

27.1 SOLID WASTE MANAGEMENT DIVISION

- 27.1.1 The Solid Waste Management Division (SWMD) is responsible for the protection of the environment and public health through a proper management of solid and hazardous wastes. The major functions of the SWMD, among others, include: devising of policies and strategies and developing programmes for the environmentally sound management of different waste streams including hazardous wastes; management, control and supervision of waste disposal sites in Mauritius; enforcement of legislations with regards to solid and hazardous wastes; and registration of scavenging contractors and recyclers under the Local Government Regulations 2013.
- 27.1.2 At the apex of the Division is the Director, SWMD who is assisted by the Deputy Director, SWMD. The Unit is also staffed by officers in the Project Officer, Technical Enforcement Officer and Technical Officer Cadres.
- 27.1.3 For this Report, in view of the developments in this sector, necessary provisions are being made to improve efficiency in service delivery of the Division.

Deputy Director, Solid Waste Management Division

- 27.1.4 Management has made a request for a change in the qualifications requirement of the grade of Deputy Director, SWMD. Presently, appointment to the grade is made by selection from among Principal Project Officers (PPO) who are registered as Professional Engineers and who possess a Master's Degree in Environmental Engineering together with at least two years' experience in solid waste management.
- 27.1.5 The Bureau has observed that the post-graduate qualifications requirement for the grade is not along the same lines as those prescribed for the first degree. Management also informed that there has been considerable change in work processes at the SWMD which are rather multidisciplinary, whereby much emphasis is being laid on management of hazardous wastes. The work is organised around teams and this system enables the PPOs to gather experience across the different fields which is relevant for the management of the Division.
- 27.1.6 We equally noted that with the present system, it may be difficult to fill posts as the room for manoeuvre is quite restrictive. Additionally, Management has also stated that in view of the functions devolving on the technical staff, the need for a Registered Engineer is not really felt, as backed by experience. Instead, they are of the firm conviction that an officer who has benefitted from an appropriate grooming in accordance with the present system and possessing the qualifications as set at the first level, may deliver effectively.
- 27.1.7 On scrupulously examining the request, we consider that the arguments put forward by Management are plausible. On the other hand, we do not contemplate maintaining a system which is inhibitive, presenting hassles in the delivery of services. Hence, we are bringing appropriate changes to the schemes of service of the grades of Deputy Director, SWMD as well as that of Director, SWMD.

Recommendation 1

- 27.1.8 We recommend that, in future, appointment to the grade of Deputy Director, Solid Waste Management Division should be made by selection from among officers in the grade of Principal Project Officer who possess a Degree in Civil Engineering or Chemical Engineering or Chemical and Environmental Engineering or Environmental Engineering or Chemistry or Environment Science or Solid Waste Management; a Master's Degree in Environmental Engineering from a recognised institution; and reckon at least three years' service in a substantive capacity in the grade.**
- 27.1.9 We also recommend that in the absence of qualified Principal Project Officers, appointment to the grade should be made by selection from among candidates possessing the above mentioned qualifications and reckoning at least 10 years' experience in solid waste management.**
- 27.1.10 We further recommend that the scheme of service of the grade of Director, Solid Waste Management Division be amended such that promotion thereto should be made, on the basis of experience and merit, of officers in the grade of Deputy Director, Solid Waste Management Division.**

Technical Enforcement Unit

- 27.1.11 The Technical Enforcement Unit (TEU), being the enforcement arm of the Solid Waste Management Division (SWMD) of the Ministry, ensures that the Solid Waste Management projects, policies and programmes are being implemented. The TEU carries out site visits and enforces, among others, the Environment Protection (collection, storage, treatment, use and disposal of Waste Oil) Regulations 2006; Eyesore Abatement notices/ Fixed Penalty notices under the Environment Protection Act 2002, subsequently amended in 2008; and Local Government (Dumping and Waste Carriers) Regulations 2003.
- 27.1.12 The Principal Technical Enforcement Officer is the head of the Unit. He is responsible for the overall management including planning and supervision of the Technical Enforcement Unit and enforcement of legislation pertaining to solid waste/hazardous waste management. He is assisted in his duties by officers in the grades of Senior Technical Enforcement Officer, Technical Enforcement Officer and employees of the Workmen's Group.
- 27.1.13 In the context of this Report, the Union submitted the following requests: review the weekly working arrangement of the Technical Enforcement Officer Cadre; creation of a grade of Chief Technical Enforcement Officer whilst merging the grades of Technical Enforcement Officer and Senior Technical Enforcement Officer; increase in the establishment size of the lower levels in the cadre; maintaining the allowance for exposure to foul odour and putrefying waste while extending it to the higher level in Technical Enforcement Officer Cadre; and payment of Risk Allowance due to exposure to hazardous chemicals/wastes.

- 27.1.14 During consultative meetings, representatives of the Union were informed that certain of their demands ought to be addressed administratively. They were also apprised of the Bureau's policy for the merging of grades. For want of fresh information, the request of the allowance for exposure to foul odour and putrefying waste could not be extended to the higher level.
- 27.1.15 The Bureau is not bringing any change to the structure of the Technical Enforcement Unit.

Special Professional Retention Allowance

- 27.1.16 Provision was previously made for officers of the Project Officer Cadre to draw the Special Professional Retention Allowance (SPRA) up to 31 December 2016. One of the conditions attached thereto was that beneficiaries should refund same if they retire or leave the service before their retirement date on grounds of age. In this Report, provision is being made for officers retiring or leaving the service before their compulsory retirement age, to cease refunding the SPRA. **A recommendation has been made to that effect in the Introductory Chapter of this Volume, which is applicable in this case as well.**

Exposure to Foul Odour and Putrefying Wastes

- 27.1.17 Presently, officers in the grades of Project Officer/Senior Project Officer, Technical Officer and Technical Enforcement Officer who are regularly exposed to foul odour and putrefying wastes while carrying out visits to transfer stations and fills, are paid a monthly allowance equivalent to 1½ increments at the initial of their respective salary scale. Grant of this allowance is still justified and is being maintained.

Recommendation 2

- 27.1.18 **We recommend that officers in the grades of Project Officer/Senior Project Officer, Technical Officer and Technical Enforcement Officer who are regularly exposed to foul odour and putrefying wastes should be paid a monthly allowance equivalent to 1½ increments at the initial of their respective salary scale. However, officers in post as at the eve of the publication of the 2021 Report drawing a higher quantum should continue to draw same on a personal basis.**
- 27.1.19 Technical Officers have further reported that they are not provided with adequate personal protective equipment. **The Bureau considers that for the security of officers at the workplace, Management should ensure that all officers irrespective of their grade/unit/posting who deal with putrefying wastes and hazardous substances are provided proper personal protective equipment to carry out their duties in a safe manner as outlined in the Chapter on Uniforms in Volume 1 of this Report.**

Hours of Work

27.1.20 Officers in the grades of Technical Enforcement Officer, Senior Technical Enforcement Officer and Principal Technical Enforcement Officer are required to work outside normal working hours including Saturdays, Sundays, Public Holidays and officially declared cyclone days. **This element has been taken into account in arriving at the revised salaries.**

**MINISTRY OF ENVIRONMENT, SOLID WASTE MANAGEMENT
AND CLIMATE CHANGE**

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 114	Rs 132000 Permanent Secretary
26 080 098	Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 Project Manager
26 073 092	Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Deputy Project Manager
26 065 088	Rs 33175 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Project Officer
26 065 083	Rs 33175 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 Chief Inspector
26 060 079	Rs 29050 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675 Senior Inspector
26 051 074	Rs 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 41250 Inspector

Salary Code	Salary Scale and Grade
25 026 059	<p>Rs 15745 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 - 28225</p> <p>Cabinet Maker Carpenter General Assistant Mason Painter Welder</p>
25 019 049	<p>Rs 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 22625</p> <p>Tradesman's Assistant</p>
24 030 063	<p>Rs 16785 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</p> <p>Leading Hand/Senior Leading Hand</p>
24 033 062	<p>Rs 17565 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 - 30700</p> <p>Driver, Mechanical Unit</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>
24 022 052	<p>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</p> <p>Gardener/Nursery Attendant Office Helper (Ex-SPI)</p>
24 021 051	<p>Rs 14475 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425</p> <p>Surveillant <i>formerly Security Guard</i></p>
24 020 050	<p>Rs 14225 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23025</p> <p>Handy Worker (Special Class)</p>

Salary Code	Salary Scale and Grade
24 019 050	Rs 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23025 Stores 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
24 001 045	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
DEPARTMENT OF ENVIRONMENT	
19 000 110	Rs 119500 Director, Climate Change Director of Environment
19 091 102	Rs 68000 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500 Deputy Director of Environment
19 080 096	Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 77950 Divisional Environment Officer Divisional Scientific Officer (Environment)
19 073 092	Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Senior Scientific Officer (Environment)
19 059 092	Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Environment Officer/Senior Environment Officer

Salary Code	Salary Scale and Grade
19 059 088	Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Scientific Officer (Environment)
10 047 079	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 x 1575 - 47675 Environment Education and Communication Officer (New Grade)
19 036 072	Rs 18375 x 275 - 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 - 39350 Environment Enforcement Officer (Personal)
24 043 068	Rs 20500 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 Senior Environmental Laboratory Auxiliary <i>formerly Senior Laboratory Auxiliary</i>
24 026 063	Rs 15745 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 Environmental Laboratory Auxiliary <i>formerly Laboratory Auxiliary</i>
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
24 022 052	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 Resource Centre Attendant
SOLID WASTE MANAGEMENT DIVISION	
26 000 107	Rs 110125 Director, Solid Waste Management Division

Salary Code	Salary Scale and Grade
26 091 102	Rs 68000 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500 Deputy Director, Solid Waste Management Division
26 080 096	Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 77950 Principal Project Officer
26 059 092	Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Project Officer/Senior Project Officer (Solid Waste Management Division)
26 047 079	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 x 1575 - 47675 Technical Officer
18 066 086	Rs 34000 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 59300 Principal Technical Enforcement Officer
18 062 081	Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 50900 Senior Technical Enforcement Officer
18 047 078	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 Technical Enforcement Officer
26 051 074	Rs 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 41250 Inspector
26 032 069	Rs 17305 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 - 35650 x 900 - 36550 Assistant Inspector of Works

Salary Code	Salary Scale and Grade
24 030 063	<p>Rs 16785 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</p> <p>Leading Hand/Senior Leading Hand (Ex-Supervisor, Tourism Authority) (Personal)</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 Driver (Ex-Driver/Cleaner – Tourism Authority) (Personal)</p>
24 018 048	<p>Rs 13745 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225</p> <p>Handy Worker</p>
24 001 045	<p>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</p> <p>General Worker (Ex-Labourer, Tourism Authority) (Personal)</p>

