

16.6 DEPARTMENT FOR CONTINENTAL SHELF AND MARITIME ZONES ADMINISTRATION AND EXPLORATION

- 16.6.1 The Department for Continental Shelf and Maritime Zones Administration and Exploration is mandated to delineate and establish the maritime zones of Mauritius in accordance with international laws and conventions and ensure their effective management. It is mainly responsible for: the formulation of policies and administration of the Maritime Zones and the establishment of legal and regulatory frameworks governing the sustainable management of the non-living resources in the maritime zones of Mauritius, including hydrocarbons and minerals exploration and development; and the implementation of the provisions of the Maritime Zones Act 2005.
- 16.6.2 The main strategic objectives of the Department are: delimitation of the maritime boundary including the development and implementation of the National Marine Spatial Planning, the regulation of Marine Scientific Research in our Maritime Zones; developing regulatory and operational framework to enable exploration and exploitation activities in our Maritime Zones; ensuring the sustainable development of the Joint Management Area of the Mauritius-Seychelles Extended Continental Shelf; and developing an Ocean Observatory E-Platform.
- 16.6.3 A Director-General is the Accounting Head of the Department and is directly responsible to the Secretary to the Cabinet and Head of the Civil Service. He is assisted by four Directors who are in charge of the Department's Units and Research Development Officer/Senior Research Development Officers, whilst staff of the General Services provide administrative support. In the last Report, we consolidated the organisational structure to enable the Department to function effectively.
- 16.6.4 For this review exercise, only Management submitted representations. These related to an enhancement of certain general conditions of service, including travelling and car benefits, Internet Allowance, Continuous Professional Development and enhanced pension benefits for PhD holders; and the payment of Sea-Going Allowance and Diving Allowance to eligible officers.
- 16.6.5 After examining the various proposals, we wish to point out that requests on general conditions of service have been considered holistically; a few issues do not fall under the purview of the Bureau; and certain proposals which pertained to implementation should be dealt with administratively.
- 16.6.6 We are, in this Report, recommending the payment of a Sea-Going Allowance and Diving Allowance for certain grades on account of their specific working conditions.

Sea-Going Allowance

- 16.6.7 At present, officers in the grades of Director General, Director and Research Development Officer/Senior Research Development Officer are called upon to go at sea for: undertaking Marine Scientific Research on board of International Research

Vessel; conducting marine surveys with regard to Maritime Boundary Delimitation, Marine Spatial Planning and deployment of scientific instrument at sea; monitoring any petroleum and mineral related activities, including surveys; and capacity building/training in the course of their duties. In this respect, request has been made for the payment of a Sea-Going Allowance in line with what obtains in other quarters. Given that going at sea is a more or less regular feature of the work, we are making a specific recommendation for the payment of a Sea-Going Allowance.

Recommendation 1

16.6.8 We recommend that:

- (i) Directors and Research Development Officer/Senior Research Development Officers who are required to go at sea for: undertaking Marine Scientific Research on board of International Research Vessels; conducting marine surveys with regard to Maritime Boundary Delimitation, Marine Spatial Planning and deployment of scientific instrument at sea; monitoring any petroleum and mineral related activities, including surveys; and capacity building/training in the course of their duties, and who are not entitled to the payment of overtime, should be paid a Sea-Going Allowance of Rs 1050 a day, for working for a period of five days at a stretch; and**
- (ii) in the event the officers work for a lesser period, the Sea-Going Allowance should be paid as hereunder:**
 - (a) one day's pay for working in the open sea for four hours up to 12 hours on working days.**
 - (b) one and a half day's pay for working beyond 12 hours, including Saturdays, up to 24 hours.**
 - (c) one day's pay and one day off for working four to 12 hours on Public Holidays and Sundays.**

Diving Allowance

16.6.9 Management has apprised that during the performance of their duties, the Directors and Research Development Officer/Senior Research Development Officers are required to dive for: undertaking marine survey for the inventory of underwater cultural heritage; assisting in deployment and maintenance of scientific measuring instrument; and carrying out Marine Scientific Research for the purpose of Marine Spatial Planning. Request has, therefore, been made for the payment of a Diving Allowance and to which we are agreeable.

Recommendation 2

16.6.10 We recommend that a Diving Allowance should be paid to Directors and Research Development Officer/Senior Research Development Officers who are required to dive in the performance of their duties, at the rate of Rs 695 per dive, subject to a maximum of six dives per month.

16.6.11 For the purpose of implementation of the above recommendation, "diving" is referred to the "activity of working below the surface of water/underwater with the aid of a breathing apparatus, excluding a snorkel".

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SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 113	Rs 128875 Director General
02 092 102	Rs 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500 Director
02 063 092	Rs 31525 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Research Development Officer/Senior Research Development Officer

