

## 5. OFFICE OF THE ELECTORAL COMMISSIONER

- 5.1 The Office of the Electoral Commissioner (OEC) which has been set up in accordance with the Constitution of the Republic of Mauritius and the Representation of the People Act, is mainly responsible to: organise elections of members of the National Assembly, Rodrigues Regional Assembly, Local Government Council and By-Elections; conduct annual house-to-house enquiries to register electors in Mauritius as well as its dependencies as per the dates set out under the Representation of the People Act so as to compile and update Register of Electors.
- 5.2 The OEC is headed by the Electoral Commissioner who is also the accounting, administrative and technical head of the Office. He is assisted in his functions by incumbents in the Electoral Officer Cadre and officers of the General Services grades. During the period of registration of voters and election exercises, the OEC avails the services of other public officers in the capacity of Registration Officers and Election Officers respectively.
- 5.3 In the context of this review exercise, representatives of the Electoral Officer Cadre made several proposals, namely: the merging of the grades of Electoral Officer and Senior Electoral Officer; increasing establishment size of the grades of Principal Electoral Officer and Deputy Chief Electoral Officer; a revision of the allowances being paid to Electoral Officers and Senior Electoral Officers for registration of electors and compilation of Register of Electors; and payment of Mileage Allowance to Electoral Officers for days they are not performing official travelling. Management, on its side, submitted for an increase in the establishment size of the grades of Electoral Officer and Senior Electoral Officer.
- 5.4 Both parties were duly apprised during consultative meetings that: the request to merge the grades of Electoral Officer and Senior Electoral Officer could not be acceded to for technical reasons; general provisions exist for the payment of Mileage Allowance; and increasing establishment size of grades rests upon Management.
- 5.5 The present organisation structure of the OEC is appropriate to enable it to deliver on its mandate.

### Electoral Commissioner

- 5.6 The present Electoral Commissioner is eligible, on a personal basis, for the payment of a monthly pensionable allowance of Rs 12000. This arrangement is being maintained until the retirement of the incumbent. We are also reviewing the quantum of the allowance in this Report.

### Recommendation 1

- 5.7 We recommend that the monthly pensionable allowance being paid, on a personal basis, to the Electoral Commissioner, in post as at 31 December 2020 be revised to Rs 12550.**

- 5.8 We further recommend that upon the retirement of the Electoral Commissioner in post as at 31 December 2020, the provision of the pensionable allowance should lapse.**

#### **Allowance for registration of electors and compilation of Electoral Register**

- 5.9 At present, officers in the grades of Senior Electoral Officer and Electoral Officer are paid an *ad hoc* allowance of Rs 12000 for working strenuously up to a maximum of 200 extra hours beyond their normal working hours for duties related to the registration of electors and the compilation of the Electoral Registers during the whole house-to-house enquiry exercise. This provision should continue.

#### **Recommendation 2**

- 5.10 We recommend that Senior Electoral Officers and Electoral Officers should continue to be paid an *ad hoc* allowance of Rs 12000 for putting in a maximum of 200 extra hours beyond their normal working hours during the whole house-to-house enquiry exercise for duties related to the registration of electors and the compilation of the Electoral Registers.**

#### **Hours of work**

- 5.11 The Electoral Commissioner and officers in the grades of Chief Electoral Officer, Deputy Chief Electoral Officer, Principal Electoral Officer, Senior Electoral Officer and Electoral Officer are called upon to work at staggered hours. **This pattern of work should continue.**

### **OFFICE OF THE ELECTORAL COMMISSIONER**

#### **SALARY SCHEDULE**

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
18 000 120	<b>Rs 163250</b> Electoral Commissioner (Personal)
18 000 110	<b>Rs 119500</b> Electoral Commissioner
18 092 102	<b>Rs 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500</b> Chief Electoral Officer
18 085 096	<b>Rs 57600 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 77950</b> Deputy Chief Electoral Officer

Salary Code	Salary Scale and Grade
18 077 094	<b>Rs 44800 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 73800</b> Principal Electoral Officer
18 069 087	<b>Rs 36550 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 61000</b> Senior Electoral Officer
18 062 083	<b>Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200</b> Electoral Officer
24 025 058	<b>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</b> Driver
24 001 045	<b>Rs 10250 x 175 – 10775 x 200 – 11775 x 205 – 12595 x 230 – 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21150</b> General Worker

