

52. MAURITIUS SOCIETY OF AUTHORS

- 52.1 The Mauritius Society of Authors (MASA) was established under the provision of the Copyright Act 1986. Subsequently, it was replaced by the Rights Management Society in the Copyright Act 2014 with enlarged set of activities. The appellation of the organisation has been further amended and reverted to the former one, that is, MASA which has replaced the Rights Management Society as provided in the Copyright (Amendment) Act 2017. One of the main objectives of the Society is to represent and defend the interests of its members in Mauritius and abroad.
- 52.2 As provided in its Act, the day-to-day administration of the Society is vested in the Director. He is assisted by a complement of staff belonging to the professional, technical, general services and manual grades.
- 52.3 Representations from the staff side mainly pertain to re-engineering the organisational structure, review of scheme of service, alignment/upgrading of salaries, restyling of grades and creation of additional levels. For those requests which, for technical reasons, could not be acceded to, ample explanations were provided to the union members.
- 52.4 The Bureau was apprised by the Union of certain pertinent issues on the functioning of the MASA for example, a few positions have remained vacant since their creation; almost all the grades on the establishment of MASA have no prescribed schemes of service; and there is lack of rotation of staff within the different Units. All these issues were raised with Management and the Bureau pointed out that it is imperative that each grade in the Public Sector should have a prescribed scheme of service since it is a legal document. Management was also informed that it did not respond to the Bureau's Circular Letter No. M1 (a) issued in May 2018 which aims at collecting fresh and relevant data.
- 52.5 Additionally, Union members requested for the creation of the grade of Senior Officer/Lead Licensing Officer as awarded by the Employment Relations Tribunal. In the case of Arthur v/s Rights Management Society, now MASA, the Tribunal has awarded that **"the Board of the Rights Management Society, now MASA, can recommend the creation of the post of Senior Officer/Lead Licensing Officer to the Bureau"**. However, no proposal was made by Management on this issue in the context of this review exercise.
- 52.6 In line with the proposals made by the union members and after careful analysis of the current operation of MASA, the Bureau considers that vacant posts should be filled to enable the smooth functioning of the Society. Furthermore, the Bureau is in favour of rotation of staff and stresses on the issue of schemes of service which should be regularised at the earliest.

Recommendation 1

52.7 We recommend that Management should, as far as possible and in a spirit of equity to all employees, ensure regular rotation of officers of the General Services in the different Units to allow polyvalency.

52.8 We also recommend that Management should, in consultation with the relevant stakeholders and in line with the 'Handbook for the Drafting of Schemes of Service in the Public Sector', design schemes of service for all the grades on the establishment of the MASA and submit same, at the earliest, to the Ministry of Public Service, Administrative and Institutional Reforms, through the proper channel, for prescription.

**52. MAURITIUS SOCIETY OF AUTHORS
SALARY SCHEDULE**

MASA 1 : 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

Office Attendant

MASA 2 : 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

MASA 3 : 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/Telephonist

MASA 4 : 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 - 36550

Licensing Officer (Personal)

MASA 5 : 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 (MASA)
formerly Management Support Officer (RMS)

MASA 6 : Rs 20500 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 40300

Senior Officer (MASA)
formerly Senior Officer (RMS)

52. MAURITIUS SOCIETY OF AUTHORS (Contd)

**MASA 7 : Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950
- 42200 x 1300 - 43500**

Financial Operations Officer
formerly Financial Officer
Membership and Repertoire Officer

**MASA 8 : Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x
1575 - 49250 x 1650 - 54200 x 1700 - 62700**

Accountant

MASA 9 : Rs 103875

Director



