

20.1 NATIONAL DISASTER RISK REDUCTION AND MANAGEMENT CENTRE

- 20.1.1 The National Disaster Risk Reduction and Management Centre is the lead institution for disaster risk reduction and management in Mauritius. It is responsible to: facilitate implementation of the National Strategic Framework 2020 - 2030 and National Action Plan 2020 – 2030; coordinate and monitor all disaster risk reduction and management activities, including engagement with communities and other stakeholders; coordinate public education, training, research, lessons learned, and drills related to disaster risk management. The Centre also supports warning and alert efforts as well as National Emergency Operations Command and International Cooperation on Disaster Risk Reduction and Management.
- 20.1.2 A Director-General is at the apex as provided by the National Disaster Risk Reduction and Management Act 2016. Incumbent is responsible for the effective and efficient management of the Centre. The hierarchy also comprises three positions of Director, each responsible for an area of activity and various technical/professional levels, all involved in disaster management. Support services are equally provided by officers of the General Services grades. At present, the activities of the Centre are organised under three areas namely Preparedness, Response and Recovery.
- 20.1.3 In the context of this Report, we received an array of representations from different Unions which mainly consisted in: aligning the salary of the grade of Disaster Monitoring Officer with that of the Coordinator for Community Mobilisation and Local Community Support Preparedness Team; restyling the grades of Coordinator for Community Mobilisation and Local Community Support Preparedness Team and Disaster Monitoring Officer to a more appropriate appellation accompanied by an upgrading in the salary; creating a grade of Senior Coordinator for Community Mobilisation and Local Community Support Preparedness Team as an avenue of promotion for Coordinators; reviewing the mode of appointment of the grade of Director, Preparedness, so that it would be filled by promotion of Coordinators; providing for the payment of an On-Call Allowance and an In-Attendance Allowance; payment of overtime or an allowance for performing as Duty Officer; and granting enhanced conditions of service.
- 20.1.4 During consultations, Management informed that the present structure did not allow for a proper and smooth functioning at the Centre, the more so many key positions have remained vacant since its inception. The Bureau was apprised that the organisation structure was based on recommendations made by a foreign consultant, in line with what obtains for such institutions in other countries. According to Management, the main problem encountered is the inability to fill the various grades owing to a lack of candidates possessing the qualifications and experience in the relevant fields, which are scarce or unavailable locally.

- 20.1.5 Management's proposals consisted in: a review of the organisation structure through the establishment of a grade of Director against that of Director-General, whereby incumbent would head the Centre; the creation of a Geographical Information System (GIS) Unit, which would comprise the new levels of Disaster Management Officer/Senior Disaster Management Officer (GIS) and Geographical Information System Technician; a review of the appellations of the technical grades at the Centre to more generic appellations; an upgrading of the salaries of the technical grades with a view to retaining and motivating existing staff; provision of training through the mounting and dispensing of courses for new recruits and staff posted at the Centre.
- 20.1.6 The Bureau was informed that the proposed restructuring exercise was an urgent issue to be looked into. In this context, we advised Management to carry out this exercise on an *ad hoc* basis by following established procedures. However, we have been informed that no such exercise was conducted owing to a delay caused by the COVID-19 pandemic. In such circumstance, we are unable to bring any change in the structure and in schemes of service pending the restructuring exercise. In the same breath, the Bureau wishes to highlight that the proposed amendments to the scheme of the service of the grade of Recovery Programme Officer (Economics) could not be examined. We have, nonetheless, restyled a few grades to allow a smooth running of activities.
- 20.1.7 Notwithstanding the restructuring exercise and further to the requests made by the staff side and Management in the context of this review exercise, we consider that a few proposals which relate to implementation, should be dealt with administratively and general provisions regarding conditions of service have been made. As regards the request for the payment of an allowance to technical staff performing as Duty Officer, we consider same as being meritorious. The issue is being addressed in the ensuing paragraphs.

Restyling of Job Appellations

Recommendation 1

- 20.1.8 **We recommend that the following grades be restyled in order to better reflect the nature of duties performed by incumbents:**

| Grade | Restyled to |
|--|--|
| Coordinator for Community Mobilisation and Local Community Support Preparedness Team | Coordinator for Community Mobilisation |
| ICT Specialist (Response) | ICT Specialist |
| Information and Communication Manager (Response Team) | Information and Communication Manager |

Allowance to perform as Duty Officer

20.1.9 The Bureau has been apprised that technical staff in the grades of Coordinator for Community Mobilisation *formerly Coordinator for Community Mobilisation and Local Community Support Preparedness Team* and Disaster Monitoring Officer, among others, are being called upon to perform as Duty Officer at least thrice a month, over and above their normal duties as per an established roster, from 0800 hours to 0800 hours on the following day irrespective of Weekdays, Saturdays, Sundays and Public Holidays. The duties assigned in the designated position consist in diverting all the office calls on their mobile phones after office hours; monitoring the weather conditions at regular intervals; and liaising with the Police Information and Operations Rooms. Since these duties are over and above their normal duties and which are being carried out at odd and unsocial hours, we hold that an allowance may be paid to incentivise the officers.

Recommendation 2

20.1.10 We recommend that officers who are effectively performing as Duty Officer as per an established programme at least thrice a month, should be paid a monthly allowance equivalent to one increment at salary point reached.

National Disaster Risk Reduction and Management Centre**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 Preparedness Director Recovery Director Response |
| 02 073 092 | Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Coordinator for Community Mobilisation <i>formerly Coordinator for Community Mobilisation and Local Community Support, Preparedness Team</i> |

| Salary Code | Salary Scale and Grade |
|-------------|---|
| 10 073 092 | <p>Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800</p> <p>Education and Training Coordinator Information and Communication Manager <i>formerly Information and Communication Manager (Response Team)</i></p> |
| 02 058 088 | <p>Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700</p> <p>Disaster Monitoring Officer</p> |
| 04 059 088 | <p>Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700</p> <p>ICT Specialist <i>formerly ICT Specialist (Response)</i></p> |
| 01 058 088 | <p>Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700</p> <p>Recovery Programme Officer (Economics)</p> |
| 19 059 088 | <p>Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700</p> <p>Recovery Programme Officer (Engineering)</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> |

