

7. PUBLIC AND DISCIPLINED FORCES SERVICE COMMISSIONS

- 7.1 Established by the Constitution of Mauritius, the Public and Disciplined Forces Service Commissions (PDFSC) envision to be the benchmark for integrity, equity and efficiency in a dynamic public service. In so doing, its mission is to ensure that the Republic of Mauritius has a professional and efficient Civil Service geared towards excellence.
- 7.2 Its objectives are, *inter alia*, to: identify and enlist persons of specified educational attainments with the drive and skill for efficient performance; safeguard the impartiality and integrity of appointments and promotions in the Civil Service and to ensure that these are based on merit; and take disciplinary action with a view to maintaining ethical standards and safeguarding public confidence in the service.
- 7.3 The PDFSC comprises of two distinct entities namely, the Public Service Commission (PSC) and the Disciplined Forces Service Commission (DFSC), both operating under the authority of the Chairman, PDFSCs. The PSC performs its functions in respect of officers of the Civil Service while the Disciplined Forces Service Commission (DFSC) caters for officers of the Mauritius Police Force, the Mauritius Fire and Rescue Service and Mauritius Prisons Department.
- 7.4 The Secretary, PDFSC is the Accounting and Responsible Officer of both Commissions. He is assisted in the performance of his duties by officers of the Administrative Cadre, Human Resources Cadre, the General Services and employees of the Workmen's Group.
- 7.5 Representations made by Management pertain mainly to: the provision of an appropriate allowance to the Permanent Secretary who has been assigned the duties of the Secretary, Public and Disciplined Forces Service Commissions; review of the schemes of service for the grades of Deputy Secretary, Public and Disciplined Forces Service Commissions and Assistant Secretary, Public and Disciplined Forces Service Commissions; revision of the fees payable in connection with the setting up of question papers and examinations conducted by the Commissions and review of certain aspects of General Conditions of Service.
- 7.6 During consultation, Management was apprised that the amendments to the schemes of service could be done on an *ad hoc* basis. The revision of the fees payable in connection with the setting up of question papers and examinations conducted by the Commissions will be done subsequent to the publication of the Report. Management was also informed that meetings were already held with Federations with regards to the General Conditions of Service and these would be looked into holistically. As regards the request for payment of an allowance to the Permanent Secretary operating as Secretary, Public and Disciplined Forces Service Commissions, the Bureau views that the duties performed are not of a higher level than those of a Permanent Secretary.
- 7.7 As the present organisation structure is adequate to enable the Commissions to function properly, we consider that the existing set up should continue to prevail.

Secretary, Public and Disciplined Forces Service Commissions

- 7.8 As per existing provision, a Permanent Secretary should be assigned the duties of Secretary, Public and Disciplined Forces Service Commissions. **This provision is being retained.**

PUBLIC AND DISCIPLINED FORCES SERVICE COMMISSIONS**SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
02 000 114	Rs 132000 Secretary, Public and Disciplined Forces Service Commissions
02 097 103	Rs 80100 x 2150 - 82250 x 3000 - 88250 x 3125 - 97625 Deputy Secretary, Public and Disciplined Forces Service Commissions
12 069 092	Rs 36550 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Legal Officer
04 073 092	Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Manager, ICT
08 073 092	Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Assistant Secretary, Public and Disciplined Forces Service Commissions
08 062 081	Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 50900 Registrar, Public and Disciplined Forces Service Commissions
08 025 063	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 x 825 - 31525 Office Clerk

Salary Code	Salary Scale and Grade
24 025 058	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 Driver
24 025 054	Rs 15485 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 25000 Senior Gardener/Nursery Attendant
24 022 052	Rs 14725 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 23950 Gardener/Nursery Attendant
24 018 048	Rs 13745 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 Handy Worker
24 018 047	Rs 13745 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 21850 Gatekeeper <i>formerly Gateman</i>
24 001 045	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 General Worker

