

### 23.3 STATISTICS MAURITIUS

- 23.3.1 Statistics Mauritius is mandated as per the Statistics Act No 38 of 2000 to be the Central Statistical Authority and depository of all official statistics produced in Mauritius. It is responsible to collect, compile, analyse and disseminate accurate, relevant, timely and high quality statistics and related information on social, demographic, economic and financial activities to serve the needs of public and private users.
- 23.3.2 The department is mandated to: co-ordinate activities of all producers of official statistics, including public sector agencies; and ensure standards and minimise overlap and duplication in production of official statistics in the country. It collaborates with Ministries and Government Departments in the collection, compilation, analysis, publication and dissemination of statistical information.
- 23.3.3 A Director of Statistics is at the apex of the organisation and is assisted in her daily functions by officers in the grades of Deputy Director of Statistics, Principal Statistician, Senior Statistician and Statistician. Employees of the Statistical Officer Cadre and General Services grades equally provide their support to the professional, technical staff and Management. The activities are organised under various divisions namely, Social and Labour Statistics, National Accounts and Prices and Statistical Support, Informatics and Dissemination Divisions.
- 23.3.4 For this Report, both Management and the Union made several proposals. The Union's submission was mainly geared towards a review of the organisation's structure by: restyling and merging a few grades; creating a level of Deputy Director-General of Statistics; upgrading the salary of technical and professional grades; allowing officers holding the Royal Statistical Society Higher Certificate in Statistics or Diploma in Statistics or a Degree with Statistics as a major component, to be eligible for promotion to the grade Senior Statistical Officer; and granting duty remission facilities to officers of the Statistician and Statistical Officer Cadres, based on their nature of work. Request was also made by a Federation for the grade of Director of Statistics to be filled by promotion from among serving officers.
- 23.3.5 Management on its side made more or less the same submissions as the Union. In addition, requests were made for: amending the scheme of service of the grade of Statistician to include new skills and competencies in other fields; allowing the recruitment of field officers on a contractual basis; and upgrading the position of Director in line with the powers conferred upon incumbent by the Statistics Act.
- 23.3.6 Further to the proposals made by Management and the Union, we consider that: a few proposals regarding the restructuring would entail an amendment of the Statistics Act; creation of levels depends on functional needs of the organisation; an increase in workload is not a strong justification for an upgrading in salary; the existing schemes of service of the different grades provide for a demarcation in the nature and level of duties to be performed by incumbents and we were informed during the consultative

meeting that the demarcation was not translated in practice. This fact has also been confirmed in the Job Description Questionnaires duly filled-in. Amending schemes of service as well as provision of relevant training rests with Management and it is the latter's responsibility to initiate action regarding the recruitment of field officers on a contractual basis and to equally seek the collaboration of the Ministry of Labour, Human Resource Development and Training in this matter. Provisions also exist for the grant of travelling benefits in case officers who, by the nature of their duties, are required on a regular basis to attend meetings/conferences, among others, subject to the approval of the Ministry of Public Service, Administrative and Institutional Reforms; and the issue of amending the qualifications requirement of a grade with respect to the equivalence of alternative qualifications should be dealt with administratively, after consultations with relevant stakeholders.

- 23.3.7 During the consultative meetings held with Management and the Staff Association, the Bureau requested for certain additional documents/reviewed proposals, from both parties, including proposed schemes of service. However, same were not submitted. As a result, we could not proceed further with the requests and are not bringing major changes to the structure, except for the merging of the grades of Senior Statistician and Statistician and the grades of Senior Statistical Officer and Statistical Officer, given that the element of supervision is not being implemented.

**Statistician/Senior Statistician  
formerly Statistician**

***Senior Statistician***

- 23.3.8 Both Management and the Staff Association have requested for a merger of the grades of Senior Statistician and Statistician as in practice there is no proper demarcation between the duties of the two grades, coupled with the element of supervision not being implemented. After studying the Job Description Questionnaires as well as the schemes of service of the relevant grades, we noted that the situation as described by parties concerned indeed prevailed. In this respect, we deem it appropriate to merge the two grades, such that incumbents in the merged grade would report to the Principal Statisticians, who would then assume the supervisory functions. In so doing, the Bureau has also ensured enhanced career earnings for incumbents concerned.

**Recommendation 26**

- 23.3.9 We recommend that the grades of Statistician and Senior Statistician be merged and restyled Statistician/Senior Statistician.**

**23.3.10 We further recommend that:**

- (i) **the duties of the former grades of Senior Statistician and Statistician should be incorporated in the scheme of service of the new restyled grade of Statistician/Senior Statistician *formerly Statistician and Senior Statistician*; and**

- (ii) Management should bring consequential amendments to the scheme of service of the grade of Principal Statistician with regard to its qualifications requirement and duties, where relevant.

**Statistical Officer/Senior Statistical Officer  
formerly Statistical Officer**

***Senior Statistical Officer***

23.3.11 The Staff Association proposed for a merger of the grades of Statistical Officer and Senior Statistical Officer, whilst Management advocated for a merger of the grades of Principal Statistical Officer and Senior Statistical Officer. After carefully examining the duties, level of supervision at the higher level and the qualifications requirement of the grades concerned, we view that it would be more meaningful to merge the first two levels, with the insertion of Qualification Bar (QB) in the salary scale of the merged grade.

**Recommendation 27**

**23.3.12 We recommend that:**

- (i) the grades of Senior Statistical Officer and Statistical Officer be merged and restyled **Statistical Officer/Senior Statistical Officer**;
- (ii) the duties of the former grades of Statistical Officer and Senior Statistical Officer should be incorporated in the scheme of service of the restyled grade of **Statistical Officer/Senior Statistical Officer formerly Statistical Officer and Senior Statistical Officer**;
- (iii) consequential amendments be brought to the scheme of service of the grade of **Principal Statistical Officer** with regard to its qualifications requirement and duties, where relevant; and
- (iv) officers in the merged grade of **Statistical Officer/Senior Statistical Officer formerly Statistical Officer and Senior Statistical Officer** would be allowed to cross the Qualification Bar (QB) in the salary scale provided they possess a Higher Certificate in Statistics of the Royal Statistical Society (UK) or have been exempted therefrom or who possess an equivalent qualification or have successfully followed a training course in Advanced Statistics of at least one-year duration, as approved and arranged by the Statistics Mauritius.

23.3.13 We further recommend that Management should carry out a Human Resource Planning exercise, as provided in the Chapter Recruitment, Promotion and Retention in Volume 1 of this Report, prior to increasing the establishment size of the grades of Principal Statistician and Principal Statistical Officer so as to allow a better functioning of activities at the organisation and ensure a pyramidal structure of its hierarchy.

## STATISTICS MAURITIUS

## SALARY SCHEDULE

Salary Code	Salary Scale and Grade
20 000 113	<b>Rs 128875</b> Director of Statistics
20 091 102	<b>Rs 68000 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500</b> Deputy Director of Statistics
20 080 096	<b>Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 77950</b> Principal Statistician
20 058 092	<b>Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800</b> Statistician/Senior Statistician <i>formerly Statistician</i> <i>Senior Statistician</i>
20 062 080	<b>Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250</b> Principal Statistical Officer
20 041 076	<b>Rs 19850 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 QB 38400 x 950 - 42200 x 1300 - 43500</b> Statistical Officer/Senior Statistical Officer <i>formerly Statistical Officer</i> <i>Senior Statistical Officer</i>
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

Salary Code	Salary Scale and Grade
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

