

10. CONSERVATOIRE NATIONAL DE MUSIQUE FRANÇOIS MITTERRAND TRUST FUND

- 10.1 The Conservatoire National De Musique François Mitterrand Trust Fund (Conservatoire), an educational and musical institution offering full range music education was established in 1992 and operates under the *aegis* of the Ministry of Arts and Cultural Heritage. The Conservatoire inaugurated a Music Heritage Museum in 2019 with a view to portray the history of Music in Mauritius since the Dutch period in 1638 until today. The Museum dedicates sections to local music; musical instrument production; and to musical instruments of the Indian Ocean Region.
- 10.2 In line with its statutory objects, the Conservatoire provides music learning opportunities to a wider public by increasing intake and opening branches where needed; implements Government policies in matters of music education in schools; encourages music performances by Mauritian artists and music ensembles; encourages students to think in a multi-cultural context by providing exchange opportunities with musicians from other cultures; and it helps in the preservation and the appreciation of the Mauritian musical heritage.
- 10.3 The Director is at the apex of the organisation and is responsible for the day-to-day management. Its staffing complement consists of officers in the teaching, professional, technical and supporting grades.
- 10.4 During consultation, Management has submitted that the activities of the Conservatoire have expanded, namely with the conduct of certificate and diploma examinations which are registered with the London College of Music. Additionally, with a gradual increase in intakes and the *moreso*, creation of a Music Museum, the present staffing structure is not adequate to enable the Conservatoire to deliver on its mandate. Hence, request was made for the creation of additional grades. On the other hand, the staff side made no proposal.
- 10.5 In view of the role of the Conservatoire, the Bureau is supplementing the existing structure with the creation of additional grades.

Curator (New Grade)

- 10.6 Management has put forward that the Conservatoire is also servicing a Museum dedicated to the storage of historical data and development of music. Consequently, demand from the educational sector in respect of research, teaching and music has eventually been increasing. Management has, therefore, informed that there is dire need for a level to look after the Museum, to preserve and provide accurate information on history and be a repertoire of Music Heritage. We are, therefore, providing for the grade of Curator to cater for these activities.

Recommendation 1

10.7 We recommend the creation of a grade of Curator. Appointment thereto should be made by selection from among candidates possessing a Degree in Music or History or Fine Arts or Museum Studies or an equivalent qualification acceptable to the Board.

10.8 Incumbent would be required to, *inter alia*, initiate, conduct and supervise collections management; advise on the acquisition, loan and deaccession of objects; provide for storage and ensure that acceptable environmental conditions and security are maintained; develop, direct and conduct the education programme on matters related to the Museum; prepare catalogues, articles and handouts related to exhibitions and to the Museum's collection; organise guided tours of the Museum; and carry research related to the Museum's collections.

ICT Technician (New Grade)

10.9 To be attuned with the modernisation and developments taking place in the IT field, the Conservatoire has invested in IT infrastructure. In this perspective, Management has submitted that there is need for a dedicated grade to ensure the proper functioning of its IT infrastructure and services as well as for the proper maintenance of hardware and software.

10.10 The Bureau is, therefore, providing the grade of ICT Technician to enable the Conservatoire to cater for and maintain its IT system.

Recommendation 2

10.11 We recommend the creation of a grade of ICT Technician. Appointment thereto should be made by selection from among candidates possessing a Diploma in Information Technology or Computer Studies or an equivalent qualification acceptable to the Board.

10.12 Incumbent would be required, among others, to implement, support and maintain the IT System at the Conservatoire; install and configure hardware and common pc-related software; provide preventive measures and technical support; operate computer systems; commission IT equipment; troubleshoot computer hardware and software; and be responsible for the updating and maintenance of the website of the Conservatoire.

Examinations Clerk (New Grade)

10.13 Management has expressed that the Conservatoire conducts end-of-term assessments and formal examination (theory and practical) for all students. As the number of students is constantly increasing, Management has requested for the creation of a level for the registration of students to ensure that tests and examinations are carried out properly; and that records of students are readily available. Considering the scope of this activity, the Bureau is providing for the grade of Examinations Clerk to enable the Conservatoire to meet its expectancy.

Recommendation 3

10.14 We recommend the creation of a grade of Examinations Clerk. Appointment thereto should be made by selection from among candidates who possess the Cambridge Higher School Certificate or passes in at least two subjects obtained on one Certificate at the General Certificate of Education "Advanced Level" or an equivalent qualification acceptable to the Board.

10.15 Incumbent would be required, *inter alia*, to perform duties pertaining to the organisation of the examinations; ensure the implementation of security arrangements during examinations; handle confidential materials; assist in the collection, compilation and processing of data; and simple registry and human resource management work.

Receptionist/Telephone Operator (New Grade)

10.16 The Conservatoire operates from 0900 hours to 2000 hours during weekdays and from 0900 hours to 1600 hours on Saturdays. During consultations, Management informed the Bureau that, presently, officers in the grade of Management Support Officer are performing the duties of Receptionist/Telephone Operator over and above their normal duties. This arrangement is impeding service delivery and as such, request was made for the creation of the grade of Receptionist/Telephone Operator. The Bureau is agreeable and recommends accordingly.

Recommendation 4

10.17 We recommend the creation of a grade of Receptionist/Telephone Operator. Appointment thereto should be made by selection from among candidates possessing a Cambridge School Certificate with credit in English Language and French obtained on one sitting or passes in at least five subjects with at least Grade C in English Language and French on one Certificate at the General Certificate of Education "Ordinary Level" or an equivalent qualification acceptable to the Board.

10.18 Incumbent would, among others, be required to operate the telephone switchboard (PABX) and the reception desk; maintain a register of all visitors and control access to offices; ensure that calls and messages are properly noted and communicated to officers concerned inside and outside the organisation; and perform simple clerical duties.

Music Tutors

10.19 Music Tutors are, presently, allowed to proceed incrementally in the Master Salary Scale up to salary point Rs 62950 subject to satisfying certain conditions. While maintaining the present arrangement, the salary point is being revised.

Recommendation 5

10.20 We recommend that Music Tutors be allowed to proceed incrementally up to salary point Rs 69800 in the Master Salary Scale through the grant of one

increment every year provided they satisfy the performance criteria as laid down in the Introductory Chapter of this Volume.

Part Time Music Teachers

- 10.21 The Part Time Music Teachers employed by the Conservatoire were previously being remunerated on the basis of their qualifications held and the number of hours put in. These Part Time Music Teachers were also refunded their travelling by bus and were entitled to 1/12 of their annual earnings as End-of-Year Bonus.
- 10.22 In our last Report, we observed that the mode of remuneration based on qualifications held was not appropriate, the more so, Resource Persons in tertiary institutions are remunerated based on the level being taught rather than the qualifications they hold. In a spirit of fairness and equity, appropriate amendments were made to the mode of remuneration at the Conservatoire.
- 10.23 However, after the publication of the last Report, the Director of the Conservatoire highlighted some implementation issues stemming from the amendments to the mode of remuneration namely, that the same officers are re-employed as Part Time Music Teachers for every intake and these persons were not agreeable to the new mode of remuneration. The High Powered Committee, thereafter, decided to maintain the previous compensation based on qualifications, that is, prior to the PRB Report 2016 and requested the Bureau to look into the matter anew in the context of this Report.
- 10.24 We have carefully examined the issue in a holistic way and in a bid to avoid any further implementation problems, we are, in this Report, making appropriate recommendations.

Recommendation 6

- 10.25 We recommend that for any future recruitment as Part Time Music Teachers at the Conservatoire:**
- (i) Teachers teaching level 1 should be remunerated at the rate of Rs 165/hr**
 - (ii) Teachers teaching level 2 and 3 should be remunerated at the rate of Rs 235/hr**
- 10.26 We also recommend that the Part Time Music Teachers who are presently enlisted at the Conservatoire should continue to draw, on a personal basis and until the publication of the next Report, the following rates:**
- (i) Teachers holding a Diploma in Music or a higher qualification Rs 350/hr**
 - (ii) Teachers holding a qualification lower than a Diploma in Music Rs 300/hr**
- 10.27 We further recommend that the Part Time Music Teachers should continue to be entitled to refund of travelling by bus and an End-of-Year Bonus computed at the rate of 1/12 of their annual earnings.**

**10. CONSERVATOIRE NATIONAL DE MUSIQUE FRANÇOIS
MITTERRAND TRUST FUND****SALARY SCHEDULE**

- CNMTF 1 : 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
- CNMTF 2 : 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**
Caretaker
- CNMTF 3 : 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/Office Attendant
- CNMTF 4 : 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**
Handy Worker/Tradesman
- CNMTF 5 : Rs 15225 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 - 29875**
Receptionist/Telephone Operator (New Grade)
- CNMTF 6 : 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 - 34825**
Clerical Officer
Clerical Officer/Higher Clerical Officer (Personal)
Examinations Clerk (New Grade)
Library Clerk
- CNMTF 7 : Rs 18100 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**
Technician
- CNMTF 8 : 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 - 35650 x 900 -
37450**
Events Officer

**10. CONSERVATOIRE NATIONAL DE MUSIQUE FRANÇOIS
MITTERRAND TRUST FUND (Contd)**

- CNMTF 9 : Rs 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**
Management Support Officer
- CNMTF 10 : Rs 19850 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 40300 QB 41250 x 950 - 42200 x 1300 - 43500**
Piano Accompanist
- CNMTF 11 : Rs 19850 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500**
Assistant Financial Operations Officer/Financial Operations Officer
formerly Assistant Financial Officer/Financial Officer
- CNMTF 12 : Rs 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500**
Confidential Secretary
- CNMTF 13 : Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500**
Procurement and Supply Officer
- CNMTF 14 : Rs 23025 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 44800**
Office Management Assistant
- CNMTF 15 : 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**
ICT Technician (New Grade)
- CNMTF 16 : 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 - 49250 x 1650 - 50900 QB 52550 x 1650 - 54200 x 1700 - 62700**
Music Tutor

**10. CONSERVATOIRE NATIONAL DE MUSIQUE FRANÇOIS
MITTERRAND TRUST FUND (Contd)**

CNMTF 17 : Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700

Administrative Secretary
Curator (New Grade)
Public Relations Officer

CNMTF 18 : Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 73800

Head, Music Department

CNMTF 19 : Rs 103875

Director



