

### **EQUAL OPPORTUNITIES COMMISSION**

- 16.42 Set up in 2012, as an independent, distinct and statutory body, the Equal Opportunities Commission (EOC) has the duty to work towards the elimination of discrimination and the promotion of equal opportunities and good relations between persons of different status. It has investigative powers and also an educational role to sensitise the public.
- 16.43 The EOC is mandated to: keep under review the working of the Equal Opportunities Act of 2008 and any relevant law and submit proposals to the Attorney-General for amending them if required; carry out an investigation of its own motion or following a complaint; attempt to reconcile the parties to whom and against whom a complaint relates; and conduct and foster research and educational and other programmes for the purpose of eliminating discrimination and promoting equality of opportunity and good relations. It also prepares appropriate guidelines and codes for the avoidance of discrimination and takes all necessary measures to ensure that the guidelines and codes are brought to the attention of employers and the public at large.
- 16.44 In carrying out its functions, the EOC may take such measures as it considers necessary to ensure compliance with the duties imposed on any person under the Act; refer the matter to the Director of Public Prosecutions if on completion of an investigation it is revealed that an offence has been committed; and refer any matter to the Equal Opportunities Tribunal for non-compliance with the Act.
- 16.45 The EOC comprises a Chairperson and other Members appointed by the President of the Republic. A grade of Investigator exists on the establishment to cater for the technical duties, whereas a Secretary is responsible for the administration of the Commission. Support services are provided by officers in the General Services grades, who also perform duties relating to investigations, hearings and transcribing against payment of an allowance.
- 16.46 In the context of this review exercise, the Bureau has not received any representation from the staff side. Management's proposals related to: the creation of a grade of Assistant Investigation Officer to assist the Investigators in the performance of their duties; the review of the qualifications requirement of the grade of Investigator and upgrade its salary; and provide enhanced benefits to Investigators.
- 16.47 We have studied the proposals of Management and we consider that: there is presently no functional need for the creation of a subordinate level to support the Investigators in their duties, the moreso, the nature of duties performed by Investigators does not require a sub-professional level; support services are already being provided by officers in the General Services grades who in turn, are being paid an allowance for performing additional duties; and certain proposals relate to internal issues which need to be dealt with administratively at the level of Management.

16.48 We are, in this Report, maintaining the present structure of the Commission and making provision for the posting of Court Transcribers to the EOC from the establishment of the Judiciary to enable the Commission to deliver on its mandate more efficiently and effectively.

### Posting of Court Transcriber

16.49 Management has submitted that presently, the digital recording of proceedings and transcribing duties are being performed by officers in the grade of Management Support Officer against payment of an allowance. A request was, therefore, made for the posting of officers in the grade of Court Transcriber from the Judiciary, to serve the Commission, on a full time basis. To this effect, **appropriate provision has been made at paragraph 6.65 of this Volume.** However, pending the posting of an officer in the grade of Court Transcriber from the Judiciary, the present arrangement for Management Support Officers to perform the transcribing duties against payment of an allowance should continue to prevail.

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### SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 058 088	<b>Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700</b> Investigator

