

17.1 VALUATION DEPARTMENT

- 17.1.1 The role of the Valuation Department is to provide independent, impartial and objective Valuation and Real Estate Consultancy Services to the Government in matters pertaining to property taxation; compensation payable in cases of compulsory acquisition of land property by Government; and rent payable and receivable by Government.
- 17.1.2 To keep pace with developments in the sector and to embrace technology for that perspective, the Department is presently involved in two major projects, namely the upgrading of the Land Administration and Valuation Information Systems (LAVIMS) to LAVIMS 2.0 and the Valuation Roll. The LAVIMS project is being upgraded to meet the requirement of the Valuation Roll which is an electronic cadastre system for the whole island of Mauritius.
- 17.1.3 The present structure provides for a professional as well as a technical cadre. The professional cadre comprises grades in the Government Valuer Cadre while the technical cadre is constituted of grades in the Property Valuation Inspectorate (PVI) Cadre. The Director, who is at the apex of the Department, is assisted by the Deputy Directors and incumbents belonging to the professional and technical cadres provide support to the former.
- 17.1.4 In the context of this Report, Unions made several representations. During consultation, Unions were informed of those requests that would be subject to general policy. For instance, such requests are: upgrading of salary of the professional cadre to be at par with Registered Professionals; and request that the refund amount of Continuous Professional Development be increased. For requests that needed to be addressed by Management, Unions were so informed and even advised at times. During consultative meeting with Management, these issues were discussed and their views were sought thereon. Issues falling under this category are, namely, request for training facilities, provision of appropriate working tools and amendments in schemes of service for a few grades.
- 17.1.5 Concerning requests that fall to be considered by the Bureau, we discussed same with the union members, responding to each of their query. For requests pertaining to the provision of the Special Professional Retention Allowance (SPRA), we informed them that a considered decision would be taken based on the findings of the survey on recruitment and retention. As regards the reinstatement of the grade of Trainee Property Valuation Inspector, the Bureau carried out an in-depth study prior to taking a decision. Based on the survey results on recruitment and retention, the Bureau did not accede to the request.
- 17.1.6 Taking into consideration the Department's mission, it is believed that the present organisation structure is adequate for it to deliver on its mandate. On the other hand,

Management also did not make any submission regarding the organisation structure. In the circumstances, we are not bringing any change to the present set up.

Recruitment and Retention Problems

17.1.7 Triggered by a perceived recruitment and retention problem, in the previous Report, provision was made for a higher salary point for new entrants in the grade of Government Valuer. However, the Bureau was informed that this recommendation has not been implemented. An examination of the findings of the survey carried out in the context of this Report has revealed that the problem is rather specific to recruitment. Hence, the recommendation made still holds its validity. Consequently, the Bureau is reiterating the said recommendation until publication of the next Report.

Recommendation 1

17.1.8 We recommend that the Ministry of Public Service, Administrative and Institutional Reforms may, subject to the approval of the High Powered Committee, grant a higher salary point for new entrants in the grade of Government Valuer, based on their qualifications and experience and such adjustments in salary as may be required for officers in post. This recommendation shall lapse with the publication of the next Report.

Special Professional Retention Allowance

17.1.9 Provision was previously made for officers of the Government Valuer 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.**

Property Valuation Inspector Cadre

17.1.10 For this review exercise, Unions requested for a salary upgrading on the ground that they have to carry out extensive work. They averred that the staff has been overburdened by the increasing workload. It has also been reported that working on the Valuation Roll Project entails the use of new software and equipment. During meeting, we informed them that growing workload cannot be addressed by an increase in salary.

17.1.11 It is also important to note that the use of new equipment and technology is a means to improve efficiency. Hence, an upgrading in salary is not warranted. **However, we consider that the workload problem may be real and a human resource planning exercise may help to formulate the course of action that may be followed as provided in the Chapter on Recruitment, Promotion and Retention of Volume 1 of this Report.**

Abolition of Grade

17.1.12 Management has submitted to abolish the grade of Trainee Government Valuer since the post is currently vacant and it would no longer be required.

Recommendation 2

17.1.13 We recommend that the grade of Trainee Government Valuer be abolished.

VALUATION DEPARTMENT**SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
26 000 107	Rs 110125 Director, Valuation Department
26 091 102	Rs 68000 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500 Deputy Director, Valuation Department
26 080 096	Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 77950 Lead Government Valuer
26 073 092	Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Senior Government Valuer
26 063 088	Rs 31525 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Government Valuer
26 068 085	Rs 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 57600 Chief Property Valuation Inspector
26 062 082	Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 52550 Principal Property Valuation Inspector

Salary Code	Salary Scale and Grade
26 055 076	Rs 25525 x 525 – 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500 Senior Property Valuation Inspector
26 034 071	Rs 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 - 37450 x 950 - 38400 Property Valuation Inspector
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

