

18. DEPUTY PRIME MINISTER'S OFFICE, MINISTRY OF TOURISM

- 18.1 The Ministry of Tourism is responsible for the formulation and implementation of strategies and policies for the harmonious and sustainable development of the tourism sector and the promotion of leisure for the benefit of the citizens and tourists. With a view to rejuvenating the tourism industry and repositioning Mauritius as a leading island destination, the Ministry has adopted a customer centric approach.
- 18.2 Its main objectives include, *inter alia*, to: assist in tourism planning through the development of tourism policies and preparation of long-term plan; extend support for the development and upgrading of tourism structures and infrastructures; work in close collaboration with all its stakeholders, including international organisations for the development and promotion of sustainable tourism; appraise and monitor tourism projects; elaborate and implement standards, norms and guidelines for tourism activities; formulate legislation to regulate the tourism sector; and make leisure and recreational activities accessible and affordable to the population at large.
- 18.3 The activities of the Ministry are organised under the Technical and Administration Section. The Technical Section is organised into three distinct units namely, the land-based, sea-based and leisure units. The land-based unit deals with projects, policies and programmes relating to the accommodation sector, restaurants, among others. On the other hand, the sea-based unit deals with projects and policies pertaining to nautical activities such as zoning of lagoons, pleasure craft activities, skippers and canvassers and also prepares guidelines and regulations in respect of sea-based activities. Ultimately, the leisure unit is responsible for promoting leisure and recreational activities for the citizens and tourists; organising leisure activities at national and international level; and providing assistance in terms of logistic support to other leisure-oriented organisations.
- 18.4 The land-based and sea-based units are headed by the Director Tourism and are manned by officers of the Tourism Planner Cadre which comprises the grades of Tourism Planner; Senior Tourism Planner and Principal Tourism Planner. The leisure unit is headed by the Leisure Events Organiser who is supported by officers of the Leisure Events Officer Cadre.
- 18.5 For this review exercise, the main requests of the Union representing the Leisure Events Officer Cadre were the: creation of a grade of Principal Leisure Events Officer; review of the initial salary for the grades of Leisure Events Officer and Leisure Events Organiser; and the grant of 70% duty remission to the Senior Leisure Events Officer and Leisure Events Organiser. The Union also sought clarifications on the mode of granting time-off to officers of the Leisure Events Officer Cadre. The main demands of the Union in respect of the Tourism Planner Cadre were to: restyle the grades; review the salaries; create additional units to manage the tourism sector; and provide enhanced conditions of service.

- 18.6 During consultations, the Union representatives were apprised of the Bureau's general policy on the determination of salary and creation of grades and they were informed that the Bureau would seek Management's views of the functional need of the additional grade requested. As regards the other proposals which could not be acceded to, parties concerned were provided with relevant explanations. Moreover, the request for 70% duty remission to the Senior Leisure Events Officer and Leisure Events Organiser has been examined based on the findings of our Survey on Travelling and Car Benefits.
- 18.7 During consultative meeting, Management apprised the Bureau that the Tourism Industry which emerged in the late 1970s triggered a paradigm shift from a monocrop sugar-based economy to a serviced-oriented economy; the tourism sector is a key economic pillar contributing immensely towards the socio-economic development of the country; and the sector accounted for 8% of GDP and 10% of total employment in year 2017.
- 18.8 Management also submitted that the sector is currently at crossroads due to the COVID-19 pandemic where several countries, including Mauritius had to close frontiers to contain the spreading of the virus. In view thereof, Management had no firm proposals in respect of the tourism sector for this Report and commented on the Unions' representations and viewed that creation of a grade of Principal Leisure Events Officer would lead to a duplication of duties.
- 18.9 We are, therefore, bringing no change to the existing structure. However, we are restyling the grades of the Tourism Planner Cadre considering that the job title should commensurate with the duties being performed. Additionally, the grade of Leisure Events Organiser is being restyled. We are also waiving some specific provision which is no longer justified.

Restyling of the Tourism Planner Cadre

Recommendation 1

- 18.10 We recommend that the grades in the Tourism Planner Cadre should be restyled as hereunder:**

From	To
Principal Tourism Planner	Principal Tourism Planning Executive
Senior Tourism Planner	Senior Tourism Planning Executive
Tourism Planner	Tourism Planning Executive

Time-off in lieu of Extra Hours of Work

- 18.11 Incumbents of the Leisure Events Officer Cadre are often required to work outside their normal office hours due to the nature of their activities. The Union during meetings, requested for incumbents of the Leisure Events Officer Cadre to be granted one day's time-off for every 6.5 extra hours of work performed instead of 2 half days'

time-off. The Bureau considers that such specific arrangements should be dealt with administratively. We are, in this Report, maintaining the general provisions for time-off facilities.

Recommendation 2

18.12 We recommend that arrangements should continue to be made for officers of the Leisure Events Officer Cadre who are required, on a regular basis, to put in additional hours of work to cope with the demands of their job, for the grant of equivalent time-off for the extra hours put in. However, where it has not been possible for Management to grant time off to the officers within a period of four consecutive months, they should be compensated at the normal hourly rate subject to their having put in a minimum of 15 extra hours in a month.

MINISTRY OF TOURISM

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 114	Rs 132000 Permanent Secretary
02 102 105	Rs 94500 x 3125 - 103875 Director Tourism
10 080 096	Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 77950 Principal Tourism Planning Executive <i>formerly Principal Tourism Planner</i>
10 073 092	Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Senior Tourism Planning Executive <i>formerly Senior Tourism Planner</i>
10 058 088	Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Tourism Planning Executive <i>formerly Tourism Planner</i>

Salary Code	Salary Scale and Grade
18 047 078	<p>Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100</p> <p>Tourism Enforcement Officer (Personal to incumbent in post as at 31.12.20)</p>
23 073 092	<p>Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800</p> <p>Organiser, Leisure Events <i>formerly Leisure Events Organiser</i></p>
23 055 079	<p>Rs 25525 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675</p> <p>Senior Leisure Events Officer</p>
23 038 077	<p>Rs 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 44800</p> <p>Leisure Events Officer</p>
24 025 058	<p>Rs 15485 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400</p> <p>Driver</p>

