEUMS COUNCIL (Cont'd)

- MMC 10 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425**
Laboratory Attendant
Salesperson
- MMC 11 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Word Processing Operator (Personal)
- MMC 12 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerk/Word Processing Operator
- MMC 13 : Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175**
Museum Technician (Personal to officers in post as 31.12.12)
- MMC 14 : Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Museum Technician (Roster) (New Grade)
- MMC 15 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Accounts Clerk
Assistant Procurement and Supply Officer
Executive Officer
- MMC 16 : Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475**
Senior Museum Technician (Personal to officers in post as 31.12.12)
- MMC 17 : Rs 19025 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375**
Senior Museum Technician (Roster) (New Grade)
- MMC 18 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- MMC 19 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Museums Public Relations Officer

16.10 MAURITIUS MUSEUMS COUNCIL (Cont'd)

- MMC 20 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Accounts Officer/Senior Accounts Officer
- MMC 21 : Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275**
Principal Museum Technician
- MMC 22 : Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775**
Office Superintendent
- MMC 23 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Conservator
Curator
Museum Educator
- MMC 24 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Administrative Secretary
- MMC 25 : Rs 45275 x 1500 – 58775 x 1800 – 65975**
Director
- MMC 26 : Rs 89000**
Director General



16.11 MAURITIUS SOCIETY OF AUTHORS

The salary schedule at pages 360 and 361 has been deleted and replaced by the revised salary schedule -

REVISED SALARY SCHEDULE

- MASA 1 :** Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675
Office Attendant
- MASA 2 :** Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x
600 – 20675
Driver/Office Attendant
formerly Office Attendant/Driver
- MASA 3 :** Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x
600 – 20675 x 750 – 22925
Receptionist/Telephonist
- MASA 4 :** Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x
600 – 20675 x 750 – 28925
Management Support Officer (MASA)
formerly Officer
- MASA 5 :** Rs 13975 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x
750 – 28925
Licensing Officer (Personal)
- MASA 6 :** Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x
900 – 31475
Senior Officer (MASA)
- MASA 7 :** Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375
Financial Officer (*formerly Financial Operations Officer*)
Membership and Repertoire Officer
- MASA 8 :** Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775
Accountant
- MASA 9 :** Rs 89000
Director-General



16.12 MAURITIUS TAMIL CULTURAL CENTRE TRUST

To insert after paragraph 16.12.06

16.12.06A Following submissions made by management, the Committee is providing for the creation of new grades to enable the Trust to deliver on its mandate.

Instructor/Performing Artist (New Grade)

Recommendation EOAC 169

16.12.06B The Committee recommends the creation of a grade of Instructor/Performing Artist to be filled by selection from among candidates possessing a Diploma in Music or Vocal Carnatic Music or an equivalent qualification together with at least three years' experience in the teaching of music.

16.12.06C The Instructor/Performing Artist would be required, amongst others, to develop a course programme and teach Carnatic Music to students at different levels and at the different centres attached to the Trust; to act as Performing Artist whenever required; to perform events/activities organized by the Trust; to participate in cultural activities at any tamil temple registered with the Mauritius Tamil Temples' Federation; to accompany foreign guests as and when required; to carry out simple administrative tasks such as filing of documents etc.

Administrative and Events Officer (New Grade)

Recommendation EOAC 170

16.12.06D The Committee recommends the creation of a new grade of Administrative and Events Officer to be filled by selection from among candidates possessing a Degree in Communication and Cultural Studies, Music, Fine Arts, Performing Arts, Creative Arts, Humanities, Management or any other equivalent qualification in a related field.

16.12.06E The Administrative and Events Officer would be required, amongst others, to organise cultural shows, exhibitions and programmes in line with the activities of the Trust; and to promote activities, programmes and projects organized by the Trust.

Cleaner (New Grade)**Recommendation EOAC 171**

16.12.06F The Committee recommends the creation of a new grade of Cleaner to be filled by selection from among candidates possessing the Certificate of Primary Education and who are in good physical conditions.

16.12.06G The Cleaner would be required, amongst others, to sweep, mop, scrub and polish floors, work areas and clean areas surrounding the Trust's premises including entrance and paths; to clean dust and polish furniture and fittings and empty dust bins; to clean walls and windows; and to clean and disinfect toilet fixtures and floors.

**16.12. MAURITIUS TAMIL CULTURAL CENTRE TRUST
REVISED SALARY SCHEDULE**

MTaCCT 1 : Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15425

Cleaner (New Grade)

MTaCCT 2 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675

Driver/Office Attendant
formerly Office Attendant/Driver

MTaCCT 3 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425

Clerk/Word Processing Operator

MTaCCT 4 : Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375

Instructor/Performing Artist (New Grade)

MTaCCT 5 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775

Administrative and Events Officer (New Grade)



16.13 MAURITIUS TELUGU CULTURAL CENTRE TRUST

The salary schedule at page 365 has been deleted and replaced by the following -

REVISED SALARY SCHEDULE

MTeCCT 1 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675

Driver/Office Attendant
formerly Office Attendant/Driver

MTeCCT 2 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425

Clerk/ Word Processing Operator



16.14 NATIONAL ART GALLERY

The salary schedule at page 368 has been deleted and replaced by the following -

REVISED SALARY SCHEDULE

- NAG 1** : **Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175**
Handy Worker
- NAG 2** : **Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 20675**
Telephone Operator
- NAG 3** : **Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 20675**
Driver/Office Attendant
formerly Office Attendant/Driver
- NAG 4** : **Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerk/Word Processing Operator
- NAG 5** : **Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Accounts Clerk
Art Custodian
Executive Officer
- NAG 6** : **Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Art Curator
Documentation and Liaison Officer
- NAG 7** : **Rs 80000**
Director



16.15 NATIONAL HERITAGE FUND

To insert after paragraph 16 15. 06

Documentation Officer (New Grade)

16.15.06A Management has submitted that there is need for a new grade of Documentation Officer to take charge of the Documentation Section and to guide and advise researchers and members of the public on the various reference books, reports and other publications and materials on the heritage sector in Mauritius available in the Section.

Recommendation EOAC 172

16.15.06B The Committee recommends the creation of a grade of Documentation Officer to be filled by selection from among candidates possessing a Diploma in Library and Information Science or a Diploma in Information and Library Studies from a recognized institution or an equivalent qualification acceptable to the Board.

16.15.06C The Documentation Officer would be required, amongst others, to be responsible for the administration and the day-to-day management and efficient running of the Documentation Section; to operate a system for the storage, retrieval and dissemination of information; to accession, classify, catalogue and index documentation materials; and to provide services and research assistance to users.

16.15 NATIONAL HERITAGE FUND

REVISED SALARY SCHEDULE

NHF 1 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675
Office Attendant

NHF 2 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675
Driver/Office Attendant
formerly Office Attendant/Driver

16.15 NATIONAL HERITAGE FUND (Cont'd)

- NHF 3 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerk/Word Processing Operator
Heritage Protection Assistant
- NHF 4 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Accounts Clerk
- NHF 5 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- NHF 6 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Heritage Technical Officer
- NHF 7 : Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275**
Documentation Officer (New Grade)
- NHF 8 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Administrative Secretary
Research/Heritage Officer
formerly Heritage Officer
- NHF 9 : Rs 36575 x 1200 – 37775 x 1500 – 58775**
Manager, Technical Section
formerly Head, Technical Section
- NHF 10 : Rs 89000**
Director



16.16 NATIONAL LIBRARY

Page 371

To insert after paragraph 16.16.06

Change of Appellation**Systems Administrator**

16.16.06A Management has submitted that in the context of the digitisation of its services, there is need for the National Library to be networked with other local and international library and information systems and to provide more and more web-based information services through the web technology. A request has, therefore, been made for the change in appellation of the grade of Systems Administrator to IT Officer/Systems Administrator.

Recommendation EOAC 173

16.16.06B The Committee recommends that the grade of Systems Administrator be restyled IT Officer/Systems Administrator.

16.16 NATIONAL LIBRARY**REVISED SALARY SCHEDULE**

NL 1	:	Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675 Library Attendant
NL 2	:	Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19025 Senior Library Attendant
NL 3	:	Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 20675 Driver/Office Attendant <i>formerly Office Attendant/Driver</i>
NL 4	:	Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 21425 Binder
NL 5	:	Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925 Receptionist/Telephone Operator

16.16 NATIONAL LIBRARY (Cont'd)

- NL 6 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425**
Microfilm Operator
- NL 7 : Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925 QB 23675 x 750 – 27425**
Binder (Personal)
- NL 8 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerk/Word Processing Operator
Library Clerk
- NL 9 : Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Senior Binder
- NL 10 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Accounts Clerk
Assistant Procurement and Supply Officer
- NL 11 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Senior Library Clerk
- NL 12 : Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475**
Office Supervisor
- NL 13 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 35375**
Confidential Secretary
- NL 14 : Rs 20675 x 750 – 29675 x 900 – 35375**
Accounts Officer
Procurement and Supply Officer
- NL 15 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Library Officer
- NL 16 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Senior Accounts Officer

16.16 NATIONAL LIBRARY (Cont'd)

- NL 17 : Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275**
Senior Library Officer
- NL 18 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Administrative Assistant
- NL 19 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Librarian
IT Officer/Systems Administrator
formerly Systems Administrator
- NL 20 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Accountant
- NL 21 : Rs 36575 x 1200 – 37775 x 1500 – 58775**
Senior Librarian
- NL 22 : Rs 95000**
Director



16.17 NELSON MANDELA CENTRE FOR AFRICAN CULTURE TRUST FUND

The salary schedule at pages 376 and 377 has been deleted and replaced by the revised salary schedule-

REVISED SALARY SCHEDULE

- NMCAC 1 : Rs 15475 x 350 – 17225 x 450 – 19475**
Cultural Adviser
Cultural Animator
- NMCAC 2 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20075**
Handy Worker (Semi Skilled)
- NMCAC 3 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 20675**
Driver/Handy Worker
- NMCAC 4 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425**
Audio Visual/Public Address Operator
- NMCAC 5 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerk/Word Processing Operator
- NMCAC 6 : Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275**
Documentation Officer
- NMCAC 7 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- NMCAC 8 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Accounts Officer
- NMCAC 9 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Secretary's Assistant
Secretary's Assistant (Personal)

**16.17 NELSON MANDELA CENTRE FOR AFRICAN CULTURE
TRUST FUND (Cont'd)**

NMCAC 10 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775

Administrative Secretary
Events Management Officer
Research Officer

NMCAC 11 : Rs 36575 x 1200 – 37775 x 1500 – 58775

Head, Documentation and Research

NMCAC 12 : Rs 80000

Director



16.18 TAMIL SPEAKING UNION

Page 379

To insert after paragraph 16.18.05

Programme Coordinator (New Grade)

16.18.05A The Tamil Speaking Union has submitted that there is need for a new grade of Programme Coordinator to look after the academic aspects of the Union in relation to the promotion of the Tamil Language.

Recommendation EOAC 174

16.18.05B The Committee, therefore , recommends the creation of a new grade of Programme Coordinator to be filled by selection from among candidates possessing a Degree in Tamil or an equivalent qualification acceptable to the Union together with at least 15 years' of experience in the teaching of tamil at the secondary level.

16.18.05C The Programme Coordinator would be required, amongst others, to assist in the dissemination of educational, informative programmes in line with the objective of the Tamil Speaking Union and to coordinate the various activities, seminars, meetings, conferences and workshops organized by the Union.

Change in Appellation

Driver/Office Care Attendant

16.18.05D The Tamil Speaking Union has submitted that in view of the general policy of encouraging multi-skilling and polyvalent grades and the fact that it does not need a driver for the time being, the grade of Driver/Office Care Attendant should be restyled Office Care Attendant/Receptionist.

Recommendation EOAC 175

16.18.05E The Committee recommends that the grade of Driver/Office Care Attendant be restyled Office Care Attendant/Receptionist.

Part Time Teachers

16.18.05F The Tamil Speaking Union has informed the Committee that it is having recourse to the services of part-time teachers for the teaching of tamil language in various regional centres across the island. There is need to provide for appropriate fees to be paid to the part-time teachers.

Recommendation EOAC 176

16.18.05G The Committee recommends that the payment of fees to part-time Teachers of the Tamil Speaking Union be as follows:

Teachers holding a Diploma in Tamil or a higher qualification **Rs 390/hr**

Teachers holding a qualification lower than a Diploma in Tamil **Rs 310/hr**

16.18.05H The Committee further recommends that the part-time Teachers should also be entitled to refund of travelling by bus and an End-of-Year Bonus which is computed at the rate of 1/12 of their annual earnings.

16.18 TAMIL SPEAKING UNION**REVISED SALARY SCHEDULE**

TSU 1 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675

Office Care Attendant/ Receptionist
formerly Driver/Office Care Attendant

TSU 2 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425

Clerk/Word Processing Operator (New Grade)

TSU 3 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775

Programme Coordinator (New Grade)



16.19 URDU SPEAKING UNION

The salary schedule at page 381 has been deleted and replaced by the following salary schedule -

REVISED SALARY SCHEDULE

USU 1 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425

Clerk/Word Processing Operator

USU 2 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775

Administrative Secretary

formerly Administrative Assistant



17. MINISTRY OF LABOUR, INDUSTRIAL RELATIONS AND EMPLOYMENT**17.01 EXPORT PROCESSING ZONE LABOUR WELFARE FUND**

The salary schedule at pages 384 and 385 has been deleted and replaced by the revised salary schedule:

REVISED SALARY SCHEDULE

- EPZLWF 1 : Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225**
Security Guard
formerly Watchman
- EPZLWF 2 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Office Attendant
- EPZLWF 3 : Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Telephone Operator
- EPZLWF 4 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 20675 x 750 – 21425**
Driver/Handy Worker (Skilled)
- EPZLWF 5 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerk/Word Processing Operator
- EPZLWF 6 : Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Computer Support Officer
Programme/Welfare Assistant
- EPZLWF 7 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Accounts Clerk
Executive Officer
- EPZLWF 8 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary

17.01 EXPORT PROCESSING ZONE LABOUR WELFARE FUND (Cont'd)

- EPZLWF 9 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Accounts Officer
- EPZLWF 10 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Senior Accounts Officer
- EPZLWF 11 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Programme Welfare Officer
Secretary
- EPZLWF 12 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Accountant
Internal Auditor (Personal)
- EPZLWF 13 : Rs 36575 x 1200 – 37775 x 1500 – 58775**
Programme Coordinator
- EPZLWF 14 : Rs 89000**
General Manager



17.02 TRADE UNION TRUST FUND

The salary schedule at page 387 has been deleted and replaced by the revised salary schedule:

REVISED SALARY SCHEDULE

TUTF 1 : Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175
General Worker

TUTF 2 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425
Clerk/Word Processing Operator

TUTF 3 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275
Executive Secretary



18. ATTORNEY-GENERAL'S OFFICE**18.01 LAW REFORM COMMISSION**

The salary schedule at pages 391 and 392 have been deleted and replaced by the Revised Salary Schedule:

REVISED SALARY SCHEDULE

- LRC 1 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver/ Office Attendant
formerly Office Attendant/Driver
- LRC 2 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Management Support Officer (LRC)
formerly Officer
- LRC 3 : Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 31475**
Senior Officer (Personal)
- LRC 4 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- LRC 5 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Law Reform Officer
formerly Legal Research Assistant
- LRC 6 : Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 54275**
Secretary to Commission
- LRC 7 : Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 58775 x 1800 – 65975**
Senior Law Reform Officer
formerly Legal Research Officer
- LRC 8 : Rs 37775 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000**
Secretary to Commission (Personal)

18.01 LAW REFORM COMMISSION (contd)

LRC 9 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 83000

Principal Law Reform Officer
formerly Legal Research Coordinator

LRC 10 : Rs 102000

Chief Executive Officer



19. MINISTRY OF TOURISM AND LEISURE

19.01 MAURITIUS TOURISM PROMOTION AUTHORITY

Page 393

To insert after paragraph 19.01.06

Human Resource Officer/Senior Human Resource Officer *formerly Senior Human Resource Officer*

Recommendation EOAC 177

19.01.06A The Committee recommends that incumbents in the grade of Human Resource Officer/Senior Human Resource Officer possessing a Diploma in Human Resource Management or a Diploma with Human Resource Management as a major component or an equivalent qualification should be allowed to move incrementally in the master salary scale up to salary point Rs 39275 provided that they:

- (i) have drawn the top salary for a year;
- (ii) have been efficient and effective in their performance during the preceding year; and
- (iii) are not under report.

19.01 MAURITIUS TOURISM PROMOTION AUTHORITY

REVISED SALARY SCHEDULE

MTPA 1 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675
Office Attendant

MTPA 2 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675
Driver
Driver/Office Attendant

MTPA 3 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425
Senior/Head Office Attendant

- MTPA 4 :** Rs 11675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22175
Driver (Roster - day and night)
- MTPA 5 :** Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925
Receptionist/Telephonist
- MTPA 6 :** Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925
Driver/Guide
- MTPA 7 :** Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25175
Assistant Tourism Information Officer
- MTPA 8 :** Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675
Word Processing Operator/Receptionist
- MTPA 9:** Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425
Clerical Officer/Higher Clerical Officer
- MTPA 10 :** Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675
Tourism Information Officer
- MTPA 11 :** Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675
Accounts Clerk
Executive Officer (Personal)
Procurement/Documentation Officer
- MTPA 12 :** Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375
Confidential Secretary
- MTPA 13 :** Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375
Accounts Officer

19.01 MAURITIUS TOURISM PROMOTION AUTHORITY(Cont'd)

- MTPA 14 :** Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275
Web Officer
- MTPA 15 :** Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775
Human Resource Officer/Senior Human Resource Officer
formerly Senior Human Resource Officer
- MTPA 16 :** Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275
Senior Accounts Officer
- MTPA 17 :** Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775
Office Superintendent
- MTPA 18 :** Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 48275
Principal Accounts Officer
- MTPA 19 :** Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775
Administrative Secretary
Internal Auditor
- MTPA 20 :** Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775
Information Technology and Research Officer
- MTPA 21 :** Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775
Marketer
- MTPA 22 :** Rs 36575 x 1200 – 37775 x 1500 – 58775
E-Marketer
- MTPA 23 :** Rs 36575 x 1200 – 37775 x 1500 – 58775 x 1800 – 65975
Finance Manager
Tourism Promotion Officer
- MTPA 24 :** Rs 45275 x 1500 – 58775 x 1800 – 65975
Marketing Manager (Personal)

19.01 MAURITIUS TOURISM PROMOTION AUTHORITY(Cont'd)

**MTPA 25 : Rs 54275 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000
 x 3000 – 80000**

Tourism Promotion Manager

MTPA 25A : 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000

Financial Analyst (Personal)

MTPA 26 : Rs 83000

Deputy Director

MTPA 27 : Rs 102000

Director



19.02 TOURISM AUTHORITY

Page 397

To insert after paragraph 19.02.05 the following:

19.02.05A Proposals have been made by management for the creation of the following units as well as a grade of Manager to head each unit:

- Tourist Enterprise
- Marine Activities
- Licensing, Training and Public Relations
- Monitoring and Compliance
- Finance and administration

Recommendation EOAC 178

19.02.05B The Committee recommends that the above requests be submitted to the proposed Public Sector Re-engineering Bureau for an in-depth study and analysis.

19.02 TOURISM AUTHORITY

REVISED SALARY SCHEDULE

TA 1	:	Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175 General Worker
TA 2	:	Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675 Office Attendant
TA 3	:	Rs 10675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675 Documentation Assistant
TA 4	:	Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 Driver/Attendant
TA 5	:	Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925 Receptionist/Telephone Operator

19.02 TOURISM AUTHORITY (Cont'd)

- TA 6 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerical Officer/Higher Clerical Officer
Clerk/Word Processing Operator
- TA 7 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Accounts Clerk
Executive Officer
- TA 8 : Rs 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475**
Tourist Warden
- TA 9 : Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 QB 35375**
Assistant Public Relations Officer
- TA 10 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- TA 11 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Higher Executive Officer
- TA 12 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 36575**
Tourism Enforcement Officer
- TA 13 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275**
Assistant Examiner
- TA 14 : Rs 20075 x 600 – 20675 x 750 – 29675 x 900 – 33275 QB 34175 x 1200 – 37775 x 1500 – 42275**
Accounting Technician
- TA 15 : Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775**
Senior Tourism Enforcement Officer

19.02 TOURISM AUTHORITY (Cont'd)

- TA 16 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Public Relations/Customer Care Officer
- TA 17 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
IT Officer
- TA 18 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Accountant
Administrative Officer
- TA 19 : Rs 43775 x 1500 – 58775 x 1800 – 65975**
Administrative Manager
- TA 20 : Rs 102000**
Director



19.03 TOURISM EMPLOYEES WELFARE FUND

Page 401

To insert after paragraph 19.03.06 the following:

Office Attendant

Recommendation EOAC 179

19.03.07 Management has requested that the grade of Office Attendant be abolished as the post is vacant since incumbent has been appointed as Driver/Office Attendant. **The Committee recommends accordingly.**

19.03 TOURISM EMPLOYEES WELFARE FUND

REVISED SALARY SCHEDULE

TEWF 1 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675

Driver/Office Attendant
formerly Office Attendant/Driver

TEWF 2 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925

Receptionist/Telephone Operator

TEWF 3 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425

Clerk/Word Processing Operator

TEWF 4 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675

Accounts Clerk
Executive Officer

TEWF 5 : Rs 20075 x 600 – 20675 x 750 – 29675 x 900 – 33275 QB 34175 x 1200 – 37775 x 1500 – 42275

Accounting Technician

TEWF 6 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775

Programme Welfare Officer

TEWF 7 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775

Accountant

TEWF 8 : Rs 36575 x 1200 – 37775 x 1500 – 58775

Secretary

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20. MINISTRY OF HEALTH AND QUALITY OF LIFE

The revised salary schedule at page 403 has been deleted and replaced by the Revised Salary Schedule :

20.01 MAURITIUS BLOOD SERVICE

REVISED SALARY SCHEDULE

MBS 1 : Rs 102000
Executive Director



20.02 MAURITIUS INSTITUTE OF HEALTH

Page 405

To delete paragraph 20.02.08 and whole content

To replace by the following:

Recommendation EOAC 180

20.02.08 The Committee recommends that the Executive Assistant of former Development Works Corporation having reached his top salary should be allowed to move in the salary scale of Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 - 35375. Management should ensure that the incumbent is entrusted responsibilities commensurate with his position.

Page 406

Training Manager

To delete paragraph 22.02.10 and whole content

To replace by the following:

Recommendation EOAC 181

20.02.10 The Committee recommends that Training Managers be allowed to proceed incrementally up to the revised salary point Rs 77000 provided they:

- (i) have drawn the top salary for a year;
- (ii) have been efficient and effective in their performance during the preceding year; and
- (iii) are not under report.

20.02 MAURITIUS INSTITUTE OF HEALTH

REVISED SALARY SCHEDULE

MIH 1	:	Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175 General Worker
MIH 2	:	Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675 Office Attendant Handy Worker (Personal) <i>formerly Handy Worker (Office Attendant) (NTFCH)</i>

20.02 MAURITIUS INSTITUTE OF HEALTH (Cont'd)

- MIH 3** : **Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575**
Cook
- MIH 4** : **Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19025**
Senior Office Attendant
- MIH 5** : **Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver
- MIH 6** : **Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Receptionist/Telephone Operator
- MIH 7** : **Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425**
Clerical Assistant (Personal)
formerly Clerical Assistant (NTFCH)
- MIH 8** : **Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Word Processing Operator
Word Processing Operator (Personal)
formerly Word Processing Operator (NTFCH)
- MIH 9** : **Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerical Officer/Higher Clerical Officer
- MIH 10** : **Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Senior Word Processing Operator
- MIH 11** : **Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Executive Assistant (Personal)
- MIH 12** : **Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Assistant Financial Officer
formerly Assistant Financial Operations Officer

Executive Assistant
Printing and Publishing Officer

20.02 MAURITIUS INSTITUTE OF HEALTH (Cont'd)

- MIH 13 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
Documentalist
- MIH 14 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Accounts Officer
Higher Executive Officer
- MIH 15 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Computer Officer
- MIH 16 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Administrative Secretary
IT Trainer
Research Assistant
- MIH 17 : Rs 34175 x 1200 – 37775 x 1500 – 57275**
Programme Coordinator, Nursing and Paramedical Studies
- MIH 18 : Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 58775 x 1800 – 65975**
Research Officer/Senior Research Officer
- MIH 19 : Rs 43775 x 1500 – 58775 x 1800 – 67775**
Training Manager
- MIH 20 : Rs 102000**
Executive Director



**20.03 NATIONAL AGENCY FOR THE TREATMENT AND REHABILITATION
OF SUBSTANCE ABUSERS**

The salary schedule at pages 410 and 411 has been deleted and replaced by the revised salary schedule-

REVISED SALARY SCHEDULE

NATRSA 1	: Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675 Office Attendant
NATRSA 2	: Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575 Field Worker
NATRSA 3	: Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425 Driver/Handy Worker (Skilled)
NATRSA 4	: Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675 Receptionist/Word Processing Operator
NATRSA 5	: Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675 Assistant Audio-Visual and Documentation Officer
NATRSA 6	: Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425 Clerk/Word Processing Operator
NATRSA 7	: Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 Accounts Clerk Executive Officer Statistical Officer
NATRSA 8	: Rs 18125 x 450 – 19475 x 600 – 20675 x 750 – 29675 Audio-Visual and Documentation Officer
NATRSA 9	: Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375 Confidential Secretary

**20.03 NATIONAL AGENCY FOR THE TREATMENT AND REHABILITATION
OF SUBSTANCE ABUSERS (Cont'd)**

- NATRSA 10 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Accounts Officer
- NATRSA 11 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Assistant Programme Officer
formerly Assistant Substance Abuse Prevention Officer
Documentation Officer
- NATRSA 12 : Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 48275**
Accountant (Personal to holder of post as at 1 July 2003)
- NATRSA 13 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Programme Officer
formerly Substance Abuse Prevention Officer
Secretary
- NATRSA 14 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Psychologist
- NATRSA 15 : Rs 36575 x 1200 – 37775 x 1500 – 58775**
Senior Programme Officer
formerly Head, Substance Abuse Prevention Unit
- NATRSA 16 : Rs 89000**
Executive Director



20.04 TRUST FUND FOR SPECIALISED MEDICAL CARE (CARDIAC CENTRE)

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To delete paragraph 20.04.20 and 20.04.21 and whole content

To replace by the following:

Shift Work and Night Duty Allowance

Recommendation EOAC 182

20.04.20 The Committee recommends that officers of the Specialised Nursing Officer Cadre, Theatre Attendants (Shift), Nursing Aid/General Workers, Ambulance Drivers (Shift) and Handy Workers (Shift) who effectively work on night shift, should be paid a Night Duty Allowance equivalent to 25% 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.

20.04.21 The Committee also recommends that the Night Duty Allowance be computed exceptionally at the rate of 25% and on the basis of eight hours in respect of the present night shift of 13½ hours for officers in the Specialised Nursing Officer cadre.

Night Attendance Bonus

To delete paragraph 20.04.23 and whole content

To replace by the following:

Recommendation EOAC 183

20.04.23 The Committee recommends the payment of a monthly Night Attendance Bonus up to the publication of the next Report to incumbents in the grades listed below provided they attend duty on all scheduled night shifts during the month.

Grade	Night Attendance Bonus/month Rs
Trainee Specialised Nursing Officer	520
Specialised Nursing Officer	
Up to 10 years' service	585
Over 10 years' service	730
Specialised Head Nurse	
Up to 5 years' service	730
Over 5 years' service	875

To insert after paragraph 20.04.27

Human Resource Officer/Senior Human Resource Officer *formerly Senior Human Resource Officer*

Recommendation EOAC 184

20.04.27A The Committee recommends that incumbents in the grade of Human Resource Officer/Senior Human Resource Officer possessing a Diploma in Human Resource Management or a Diploma with Human Resource Management as a major component or an equivalent qualification should be allowed to move incrementally in the master salary scale up to salary point Rs 39275 provided that they:

- (i) have drawn the top salary for a year;
- (ii) have been efficient and effective in their performance during the preceding year; and
- (iii) are not under report.

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Medical and Dental Specialists

To delete paragraph 20.04.33 and whole content

To replace by the following:

Recommendation EOAC 185

20.04.33 The Committee recommends that the Cardiac Surgeon, Cardiac Anaesthetist, Cardiologist and Vascular Surgeon should be known as Consultant on reaching salary point of Rs 86000.

To insert after paragraph 20.04.33

Trainee Specialised Nurse

Recommendation EOAC 186

20.04.33A The Committee recommends that Ministry of Health and Quality of Life should consider the advisability of running and awarding a Diploma in Cardiac Nursing to Trainee Specialised Nurses on completion of their three-year training.

Allowance to Theatre Attendant (Shift) when posted in the Operation Theatre for a whole month

To delete paragraph 20.04.35 and whole content

To replace by the following:

Recommendation EOAC 187

20.04.35 The Committee recommends that the allowance paid to Theatre Attendant (Shift) when posted in the Operation Theatre for a whole month be revised to Rs 440.

20.04 TRUST FUND FOR SPECIALISED MEDICAL CARE (CARDIAC CENTRE)

REVISED SALARY SCHEDULE

TFSMC 1 : Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 - 16175
Handy Worker

TFSMC 2 : Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 16875
Handy Worker (Shift)

TFSMC 3 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675
Driver/Office Attendant
formerly Office Attendant/Driver

**20.04 TRUST FUND FOR SPECIALISED MEDICAL CARE
(CARDIAC CENTRE) (Cont'd)**

- TFSMC 4 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Nursing Aid/General Worker
Theatre Attendant (Shift)
- TFSMC 5 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Handy Worker Supervisor
- TFSMC 6 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Receptionist/Telephonist
- TFSMC 7 : Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 23675**
Ambulance Driver (Shift)
- TFSMC 8 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425**
Linen Officer
- TFSMC 9 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425**
Receptionist/Telephonist (Roster)
- TFSMC 10 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Word Processing Operator
- TFSMC 11 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerical Officer/Higher Clerical Officer
- TFSMC 12 : Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Bio-Medical Technician

**20.04 TRUST FUND FOR SPECIALISED MEDICAL CARE
(CARDIAC CENTRE) (Cont'd)**

- TFSMC 13 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Accounts Clerk
Assistant Procurement and Supply Officer
Executive Officer
Purchasing and Supply Officer (Personal)
- TFSMC 14 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 30575**
Health Records Clerk/Higher Health Records Clerk
formerly Health Records Clerk
- TFSMC 15 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Internal Control Officer
- TFSMC 16 : Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275 QB 34175 x 1200 – 35375**
Trainee Specialised Nursing Officer
- TFSMC 17 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- TFSMC 18 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Accounts Officer
- TFSMC 19 : Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Specialised Nursing Officer (Male and Female)
- TFSMC 20 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 37775**
Human Resource Officer/Senior Human Resource Officer
formerly Senior Human Resource Officer
- TFSMC 21 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775**
Specialised Head Nurse
- TFSMC 22 : Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 49775**

Deputy Specialised Nursing Superintendent

**20.04 TRUST FUND FOR SPECIALISED MEDICAL CARE
(CARDIAC CENTRE) (Cont'd)**

- TFSMC 23 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Systems Administrator
- TFSMC 24 : Rs 34175 x 1200 – 37775 x 1500 – 52775**
Specialised Perfusionist
- TFSMC 25 : Rs 40775 x 1500 – 55775**
Senior Specialised Perfusionist
- TFSMC 26 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Administrative Secretary
- TFSMC 27 : Rs 36575 x 1200 – 37775 x 1500 – 58775**
Specialised Nursing Superintendent
Specialised Physiotherapist
- TFSMC 28 : Rs 45275 x 1500 – 58775**
Chief Specialised Perfusionist (New Grade)
- TFSMC 29 : Rs 42275 x 1500 – 58775 x 1800 – 65975**
Chief Specialised Nursing Superintendent
- TFSMC 30 : Rs 39275 x 1500 – 58775 x 1800 – 65975**
Trainee Specialised Registered Medical Officer
- TFSMC 31 : Rs 43775 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000**
Specialised Registered Medical Officer
- TFSMC 32 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 89000**
Medical Registrar

**20.04 TRUST FUND FOR SPECIALISED MEDICAL CARE
(CARDIAC CENTRE) (Cont'd)**

**TFSMC 33 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 –
95000**

Cardiac Anaesthetist
Cardiac Surgeon
Cardiologist
Vascular Surgeon (New Grade)

TFSMC 34 : Rs 102000
Director Cardiac Services (Future Holder)

TFSMC 35 : Rs 105000
Director Cardiac Services (Personal)
Executive Director



21. MINISTRY OF INDUSTRY, COMMERCE AND CONSUMER PROTECTION**21.01 MAURITIUS STANDARDS BUREAU**

Page 427

To insert after paragraph 21.01.14

Human Resource Officer/Senior Human Resource Officer *formerly Senior Human Resource Officer*

Recommendation EOAC 188

21.01.14 The Committee recommends that incumbents in the grade of Human Resource Officer/Senior Human Resource Officer possessing a Diploma in Human Resource Management or a Diploma with Human Resource Management as a major component or an equivalent qualification should be allowed to move incrementally in the master salary scale up to salary point Rs 39275 provided that they :

- (i) have drawn the top salary for a year;
- (ii) have been efficient and effective in their performance during the preceding year; and
- (iii) are not under report.

REVISED SALARY SCHEDULE

MSB 1	:	Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175 Handy Worker
MSB 2	:	Rs 15475 Safety and Health Officer (Part-Time)
MSB 3	:	Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675 Attendant (Personal to employees in post as at 30.06.08)
MSB 4	:	Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 20675 Driver/Office Attendant

21.01 MAURITIUS STANDARDS BUREAU (Cont'd)

- MSB 5 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 22925**
Receptionist/Telephonist
- MSB 6 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Technical Assistant
- MSB 7 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Technical Assistant (Personal to officers in post as at 30.06.03)
Word Processing Operator (Personal to officers in post as at 30.06.08)
- MSB 8 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 30.06.08)
Clerk/Word Processing Operator
Standards Information Clerk
- MSB 9 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Accounts Clerk
Assistant Procurement and Supply Officer
Executive Officer
Stores Officer (Personal)
- MSB 10 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- MSB 11 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Accounts Officer
- MSB 12 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Marketing Assistant
Standards Information Officer
Technical Officer (Personal)
- MSB 13 : Rs 20075 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Internal Auditor

21.01 MAURITIUS STANDARDS BUREAU (Cont'd)

- MSB 14 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775**
Human Resource Officer/Senior Human Resource Officer
formerly Senior Human Resource Officer
- MSB 15 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 48275**
Stores and Utilities Superintendent
- MSB 16 : Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275 QB 46775 x 1500 – 52775**
Quality Officer
- MSB 17 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Administrative Secretary
formerly Administrative Officer
Marketing Officer
- MSB 18 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Financial Manager
- MSB 19 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
IT Officer/Systems Administrator
Assistant Technical Manager (Personal to Officers in post as at 30.06.08)
- MSB 20 : Rs 36575 x 1200 – 37775 x 1500 – 58775 x 1800 – 65975**
Manager
Standards Information Manager
- MSB 21 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000**
Head of Unit
- MSB 22 : Rs 89000**
Deputy Director
- MSB 23 : Rs 102000**
Director



21.02 STATE TRADING CORPORATION

The salary schedule at pages 432 to 435 has been deleted and replaced by the revised salary schedule:

21.02 STATE TRADING CORPORATION**REVISED SALARY SCHEDULE**

STC 1	:	Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175 Handy Worker
STC 2	:	Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225 Security Guard <i>formerly Watchman</i>
STC 3	:	Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675 Office Attendant
STC 4	:	Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675 Granary Operative
STC 5	:	Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 Driver
STC 6	:	Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 21425 Tradesman
STC 7	:	Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425 Senior/Head Office Attendant
STC 8	:	Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925 Receptionist/Telephone Operator

21.02 STATE TRADING CORPORATION (Cont'd)

- STC 9 : Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Forklift Driver
- STC 10 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Word Processing Operator
- STC 11 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerical Officer/Higher Clerical Officer
- STC 12 : Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Chief Tradesman
Chief Tradesman (Fitter)
- STC 13 : Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Senior Word Processing Operator
- STC 14 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Supplies and Sales Officer
- STC 15 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Executive Officer
- STC 16 : Rs 19475 x 600 – 20675 x 750 – 29675**
Workshop Supervisor
- STC 17 : Rs 15175 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Clearing and Forwarding Officer
- STC 18 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary

21.02 STATE TRADING CORPORATION (Cont'd)

- STC 19 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Higher Executive Officer
Higher Supplies and Sales Officer
- STC 20 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
IT Technician
Safety and Health Officer/Senior Safety and Health Officer
- STC 21 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775**
Senior Supplies and Sales Officer
- STC 22 : Rs 20075 x 600 – 20675 x 750 – 29675 x 900 – 33275 QB 34175 x 900 – 34175 x 1200 – 37775 x 1500 – 42275**
Accounting Technician
- STC 23 : Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775**
Office Superintendent
- STC 24 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 48275**
Senior Technical and Facilities Officer
- STC 25 : Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 48275**
Principal Supplies and Sales Officer
Senior Accounting Technician
- STC 26 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 36575 QB 37775 x 1500 – 52775**
Administrative Assistant
- STC 27 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Communication Officer
formerly Public Relations Officer
- STC 28 : Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Systems Administrator
Systems Analyst

21.02 STATE TRADING CORPORATION (Cont'd)

- STC 29 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Human Resource Management Officer
Internal Auditor
- STC 30 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775**
Business Development Officer (Marketing)
Business Development Officer (Research and Development)
Commercial Analyst
Risk and Treasury Officer
- STC 31 : Rs 36575 x 1200 – 37775 x 1500 – 58775**
Assistant Financial Manager
Human Resource Manager
Secretary
formerly Administrative Secretary
- STC 32 : Rs 37775 x 1500 – 58775 x 1800 – 60575**
Chief Supplies and Sales Officer
- STC 33 : Rs 36575 x 1200 – 37775 x 1500 – 58775 x 1800 – 65975**
Assistant Risk and Treasury Manager
Audit Manager
IT Manager
- STC 34 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000**
Business Development Manager
Commercial Manager
Financial Manager
Risk and Treasury Manager
- STC 35 : Rs 102000**
General Manager



23. MINISTRY OF BUSINESS, ENTERPRISE AND COOPERATIVES**23.01 NATIONAL INSTITUTE FOR CO-OPERATIVE ENTREPRENEURSHIP**

The salary schedule at page 438 has been deleted and replaced by the revised salary schedule:

REVISED SALARY SCHEDULE

- NICE 1 : Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175**
General Worker
- NICE 2 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver/Office Attendant
formerly Office Attendant/Driver
- NICE 3 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Information Desk Operator
- NICE 4 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerk/Word Processing
- NICE 5 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Executive Officer
- NICE 6 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Programme/Research Officer
formerly Programme Officer
- NICE 7 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000**
Director



23.02 SMALL AND MEDIUM ENTERPRISES DEVELOPMENT AUTHORITY

The salary schedule at pages 439 to 442 has been deleted and replaced by the revised salary schedule

REVISED SALARY SCHEDULE

SMEDA 1	Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175 General Worker
SMEDA 2	Rs 9675 x 250 – 13675 x 300 – 16525 Stores Attendant
SMEDA 3	Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225 Security Guard (Personal) <i>formerly Watchman (Personal)</i>
SMEDA 4	Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675 Attendant (Workshop) (Personal) Office Attendant
SMEDA 5	Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 20075 General Assistant (Personal)
SMEDA 6	Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 Driver/Office Attendant <i>formerly Driver/Messenger</i> <i>Driver (Personal)</i> <i>Office Attendant/Driver (Personal)</i>
SMEDA 7	Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425 Handy Worker (Skilled)
SMEDA 8	Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 20675 x 750 – 21425 Senior/Head Office Attendant
SMEDA 9	Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925 Receptionist/Telephone Operator

**23.02 SMALL AND MEDIUM ENTERPRISES
DEVELOPMENT AUTHORITY (Cont'd)**

- SMEDA 10 :** Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425
Assistant Handicraft Promotion Officer (Personal)
- SMEDA 11 :** Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675
Receptionist/Word Processing Operator (Personal)
- SMEDA 12 :** Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425
Clerical Officer/Higher Clerical Officer
Clerk/Word Processing Operator
- SMEDA 13 :** Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175
Technical Assistant (Personal)
- SMEDA 14 :** Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675
Senior Clerk/Word Processing Operator (Personal)
- SMEDA 15 :** Rs 15175 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675
Extension Officer (Personal)
- SMEDA 16 :** Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675
Accounts Clerk
Assistant Procurement and Supply Officer
Executive Officer
- SMEDA 17 :** Rs 20675 x 750 – 29675 x 900 – 32375
Senior Extension Officer (Personal)
- SMEDA 18 :** Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375
Confidential Secretary

**23.02 SMALL AND MEDIUM ENTERPRISES
DEVELOPMENT AUTHORITY (Cont'd)**

- SMEDA 19 :** Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375
Marketing Assistant (Handicraft) (Rodrigues)
- SMEDA 20 :** Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375
Information, Research and Documentation Officer
formerly Documentation Officer
Information and Documentation Officer (Personal)
- SMEDA 21 :** Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375
Higher Executive Officer
- SMEDA 22 :** Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775
Business Analyst
Business Development Officer
Marketing Officer
Training Coordinator
- SMEDA 23 :** Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775
IT Officer
- SMEDA 24 :** Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775
Accountant
- SMEDA 25 :** Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775
Administrative Officer
Commercial Executive/Senior Commercial Executive (Personal)
- SMEDA 26 :** Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775
Assistant Manager
- SMEDA 27 :** Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000
Manager

**23.02 SMALL AND MEDIUM ENTERPRISES
DEVELOPMENT AUTHORITY (Cont'd)**

SMEDA 28 : Rs 89000
Director (Personal)



**23.02 SMALL AND MEDIUM ENTERPRISES
DEVELOPMENT AUTHORITY (Cont'd)**

SMEDA 29 : **Rs 102000**
 Managing Director



23.03 ST ANTOINE PLANTERS CO-OPERATIVE TRUST

The salary schedule at page 443 has been deleted and replaced by the revised salary schedule:

REVISED SALARY SCHEDULE

SPCT 1 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425

Clerk/Word Processing Operator

SPCT 2 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775

Secretary/Manager



24. MINISTRY OF GENDER EQUALITY, CHILD DEVELOPMENT AND FAMILY WELFARE

24.01 NATIONAL CHILDREN'S COUNCIL

The salary schedule at pages 447 and 448 has been deleted and replaced by the revised salary schedule -

REVISED SALARY SCHEDULE

- NCC 1 : Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175**
General Worker
- NCC 2 : Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475**
Attendant (Nursery)
- NCC 3 : Rs 9925 x 250 – 13675 x 300 – 15475 x 350 – 16525**
Child Caregiver
- NCC 4 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Office Attendant
- NCC 5 : Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575**
Craftworker
- NCC 6 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x
600 – 20675**
Driver
- NCC 7 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x
600 – 20675 x 750 – 24425**
Assistant Nursery Matron
- NCC 8 : Rs 13425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x
600 – 20675 x 750 – 26675**
Nursery Matron
- NCC 9 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x
600 – 20675 x 750 – 27425**
Assistant Child Programme Officer
Clerk/Word Processing Operator

24.01. NATIONAL CHILDREN'S COUNCIL (Cont'd)

NCC 10 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675

Accounts Clerk
Assistant Procurement and Supply Officer
Executive Officer

NCC 11 : Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375 QB 33275 x 900 – 34175 x 1200 – 35375

Child Programme Officer

NCC 12 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775

Coordinator

NCC 13 : Rs 36575 x 1200 – 37775 x 1500 – 58775 x 1800 – 62375

Council Secretary



24.02 NATIONAL WOMEN ENTREPRENEUR COUNCIL

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To insert after paragraph 24.03.22

Human Resource Officer/Senior Human Resource Officer *formerly Senior Human Resource Officer*

Recommendation EOAC 189

24.03.22A The Committee recommends that incumbents in the grade of Human Resource Officer/Senior Human Resource Officer possessing a Diploma in Human Resource Management or a Diploma with Human Resource Management as a major component or an equivalent qualification should be allowed to move incrementally in the master salary scale up to salary point Rs 39275 provided that they:

- (i) have drawn the top salary for a year;
- (ii) have been efficient and effective in their performance during the preceding year; and
- (iii) are not under report.

REVISED SALARY SCHEDULE

NWEC 1	:	Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175 General Worker
NWEC 2	:	Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675 Office Care Attendant
NWEC 3	:	Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 Driver/Office Attendant <i>formerly Office Attendant/Driver</i>
NWEC 4	:	Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425 Salesperson (Personal to holders in post as at 30.06.2008)
NWEC 5	:	Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675 Instructor

24.02 NATIONAL WOMEN ENTREPRENEUR COUNCIL (Cont'd)

- NWEC 6 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerical Officer/ Higher Clerical Officer
Clerk/Word Processing Operator
- NWEC 7 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Executive Officer
- NWEC 8 : Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475**
Business Development Assistant
- NWEC 9 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Accounts Officer
- NWEC 10 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Business Development Officer (Personal to officers in post as at 30.06.08)
- NWEC 11 : Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Business Development Officer (Roster)
- NWEC 12 : Rs 36575 x 1200 – 37775 x 1500 – 62375**
Secretary



24.03 NATIONAL WOMEN'S COUNCIL

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Family Support Officers

Supervisor, Women's Association

To delete paragraph 24.03.22 and whole content

To replace by the following:

Recommendation EOAC 190

24.03.22 The Committee recommends that Family Support Officers and Supervisor, Women's Association who hold a substantive appointment in their respective grades and who are required to perform regularly extensive field duties may be granted loan facilities of up to 21 months' salary at interest rate of 4% per annum refundable in 84 monthly installments for the purchase of a car of up to eight years old.

24.03 NATIONAL WOMEN'S COUNCIL

REVISED SALARY SCHEDULE

- NWC 1 : Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175**
General Worker
- NWC 2 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Office Attendant
Office/Field Assistant
- NWC 3 : Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19025**
Craft Instructor
formerly Craftcoach
- NWC 4 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675**
Driver/Office Attendant
formerly Driver
- NWC 5 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425**
Dressmaking Teacher

24.03 NATIONAL WOMEN'S COUNCIL (Cont'd)

- NWC 6 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925**
Clerk, National Women's Council (Personal)
- NWC 7 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Adult Literacy Instructor/Instructress
Family Support Officer
- NWC 8 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerk/Word Processing Operator
- NWC 9 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Senior Dressmaking and Craft Teacher
formerly Senior Dressmaking Teacher
- NWC 10 : Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175**
Supervisor, Women's Association
- NWC 11 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Accounts Clerk (New Grade)
Executive Officer
- NWC 12 : Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 35375**
Programme Officer (New Grade)
- NWC 13 : Rs 20675 x 750 – 29675 x 900 – 35375**
Accounts Officer (New Grade)
- NWC 14 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775**
Human Resource Officer/Senior Human Resource Officer
formerly Senior Human Resource Officer

24.03 NATIONAL WOMEN'S COUNCIL (Cont'd)

NWC 15 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775

Head, Women's Association Unit (Personal)
Programme Coordinator
formerly Project Coordinator

NWC 16 : Rs 36575 x 1200 – 37775 x 1500 – 62375

Secretary



24.04 SUGAR INDUSTRY LABOUR WELFARE FUND

Page 111

To delete paragraph 07.03.01 and whole content

To replace by the following:

- 07.03.01 Following arequest from management, the Sugar Industry Labour Welfare Fund (SILWF) is being transferred from the Ministry of Social Security, NS & RI to the Ministry of Gender Equality, Child Development and Family Welfare.
- 07.03.02 **The Sugar Industry Labour Welfare Fund (SILWF), set up under the SILWF Act No. 47 of 1974, as subsequently amended, operates under the aegis of the Ministry of Gender Equality, Child Development and Family Welfare. Its main objective is to look after the advancement and promotion of the welfare of workers of the Sugar Industry and their families.**

Page 112

Deputy Commissioner, Community Development

To delete paragraph 07.03.07 and whole content

To replace by the following:

- 07.03.07 Management has made representations to the effect that the duties mentioned at paragraph 07.03.07 do not reflect the actual ones and that same be deleted and replaced as hereunder.
- 07.03.07A **The Deputy Commissioner, Community Development would, *inter alia*, deputise for the Commissioner, Community Development in the discharge of his duties; be responsible for the implementation of programmes for Social and Community Development Agents; be responsible for the preparation for training and development programmes for staff of the Community Development Division; develop strategies for the proper implementation and monitoring of Community Development Programmes/Community Projects of Community Centres; organise and supervise the work of field staff of the Division; and monitor the implementation and execution of Government policies relating to Community Centres for all stakeholders.**

Page 113

Refund for official travelling

To delete paragraph 07.03.15 and whole content

To replace by the following:

Recommendation EOAC 191

07.03.15 The Committee is revising the above rates as follows:

- (i) for travelling from office to site of work and back Rs 10.30/km
- (ii) for distance covered from home to office and back Rs 6.50/km

To insert after paragraph 07.03.15 the following:

Human Resource Management Officer (New Grade)

07.03.16 Representations have been made for the creation of a new grade of Human Resource Management Officer in view of the higher responsibilities and complex nature of HR issues of the organization as well as taking into consideration the number of different grades in the organization.

Recommendation EOAC 192

07.03.17 Taking into consideration the size of the SILWF and the ever evolving and complexity of HR issues of the organization, the Committee recommends the creation of a new grade of Human Resource Management Officer on the establishment of SILWF. Appointment to the grade should be made by selection from serving officers of the SILWF possessing a Degree in Human Resource Management or a Degree with Human Resource Management as a major component or an equivalent qualification acceptable to the Board and reckoning at least four years' service in a substantive capacity in the grade. In the absence of qualified candidates in the SILWF, appointment should be made by selection from candidates possessing the above mentioned qualifications.

07.03.18 Incumbents would be required, *inter-alia*, to be responsible for all HR activities and tasks which include: the formulation and implementation of plans regarding manpower planning, manpower development and capacity building; the preparation and execution of the Fund's HR development policies and plans; the handling of employment relations matters; formulation and implementation of plans relating to PMS, safety, health as well as risk management and insurance of all employees.

Human Resource Officer/Senior Human Resource Officer, formerly Senior Human Resource Officer

Recommendation EOAC 193

07.03.19 The Committee also recommends that incumbents in the grade of Human Resource Officer/Senior Human Resource Officer possessing a Diploma in Human Resource Management or a Diploma with Human Resource Management as a major component or an equivalent qualification should be allowed to move incrementally in the master salary scale up to salary point Rs 39275 provided that they :

- (i) have drawn the top salary for a year;
- (ii) have been efficient and effective in their performance during the preceding year; and
- (iii) are not under report.

24.04 SUGAR INDUSTRY LABOUR WELFARE FUND

REVISED SALARY SCHEDULE

SWF 1	:	Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175 General Worker
SWF 2	:	Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525 Stores Attendant
SWF 3	:	Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225 Security Guard <i>formerly Watchman</i>
SWF 4	:	Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675 Caretaker/Gardener Office Attendant
SWF 5	:	Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19025 Craft Motivator Motivator
SWF 6	:	Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 Driver

24.04 SUGAR INDUSTRY LABOUR WELFARE FUND (Cont'd)

- SWF 7 : Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425**
Senior/Head Office Attendant
- SWF 8 : Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925**
Receptionist/Telephone Operator
- SWF 9 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 23675**
Receptionist/Telephone Operator (Personal)
- SWF 10 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425**
Dressmaking and Related Craft Teacher
formerly Dressmaking Teacher
- SWF 11 : Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675**
Community Support Officer
Word Processing Operator
- SWF 12 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerical Officer/Higher Clerical Officer
- SWF 13 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Senior Dressmaking and Related Craft Teacher
formerly Senior Dressmaking Teacher
- SWF 14 : Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Executive Assistant
- SWF 15 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
Executive Officer
- SWF 16 : Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275**
Inspector

24.04 SUGAR INDUSTRY LABOUR WELFARE FUND (Cont'd)

- SWF 17 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Internal Control Officer
- SWF 18 : Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 30575 QB 31475 x 900 – 34175 x 1200 – 35375**
Community Development Officer
- SWF 19 : Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Confidential Secretary
- SWF 20 : Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Supervisor, Dressmaking and Related Crafts
formerly Supervisor, Dressmaking and Craft
- SWF 21 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Higher Executive Officer
Public Relations/Welfare Officer
Senior Social Welfare Officer
- SWF 22 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Safety and Health Officer/Senior Safety and Health Officer
- SWF 23 : Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Senior Inspector
- SWF 24 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775**
Human Resource Officer/Senior Human Resource Officer
formerly Personnel Officer
- SWF 25 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
Senior Executive Officer
Senior Internal Control Officer
- SWF 26 : Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275**
Principal Social Welfare Officer

24.04 SUGAR INDUSTRY LABOUR WELFARE FUND (Cont'd)

- SWF 27 : Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775**
Office Superintendent
- SWF 28 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Senior Community Development Officer
- SWF 29 : Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Assistant Finance Administrator
- SWF 30 : Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Secretary
- SWF 31 : Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Human Resource Management Officer (New Grade)
- SWF 32 : Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 52775**
Principal Community Development Officer
- SWF 33 : Rs 36575 x 1200 – 37775 x 1500 – 58775**
Deputy Commissioner, Community Development (New Grade)
Finance Administrator
- SWF 34 : Rs 45275 x 1500 – 58775 x 1800 – 65975**
Commissioner, Community Development
- SWF 35 : Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000**
Deputy General Manager
- SWF 36 : Rs 102000**
General Manager

SOCIAL WELFARE CENTRES

REVISED SALARY SCHEDULE

- SWF (SWC) 1 :** Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175
General Worker
- SWF (SWC) 2 :** Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525
Warden/Community Activities Assistant
- SWF (SWC) 3 :** Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225
Security Guard
formerly Watchman
- SWF (SWC) 4 :** Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675
Caretaker/Gardener
- SWF (SWC) 5 :** Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475
x 600 – 20675 x 750 – 26675
Library Assistant

PART-TIME EMPLOYEES

REVISED SALARY SCHEDULE

- SWF (SWC) 6 :** Rs 5200
Assistant General Worker
- SWF (SWC) 7 :** Rs 6600
General Worker
- SWF (SWC) 8 :** Rs 6800
Warden
- SWF (SWC) 9 :** Rs 7600
Caretaker
TV Operator
- SWF (SWC) 10:** Rs 8025
Extra Assistant Community Welfare
Seamstress



25. MINISTRY OF CIVIL SERVICE & ADMINISTRATIVE REFORMS**25.01 PUBLIC OFFICERS' WELFARE COUNCIL**

Page 459

To insert after paragraph 25.01.03 the following

Organising Secretary**Recommendation EOAC 194**

25.01.04 The Committee recommends that, in future, appointment to the grade of Organising Secretary should be made by selection from among serving officers drawing salary in a scale the maximum of which is not less than Rs 28925 who –

- (i) reckon at least three years' experience in the organisation of recreational events and cultural activities;
- (ii) possess good administrative and organisational skills; and
- (ii) have the ability to work under pressure.

REVISED SALARY SCHEDULE

POWC 1 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425

Clerk/Word Processing Operator

POWC 2 : Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475

Senior Officer

POWC 3 : Rs 20675 x 750 – 29675 x 900 – 36575

Organising Secretary



99. PRIVATE SECONDARY SCHOOLS

Educator (Private Secondary Schools)

To delete paragraph 99.8 and whole content

To replace by the following:

Recommendation EOAC 195

99.8 The Committee recommends that:

- (i) Candidates possessing a post 'A' Level Degree and appointed Educator (Private Secondary Schools) should join the recommended salary scale at salary point Rs 23675;
- (ii) Educators (Private Secondary Schools) possessing a post 'A' Level Diploma or post 'O' Level Degree would be allowed to proceed beyond the QB inserted in the salary scale upon obtention of the Degree or a Masters' Degree as appropriate;
- (iii) Educators (Private Secondary Schools) drawing a monthly salary of less than Rs 23675 should, on obtention of qualifications to cross the QB in the salary scale, be allowed to join the recommended salary scale at salary point Rs 23675; and
- (iv) Educators (Private Secondary Schools) satisfying the requirement to cross the QB, would, on reaching the top salary point of Rs 52775, be allowed to move incrementally in the master salary scale up to salary point Rs 57275 provided that they:
 - (a) have drawn the top salary for a year;
 - (b) have been efficient and effective in their performance during the preceding year; and
 - (c) are not under report.

99.9 The Committee also recommends that:

- (i) the monthly allowance of Rs 1800 payable to Educator (Private Secondary Schools) not possessing the qualifications to cross the QB and who are called upon to teach sixth form subjects in scarcity areas for a maximum of eight periods weekly, should be revised to Rs 2250. On obtention of the qualifications required to cross QB, incumbent would be eligible to a salary point arrived at after adding the allowance to the basic salary or to draw the higher salary point where the sum thus obtained is between two

salary points and would draw the new determined salary or Rs 23675 whichever is the higher; and

- (ii) the above monthly allowance should be paid on a pro-rata basis to Educators (Private Secondary Schools) not possessing the qualifications to cross the QB and who are called upon to teach sixth form subjects in scarcity areas for a minimum of four periods weekly.

Page 463

Rector

To insert after paragraph 99.11

99.11A Representations have been received to the effect that eligibility for appointment as Rector should not be limited to Deputy Rectors alone but should be extended to fully qualified Educators as well in view of lack of promotion prospects as some of the private schools are managed by Rectors only.

Recommendation EOAC 196

99.11B **The Committee, therefore, recommends that the Private Secondary Schools Authority should consider the advisability of amending the qualifications requirements for the grade of Rector in order to give eligibility of consideration to fully qualified Educators posted in the schools concerned.**

Senior Educator (Private Secondary Schools) (New Grade)

99.11 C Representations has been received to the effect that the grade of Senior Educator (Secondary) existing on the establishment of the Ministry of Education and Human Resources should be extended to private secondary schools in order to provide a career prospect for Educators in Private Secondary Schools. The Committee is agreeable to the request and is recommending accordingly.

Recommendation EOAC 196A

99.11D **The Committee recommends the creation of a grade of Senior Educator (Private Secondary Schools) to be filled by promotion of Educators (Private Secondary Schools) who possess the qualification to cross the QB in the salary scale and reckon at least 15 years' service in a substantive capacity in the grade.**

Page 464

To delete paragraph 99.15 and whole content

To replace by the following:

Head of Department

Recommendation EOAC 197

99.15 The Committee recommends that assignment of duties of Head of Department should be made from among Educators (Private Secondary Schools) on the basis of seniority and qualifications. Incumbent assigned duties of Head of Department should continue to teach their subject of specialisation for a maximum of 25 periods weekly and be paid a monthly Headship Allowance as hereunder:

Heads of Department	Monthly Allowance Rs
In schools teaching up to SC	1000
In schools teaching up to HSC	1500
In scarcity areas (though not possessing the qualification required to cross the QB)	1800

Page 467

To insert after paragraph 99.28

Replacement Teacher

99.28A Representations have been received to the effect that no replacement teacher is provided by the PSSA for absence of leave for a period of less than 30 days thus causing much frustration among employees of the private secondary schools.

Recommendation EOAC 198

99.28B The Committee, therefore, recommends that the PSSA should look into the possibility of providing replacement teachers whenever Educators (Private Secondary Schools) proceed on leave for a period of less than thirty days.

Page 465

To insert after paragraph 99.20

99.20A Representations have been received to the effect that the provisions made in the 2008 PRB Report to compensate General Attendants who possess additional qualifications and work exclusively in the Laboratory have been omitted from the 2013 PRB Report. The Committee is re-introducing this provision.

Recommendation EOAC 199

99.20B The Committee recommends that General Attendants who:

- (a) possess at least a pass in Biology or Chemistry or Physics obtained at the Cambridge School Certificate or at the General Certificate of Education (Ordinary Level);**
 - (b) work exclusively in the Laboratory; and**
 - (c) have reached the top salary of the scale**
- be allowed to proceed incrementally up to salary point Rs 24425 in the Master Salary Scale.**

Gatekeeper (New Grade)

99.20C A request has been received for the creation of a new grade of Gateman in Private Secondary Schools for security and control of access to the premises of the schools. The Committee is recommending accordingly.

Recommendation EOAC 200

99.20D The Committee recommends the creation of a new grade of Gatekeeper on the establishment of Private Secondary Schools to be filled by selection from among employees in the grades of General Worker/Caretaker and Sanitary Attendant serving in the Private Secondary Schools.

99.20E The Gatekeeper would be required, amongst others, to open and close the gates of the school whenever necessary; to control the entry and exit of visitors and members of the public inside the premises of the school; to direct members of the public; to record the registration and number and time of arrival/departure of visitors' entering/leaving the compound and to ensure that gate security is preserved at all times.

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Conditions of Service

To delete paragraph 99.43 and whole content

To replace by the following:

99.43 All conditions of service recommended at Chapter 18 of Volume I of the Report should be applicable to all approved teaching and non-teaching staff.

To insert after paragraph 99.43

Funeral Grant

Recommendation EOAC 201

99.43A The Committee recommends that, in the event that an officer of the Private Secondary Schools holding a substantive appointment or having completed one year's continuous service, passes away while still in Service, a funeral grant of Rs 6,000 should be paid to the officer's heir or nearest relative who has borne the funeral's expenses in addition to the payment of a full month's salary in respect of the month the officer deceases.

99. PRIVATE SECONDARY SCHOOLS

REVISED SALARY SCHEDULE

- PSS 1 : Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15175**
General Worker/Caretaker
Sanitary Attendant
- PSS 2 : Rs 9450 X 225 – 10575 X 250 – 13825 X 300 – 15475 x 350 – 15825**
Gatekeeper (New Grade)
- PSS 4 : Rs 9925 x 250 – 13675 x 300 – 15475 x 350 – 16875**
Handy Worker (Special Class)
- PSS 5 : Rs 9925 x 250 – 13675 x 300 – 15475 x 350 – 17225**
Handy Worker/Groundsman/Gardener (Personal to holders in post at 30.06.98)
- PSS 6 : Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675**
Gardener
- PSS 7 : Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 21425**
General Attendant

99. PRIVATE SECONDARY SCHOOLS (Cont'd)

- PSS 8 : Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425**
Clerk/Word Processing Operator
Library Clerk
- PSS 9 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 28925**
Library Clerk (Personal to holders in post at 30.6.93)
- PSS 10 : Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675**
College Clerk
- PSS 11 : Rs 13975 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925 QB 29675 x 900 – 34175 x 1200 – 35375**
Grade II Teacher (Others) (Personal)
- PSS 12 : Rs 13975 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375**
Grade II Teacher (Personal)
- PSS 13 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275**
IT Technician (New Grade)
Library Officer
- PSS 14 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275**
Grade I Teacher (Personal)
- PSS 15 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 QB 35375 x 1200 – 37775 x 1500 – 52775**
Educator (Private Secondary Schools)
- PSS 16 : Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275 QB 43775 x 1500 – 52775**
Educator (Private Secondary Schools) (Personal to holders in post as at 30.06.03)
- PSS 17 : Rs 36575 x 1200 – 37775 x 1500 – 58775**
Senior Educator (Secondary) (New Grade)

99. PRIVATE SECONDARY SCHOOLS (Cont'd)

PSS 18 : Rs 35375 x 1200 – 37775 x 1500 – 62375

Deputy Rector

PSS 19 : Rs 48275 x 1500 – 58775 x 1800 – 69575

Rector



EOAC Master Conversion Table

Row	Salary Point	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	
1	Gross Pay Dec 2012	7496	7673	7880	8087	8294	8501	8708	8915	9122	9329	9536	9743	9950	10157	10364	10571	10778	10985	
2	2013 PRB Basic Pay	7825	8050	8275	8500	8750	9000	9250	9500	9750	10000	10250	10500	10750	11000	11250	11500	11750	12000	
3	Conversion	1 Jan 2013	9000	9225	9450	9675	9925	10000	10100	10200	10340	10590	10840	11090	11340	11590	11840	12090	12340	12590
4		1 Jan 2014	9000	9225	9450	9675	9925	10075	10200	10380	10630	10880	11130	11380	11630	11880	12130	12380	12630	12880
5		1 Jan 2015	9000	9225	9450	9675	9925	10175	10425	10675	10925	11175	11425	11675	11925	12175	12425	12675	12925	13175
Row	Salary Point	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	
1	Gross Pay Dec 2012	11192	11399	11658	11917	12175	12434	12708	12967	13270	13370	13670	13970	14270	14570	14870	15270	15670	16070	
2	2013 PRB Basic Pay	12250	12500	12800	13100	13400	13700	14000	14300	14650	15000	15350	15700	16050	16500	16950	17400	17850	18300	
3	Conversion	1 Jan 2013	12840	13090	13390	13690	13990	14290	14590	14890	15240	15590	15940	16290	16640	17090	17540	17990	18440	18890
4		1 Jan 2014	13130	13380	13680	13980	14280	14580	14880	15180	15530	15880	16230	16580	16930	17380	17830	18280	18730	19180
5		1 Jan 2015	13425	13675	13975	14275	14575	14875	15175	15475	15825	16175	16525	16875	17225	17675	18125	18575	19025	19475
Row	Salary Point	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	
1	Gross Pay Dec 2012	16570	17070	17670	18270	18870	19470	20070	20670	21270	21870	22470	23070	23670	24270	25070	25870	26670	27470	
2	2013 PRB Basic Pay	18900	19500	20250	21000	21750	22500	23250	24000	24750	25500	26250	27000	27750	28500	29400	30300	31200	32100	
3	Conversion	1 Jan 2013	19490	20090	20840	21590	22340	23090	23840	24590	25340	26090	26840	27590	28340	29090	29990	30890	31790	32690
4		1 Jan 2014	19780	20380	21130	21880	22630	23380	24130	24880	25630	26380	27130	27880	28630	29380	30280	31180	32080	32980
5		1 Jan 2015	20075	20675	21425	22175	22925	23675	24425	25175	25925	26675	27425	28175	28925	29675	30575	31475	32375	33275
Row	Salary Point	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	
1	Gross Pay Dec 2012	28270	29070	30070	30420	31670	32920	34170	35420	36670	37920	39170	40420	41670	42920	44170	45420	46670	47920	
2	2013 PRB Basic Pay	33000	34200	35400	36600	38100	39600	41100	42600	44100	45600	47100	48600	50100	51600	53100	54600	56100	57600	
3	Conversion	1 Jan 2013	33590	34790	35990	37190	38690	40190	41690	43190	44690	46190	47690	49190	50690	52190	53690	55190	56690	58190
4		1 Jan 2014	33880	35080	36280	37480	38980	40480	41980	43480	44980	46480	47980	49480	50980	52480	53980	55480	56980	58480
5		1 Jan 2015	34175	35375	36575	37775	39275	40775	42275	43775	45275	46775	48275	49775	51275	52775	54275	55775	57275	58775
Row	Salary Point	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94				
1	Gross Pay Dec 2012	49170	50420	51920	53420	54920	56420	58420	60420	62420	64420	66420	68420	70420	72920	75420				
2	2013 PRB Basic Pay	59400	61200	63000	64800	66600	68400	70800	73200	75600	78000	81000	84000	87000	90000	93000				
3	Conversion	1 Jan 2013	59990	61790	63590	65390	67190	68990	71400	73850	76300	79000	82000	85000	88000	91000	94000			
4		1 Jan 2014	60280	62080	63880	65680	67480	69280	71700	74175	76650	79500	82500	85500	88500	91500	94500			
5		1 Jan 2015	60575	62375	64175	65975	67775	69575	72000	74500	77000	80000	83000	86000	89000	92000	95000			
Master Salary Scale: Rs 7425 X 225 - 9675 X 250 - 13675 X 300 - 15475 X 350 - 17225 X 450 - 19475 X 600 - 20675 X 750 - 29675 X 900 - 34175 x 1200 - 37775 x 1500 - 58775 x 1800 - 69575 x 2425 - 72000 x 2500 – 77000 x 3000 - 95000																				