

17. VICE PRIME MINISTER'S OFFICE, MINISTRY OF ENERGY AND PUBLIC UTILITIES

- 17.1 The Ministry of Energy and Public Utilities has the responsibility to formulate policies and to craft strategies for the energy, water and waste water sectors and the establishment of a responsive legal framework for the development of these sectors. It has under its jurisdiction several departments namely, the Water Resources Unit, the Energy Efficiency Management Office and the Radiation Protection Authority as well as other Parastatal bodies, namely: the Central Water Authority, the Central Electricity Board, and the Wastewater Management Authority.
- 17.2 The Technical Unit of the Ministry ensures that policy formulation, strategy and project development are done on the basis of sound planning for better serving the interest of the general public.
- 17.3 Over the years, the mandate of the Ministry has expanded with the development of renewable energy and the implementation of the National Sewerage Master Plan as well as the duties entrusted to the Technical Unit as an enforcing agency for effluents under the Environment Protection Act. Numerous new challenges have cropped up in the energy sector in terms of the shift from conventional sources of energy to renewable sources of energy and the need to encourage energy efficiency.
- 17.4 At present, the Ministry is mainly accountable for the implementation of major capital projects to be in line with Government Vision 2030 to meet the target of the energy security and a cleaner and safe environment.
- 17.5 With a view to meeting these challenges, it is considered essential and desirable that the concepts of Integrated Water Resource Management and Total Water Management be fully developed and implemented in the water sector.
- 17.6 At present, the Permanent Secretary is responsible for the day-to-day administration of the Ministry on the administrative side and he/she is supported by officers in the grades of Deputy Permanent Secretary and Assistant Permanent Secretary. On the technical side, the Director General (Public Utilities) is responsible for the operational requirements of the Ministry. He is assisted by the Director, Technical Services (Public Utilities) and a team of professionals.
- 17.7 In the context of the present review exercise, we are maintaining the structure of the several departments operating under the Ministry due to lack of information which were requested by the Bureau. However, we are restyling a few grades to better reflect the nature of duties and level of responsibilities devolving upon the incumbents respectively.

TECHNICAL UNIT

- 17.8 The main task of the Technical Unit has evolved over the years from policy formulation, strategy and project development to an enforcing agency for effluents under the Environment Protection Act.
- 17.9 At present, the Director General (Public Utilities) is the technical head of the Ministry responsible for the effective and efficient management of the technical sections of the Ministry. The Director, Technical Services (Public Utilities) is assisted by a Deputy Director and officers from the engineering field.
- 17.10 Unions have requested for an increase in the establishment size for certain grades and for amending existing schemes of service. Submissions have been received from Management to restyle a few grades, increase number of posts, create additional levels and a trainee grade in the field of engineering.
- 17.11 In order to address issues regarding increase in establishment size, we are in this Report making provision for an HR Audit exercise to be carried out in each organisation with a view to ensuring, among others, that workload matches with the number of people required to perform at different levels of the organisation.
- 17.12 Given that all requested information were not forwarded to the Bureau, we are in this review bringing no major change to the existing structure except for the restyling of a few grades and the creation of a grade of Trainee Engineer.

Engineer/Senior Engineer (Project/Planning)

formerly Planner/Senior Planner

- 17.13 Management has requested to restyle the grade of Planner/Senior Planner to better reflect the nature of duties performed by incumbents. The appellation proposed by Management and the mode of recruitment are in line with those of other Engineers of the same Ministry. Keeping this in view, the Bureau is restyling the grades in the Planner cadre.

Recommendation 1

- 17.14 We recommend that the following grades be restyled as shown in the table below:**

Grade	Restyled To
Chief Planner	Lead Engineer (Project/Planning)
Planner/Senior Planner	Engineer/Senior Engineer (Project/Planning)

Trainee Engineer (New Grade)

- 17.15 It has been submitted by Management that there is need to set up a training scheme at the Ministry so as to enable young graduates in the field of engineering to acquire the proper skills and knowhow for registration as Professional Engineers. With the increasing number of young graduates in the field of engineering, the Bureau holds the view that they should be encouraged to join the public sector and we are making appropriate provision.

Recommendation 2

- 17.16 We recommend the creation of a grade of Trainee Engineer. Appointment thereto, should be made by selection from among candidates possessing a Degree recognised by the Council of Registered Professional Engineer of Mauritius under Section 13 of the Registered Professional Engineers Council Act No. 49 of 1965, as subsequently amended, in one of the following fields: Electrical Engineering or Electronic Engineering or Mechanical Engineering or Civil Engineering.**
- 17.17 Trainee Engineers will be required to undergo and complete a period of training of at least two years and not exceeding three years. During the training period, Trainee Engineers will work under the direct responsibility and supervision of Engineers of the Ministry.

WATER RESOURCES UNIT

- 17.18 The Water Resources Unit (WRU) is responsible for the assessment, development, management and conservation of water resources in Mauritius. It formulates policies in relation to the control and use of water resources for the provision of water for domestic, agricultural, industrial and commercial supply as well as for hydro-electric power.
- 17.19 Currently, there is a Director who heads the WRU and he is assisted by two main professional cadres, namely the Engineering cadre and the Hydrological Officer cadre. The professionals are technically supported by officers of the Hydrological Technician, Technical Officer, Technical Design Officer and Inspectorate cadres.
- 17.20 Representations from unions were focussed on restyling of certain grades; extension of risk, retention and book allowances to other grades; enhancement of travelling and car benefits for eligible officers; and amendments in schemes of service. Management of WRU has requested to create additional levels in professional and technical cadres, increase number of posts and restyle certain grades.

17.21 We have examined the representations. However, due to lack of information, we are maintaining the present structure of the organisation except for the restyling of the grades in the Engineering cadre to be in line with Engineering cadres of other Ministries.

Recommendation 3

17.22 We recommend that the grades given hereunder be restyled as follows:

Grade	Restyled To
Chief Engineer	Lead Engineer (Planning/Maintenance)
Principal Engineer (Planning/Maintenance)	Principal Engineer (Planning/Maintenance) (Personal to officers in post as at 31.12.15)

17.23 We also recommend that, in future, appointment to the grades of Lead Engineer (Planning/Maintenance) *formerly Chief Engineer*, should be made by promotion, on the basis of experience and merit, of officers in the grades of Principal Engineer (Planning/Maintenance) (Personal to officers in post as at 31.12.15), reckoning at least three years' service in a substantive capacity in the respective grade.

17.24 We further recommend that on complete phasing out of the grades of Principal Engineer (Planning/Maintenance) (Personal to officers in post as at 31.12.15), appointment to the grade of Lead Engineer (Planning/Maintenance) should thereafter be made by promotion, on the basis of experience and merit, of officers in the grade of Engineer/Senior Engineer (Planning/Maintenance) reckoning at least five years' service in a substantive capacity in the grade.

Hydrological Technician Cadre

17.25 The Qualification Bar (QB) in the salary scales for the grades of Hydrological Technician and Senior Hydrological Technician is being maintained such that officers possessing the Diploma in Hydrology may move incrementally beyond the QB.

Recommendation 4

17.26 We recommend that Hydrological Technicians and Senior Hydrological Technicians possessing the Diploma in Hydrology be allowed to move incrementally beyond the Qualification Bar (QB) in their respective salary scale.

RADIATION PROTECTION AUTHORITY

- 17.27 The Radiation Protection Authority (RPA) was set up in 2006 as an independent regulatory body to control and supervise all practices involving the use of ionising radiation with a view to ensuring the safe and peaceful use of nuclear technology in the country. It operates under the *aegis* of the Ministry of Energy and Public Utilities.
- 17.28 The main objects of the RPA are to provide radiation protection services against the risks associated with exposure to ionising radiation and promote and encourage research and development in radiation protection. It is equally responsible to promote measures for the prevention of radiological emergencies. The Authority's major achievements comprise the maintenance of a national register of radiation sources and facilities; control on the import and export of radiation sources; provision of personal Radiation Monitoring Service to all radiation workers in the country to monitor their occupational exposure to ionising radiation; and provision of radioactivity analysis service for the testing of all foodstuffs and other commodities for radioactive contamination.
- 17.29 As a public body, the RPA is administered and managed by the Radiation Protection Council. The Chief Radiation Protection Officer occupies the topmost position at the Authority. He is responsible for the execution of policies and control and management of day-to-day business and is assisted in his duties by officers in the grades of Senior Radiation Officer, Radiation Protection Officer and Radiation Protection Assistant.
- 17.30 During consultations with Management in the context of this Report, the Bureau has been apprised that there is need to strengthen and revamp the organisation structure further to an expansion in the activities of the RPA. Request has also been made for the restyling of current job appellations in line with the International Atomic Energy Agency (IAEA) safety standards.
- 17.31 After duly examining the proposals, the Bureau views that the present organisation structure of the RPA is appropriate to enable a proper delivery of services. As regards the restyling of grades, same cannot be envisaged at this stage as the current appellations have been provided in the RPA Act 2003. We are, however, rendering the grade of Radiation Protection Assistant evanescent and restructuring the scheme of service of the grade of Radiation Protection Officer, whilst maintaining the payment of Risk Allowance to officers of the cadre.

Senior Radiation Protection Officer

- 17.32 At present, a Senior Radiation Protection Officer is responsible to oversee the proper functioning of the Regulatory Unit and Services Unit of the RPA. In view of the increasing responsibilities and load of work, Management has requested

the creation of additional posts in the grade of Senior Radiation Protection Officer and a new grade at principal professional level to head the Units.

- 17.33 We have duly examined the request made and consider that given the staff size of the RPA is quite meagre, creation of an additional level is not justified for the time being. We are, however, making an appropriate recommendation for the creation of additional posts in the grade of Senior Radiation Protection Officer to enable an effective service delivery.

Recommendation 5

- 17.34 We recommend that Management should consider the advisability of increasing the establishment size of the grade of Senior Radiation Protection Officer to match the increased workload.**

Radiation Protection Assistant

- 17.35 Management has apprised that there is no longer the operational need for the grade of Radiation Protection Assistant owing to an evolution in the nature of duties regarding radiation safety. In this context, we are making the grade evanescent whilst granting a personal salary to the only officer in post.

Recommendation 6

- 17.36 We recommend that the grade of Radiation Protection Assistant be made evanescent. A personal salary has been provided to incumbent in post.**

Radiation Protection Officer

- 17.37 At present, appointment to the grade of Radiation Protection Officer is made by selection from among officers in the grade of Radiation Protection Assistant possessing a degree in Physics and reckoning at least three years' service in a substantive capacity in the grade and in the absence of serving qualified officers, appointment is made from qualified outside candidates. Given that the grade of Radiation Protection Assistant has been made evanescent, there is need to review the qualification requirements of the grade of Radiation Protection Officer. We are making an appropriate recommendation to that effect.

Recommendation 7

- 17.38 We recommend that upon the complete phasing out of the grade of Radiation Protection Assistant, appointment to the grade of Radiation Protection Officer should be made by selection from among candidates possessing a Degree in Physics or an equivalent qualification.**

Risk Allowance

- 17.39 Officers of the Radiation Protection cadre are currently paid a Risk Allowance as they are exposed to higher than normal risks during the execution of their duties. Since the same condition prevails today, we are maintaining this provision.

Recommendation 8

- 17.40 We recommend that officers of the Radiation Protection cadre should continue to be paid a monthly risk allowance equivalent to one and a half increments at the initial salary of their respective salary scale.**

ENERGY EFFICIENCY MANAGEMENT OFFICE

- 17.41 The Energy Efficiency Management Office (EEMO) was established in 2011 under the Energy Efficiency Act to promote the efficient use of energy; promote national awareness for the efficient use of energy as a means to reduce carbon emissions; and protect the environment. The EEMO operates as a department of the Ministry of Energy and Public Utilities.
- 17.42 With the upcoming enforcement of regulations under the Energy Efficiency Act 2011, the EEMO would have to face new challenges, the two main ones being, the mandatory energy efficiency labelling of electrical appliances in Mauritius; and the mandatory energy audits by large energy consumers and implementation of the recommendations thereof.
- 17.43 At present, the structure of the EEMO comprises a Director who is responsible for the execution of the policy of the EEMO on energy efficiency and conservation, and for the control and management of the day-to-day business of the office. At the technical and operational levels, officers in the grades of Engineer, Energy Efficiency and Technical Officer, Energy Efficiency provide the necessary support.
- 17.44 Keeping in view that the EEMO has to fulfil all its obligations as set out in the Energy Efficiency Act 2011, it has been submitted that the present organisational set up is not conducive for the EEMO to operate effectively. There is, therefore, need to provide proper motivation, adequate resources and review the organisational set up of the EEMO to enable it to face the challenges.
- 17.45 During consultations, the Management of the EEMO had requested for a restructure of the organisation through the creation of two distinct Units, (one to be responsible for all Planning/Communication/Awareness activities and the other for Enforcement and Awareness raising) and additional levels at the operational level.
- 17.46 However, for want of information, the Bureau has refrained from commenting on the proposal for new grades.

17.47 In view of the above, we are, in this Report, maintaining the existing organisation structure.

Special Professional Retention Allowance

17.48 The Special Professional Retention Allowance (SPRA) was introduced in the 2008 overall review, more specifically in the EOC Report 2009, to curb recruitment and retention problems in the fields of Engineering/Architecture/Quantity Surveying which were considered as scarcity areas.

17.49 In the context of this review, Management, Unions and individual officers have made strong representations for maintaining SPRA and for extending same to other grades. The Bureau recently conducted a survey to determine the extent to which professionals of high calibre and possessing scarce skills are leaving the public sector, and also to assess the market value of these professionals. However, it is worth noting that the survey revealed that there are no serious recruitment and retention problems in the Engineering/Architecture/Quantity Surveying fields. Besides, the labour market has an over-supply of qualified candidates in these fields.

17.50 It is also worth highlighting that some organisations have not responded to the survey carried out and as such the Bureau has not been able to ascertain whether these organisations are still encountering difficulties in recruiting and retaining professionals of right profile and calibre in the Engineering/Architecture/Quantity Surveying fields. Though some organisations did not respond to the survey, they have nevertheless made representations for maintaining SPRA and extending it to other categories of professionals.

17.51 In the given circumstances and taking into consideration: (i) the findings of the survey; (ii) representations from stakeholders; and (iii) position of concerned organisations, we are in this Report maintaining the payment of the SPRA to eligible officers in post as at 31 December 2015 up to 31 December 2016.

Recommendation 9

17.52 We recommend that officers in the Engineering cadre eligible for the payment of the Special Professional Retention Allowance as at 31 December 2015 should continue to be paid same up to 31 December 2016 as specified in the following table:

Grade	SPRA % of monthly salary
Engineer/Senior Engineer (Project/Planning) <i>formerly Planner/Senior Planner</i>	7
Engineer/Senior Engineer (Planning/Maintenance)	

Grade	SPRA % of monthly salary
(reckoning at least 10 years' service in their respective grade)	
Lead Engineer (Project/Planning) <i>formerly Chief Planner</i> Lead Engineer (Planning/Maintenance) <i>formerly Chief Engineer</i>	7
Deputy Director, Technical Services (Public Utilities) Deputy Director, Water Resources Unit	10
Director General (Public Utilities) Director, Technical Services (Public Utilities) Director, Water Resources Unit	12.5

17.53 We also recommend that those officers who:

- (i) leave the service prior to the age at which they may retire without the approval of the appropriate Service Commission (Table II at Chapter 15 of Volume 1) should refund the totality of the Special Professional Retention Allowance paid to them; and
- (ii) retire from the service on reaching the age at which they may retire without the approval of the appropriate Service Commission or thereafter, should refund only that part of the Special Professional Retention Allowance which they would have earned under this scheme after reaching the age at which they may retire without the approval of the appropriate Service Commission.

However, provisions made at (i) and (ii) above, should not apply to officers retiring as per their new compulsory retirement age or on medical ground.

17.54 All officers in the Engineering fields who are eligible for the payment of the Special Professional Retention Allowance as from 01 January 2016 and have been granted same prior to the publication of this Report should continue to draw the Special Professional Retention Allowance up to 31 December 2016.

MINISTRY OF ENERGY AND PUBLIC UTILITIES

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 106	Rs 122000 Permanent Secretary
26 000 105	Rs 119000 Director General (Public Utilities)
26 000 102	Rs 110000 Director, Technical Services (Public Utilities)
26 085 095	Rs 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000 Deputy Director, Technical Services (Public Utilities)
26 075 089	Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Lead Engineer (Project/Planning) <i>formerly Chief Planner</i>
26 059 085	Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Engineer/Senior Engineer (Project/Planning) <i>formerly Planner/Senior Planner</i>
26 053 055	Rs 24750 x 775 – 26300 Trainee Engineer (New Grade)
24 022 051	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 Driver
	<i>WATER RESOURCES UNIT</i>
26 000 100	Rs 101000 Director, Water Resources

Salary Code	Salary Scale and Grade
26 085 095	Rs 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000 Deputy Director, Water Resources
26 075 089	Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Lead Engineer (Planning/Maintenance) <i>formerly Chief Engineer</i> Principal Hydrological Officer
26 069 086	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 64800 Principal Engineer (Planning/Maintenance) (Personal to officers in post as at 31.12.15) <i>formerly Principal Engineer (Planning/Maintenance)</i>
26 059 085	Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Engineer/Senior Engineer (Planning/Maintenance)
26 053 055	Rs 24750 x 775 – 26300 Trainee Engineer
26 069 085	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Senior Hydrological Officer
26 059 081	Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Hydrological Officer
26 054 074	Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 QB 42325 x 1525 – 45375 Senior Hydrological Technician
26 042 071	Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 QB 37125 x 1225 – 40800 Hydrological Technician

Salary Code	Salary Scale and Grade
26 044 072	Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Technical Officer
26 038 066	Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275 Technical Design Officer
26 056 072	Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Senior Inspector
26 048 067	Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 Inspector
26 029 062	Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725 Assistant Inspector
24 027 051	Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 Field Supervisor
24 022 051	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 Driver
24 024 049	Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 Gauge Reader (Personal to officers appointed prior to 01.07.87)
24 022 047	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21000 Gauge Reader

Salary Code	Salary Scale and Grade
24 015 040	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18075 Lorry Loader
24 001 038	Rs 7800 x 200 – 8000 x 205 – 8820 x 230 – 10200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17375 General Worker
<i>RADIATION PROTECTION AUTHORITY</i>	
19 085 095	Rs 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000 Chief Radiation Protection Officer
19 069 085	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Senior Radiation Protection Officer
19 056 081	Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Radiation Protection Officer
19 033 065	Rs 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 34350 Radiation Protection Assistant (Personal)
24 022 051	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 Driver
<i>ENERGY EFFICIENCY MANAGEMENT OFFICE</i>	
22 000 100	Rs 101000 Director, Energy Efficiency
22 059 085	Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Engineer/Senior Engineer (Energy Efficiency)

Salary Code	Salary Scale and Grade
22 044 072	Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Technical Officer, Energy Efficiency
