

### 37. MAURITIUS BROADCASTING CORPORATION

- 37.1 The Mauritius Broadcasting Corporation (MBC), which was established as a body corporate in 1964, operates under the *aegis* of the Prime Minister's Office. It is the prime medium for the broadcasting of information, education and entertainment to the general public. These programmes are broadcasted via 16 digital television channels (DVB-T) and six radio channels on a 24-hour basis. Three of the 16 television channels are also broadcasted on analogue platform. The MBC also operates a station in Rodrigues.
- 37.2 News; Technology and Multimedia; and Content, which are its three main departments, are responsible for the conduct of the core activities of the Corporation. In addition, there are various other sub departments providing the necessary assistance viz. Administration, Human Resources, Marketing and Sales, Finance and Internal Audit. Each of these department is manned by either a Director or Head or Manager and they are assisted by a complement of professional, technical and administrative staff. All these officers provide support to the Director-General who is at the helm of the organisation and is accountable for the execution of the policy of the Board and for the control and management of the day-to-day business of the Corporation.
- 37.3 In the context of our last Report, the joint submission of Management and the Union, which pertained to a complete overhauling of the whole structure in place, was received at a time when the drafting of the Report was almost over. Consequently, with the concurrence of Management and Union jointly, the Bureau decided to publish a separate Report for the MBC, after the publication of the main Report. The Report for the MBC was published in February 2017 and subsequently, its Addendum Report released in September 2017.
- 37.4 Most of these recommendations, particularly those relating to the filling of the new positions, have been successfully implemented by the MBC. For this review exercise, we have once again received many proposals relating to the creation and restyling of grades; amendments to schemes of service and upgrading of certain salary scales. All these representations are discussed under the respective departments. Due explanations were provided to the parties concerned during the consultative meetings held at the Bureau regarding all those representations which could not be favourably considered. At the request of both Management and the staff side, we also conducted a site visit at the MBC to better understand the nature of work being undertaken by officers in the different departments. The findings of the visit were of tremendous help in enabling us formulate appropriate recommendations.
- 37.5 After duly examining all the proposals and taking into account the major structuring carried out in our last Report, we consider the existing structure of the MBC to be adequate to enable it achieves its objectives. Nevertheless, we are in this Report, providing for some new job positions at operational level and recommending a new pattern of work for some grades to facilitate the task of the MBC in enhancing its

service delivery. In addition, we are introducing new allowances and providing a form of compensation to officers in certain support grades who are not eligible for Earned Regularity Allowance but are required to work beyond their normal working hours to provide assistance to the technical grades.

## **NEWS DEPARTMENT**

- 37.6 The core business activity of the MBC is carried out by the News Department. The latter is primarily responsible for the gathering of information to be relayed to the public and ensuring that all news bulletins broadcasted are accurate and presented in a timely and impartial manner.
- 37.7 In the absence of a substantive Director of News at the helm of the department, a Desk Coordinator has presently been assigned the responsibility to ensure the smooth running of the department. He is supported in his tasks by other Desk Coordinators and News Editor/Senior News Editors. The department is also manned by officers in the grade of Logistics and Facilities Coordinator.
- 37.8 We reviewed the structure of the News Department in our previous Report by restyling the grade of Journaliste Reporteur D'Images (JRI) to that of News Editor/Senior News Editor (Roster) (Personal) and provided for a new level of News Editor/Senior News Editor (Roster) with an appropriate qualifications requirement and salary scale.
- 37.9 One of the request on which much emphasis has been laid upon is the creation of a level of Deputy Director to deputise for the Director of News. However, upon examination of the proposed scheme of service submitted for the grade, we found considerable overlapping of duties with both the upper level grade as well as the lower level grade, that is, Director of News and Desk Coordinator respectively. In fact, it is not technically in order to have two grades with that extent of overlapping duties, in so much as the level of responsibility would become blurred and may have an incidence on the salaries of the existing grades. In addition, Desk Coordinators are required to provide assistance to the Director of News as per existing arrangement. Thus, the proposal could not be retained.
- 37.10 Moreover, we have, in the context of this review, once again received representations for the grade of Desk Coordinator to be restyled Chief News Editor. However, considering that incumbents in the grade are required to oversee and coordinate the various desks in the News Department, we confirm our observation made in the last PRB Report to the effect that the existing job title is appropriate as it reflects the duties devolving on the incumbents. As regards the demerging of the grade of News Editor/Senior News Editor based on the premise that certain officers in the grade are required to act as Editor of the day, we could not accede to same as such duties befall the Desk Coordinator as per the prescribed scheme of service of the grade. Besides, the demerging of the grades would have impacted on the salaries thereof and would have been to the detriment of the News Editor/Senior News Editors. Based on the proposed duties submitted for the new level of Secrétaire de Redaction, the request for same was not considered for want of valid reasons. As regards the creation of the

grade of News Support Officer (Roster), there are not enough justifications as the duties proposed for the grade are generally performed by officers of the General Services grades. However, as the normal working hours of these officers is 08 45 hours to 16 00 hours, we are providing for an appropriate mechanism to compensate them for working after their normal working hours, whenever required.

### **Compensation to officers providing Administrative/Secretarial Support in the News Department**

37.11 As mentioned above, we could not accede to the request for the creation of a dedicated level of News Support Officer (Roster) on the ground that the necessary support to the technical staff is already being provided by incumbents in the grades of Administrative Assistant, Confidential Secretary and Clerk/Word Processing Operator. However, the normal working hours of these officers is from 08 45 hours to 16 00 hours whereas officers in the technical grades are required to work on a roster pattern. To this end, we are providing a mechanism to compensate the officers providing support services whenever they are required to work beyond their normal working hours so as to ensure that there is no hindrance in the delivery of the core services of the MBC.

#### **Recommendation 1**

37.12 **We recommend that officers in the grade of Administrative Assistant, Confidential Secretary and Clerk/Word Processing Operator who are posted to the News Department and are required to put in additional hours beyond their normal working hours in the performance of their duties should be compensated as follows:**

<b>Additional hours put in monthly</b>	<b>Monthly Basic Salary Bracket (Rs)</b>	<b>Allowance (% of Monthly Salary)</b>	<b>Maximum amount payable (Rs)</b>
<b>those putting 30 additional hours or more per month</b>	<b>Up to Rs 31525</b>	<b>10%</b>	<b>2500</b>
	<b>Up to Rs 47675</b>	<b>8%</b>	<b>3200</b>
<b>those putting between 15 to 30 additional hours per month</b>	<b>To be paid the monthly allowance on a <i>pro-rata</i> basis</b>		
<b>those putting between five to 15 additional hours per month</b>	<b>Equivalent time-off facilities</b>		

#### **TECHNOLOGY DEPARTMENT**

37.13 The Technology and Multimedia Department is responsible for providing technical facilities relating to radio and TV operations, audio/video editing, satellite services, electrical services, digital archiving, system design/software development, among others, to other relevant departments so as to guarantee continuity, reliability and

quality of radio as well as television production and transmission. The Department is headed by the Head of Technology and Multimedia who is assisted by officers at operational, technical and support level.

- 37.14 At the request of Management, we reviewed the appellation of the department from Engineering to Technology and Multimedia in our last Report and also restyled the grade of Chief Engineer into that of Head of Technology and Multimedia to align it with the new appellation of the department. In addition, we created an array of grades to accommodate employees of the former grade of Broadcast Technologist (Shift) with a view to restoring well set parities which had been severely disturbed with the EOAC Report where grades requiring different sets of qualification, duties and level of responsibilities were merged into a single one and granted a salary which was neither commensurate with the qualification set nor the duties allocated to the grade. According to Management, all these new positions have already been filled.
- 37.15 For this review exercise, we have once again been requested to review the appellation of the department on the ground that the term Multimedia is more applicable to content such as video clips and associated texts and, hence, is more associated with the News Department than the Technology Department. **The Bureau subscribes to the proposal for the Technology and Multimedia Department to be restyled into Technology Department.** Besides reviewing the name of the department, requests have also been made for restyling of a few grades and provision of new levels. Proposals were also made for upgrading of qualifications requirement of a few grades and certain category of officers who previously held the post of Broadcast Technologist to be allowed movement in the salary scale of the defunct grade on a personal basis.
- 37.16 For lack of functional justifications, we could not agree to the creation of several of the proposed new levels. In fact, in some cases, we had requested Management to reframe the proposed schemes of service and re-submit to the Bureau for further examination. However, as no major changes were brought thereto, these requests could not be favourably considered. As regards the creation of the Video Editor/Senior Video Editor and Chief Video Editor, same could not be retained as video editing duties are listed in the schemes of service of other existing grades. Besides, the proposal to include a first intake note in the proposed scheme of service of the grade so as to appoint in the first instance, Broadcast Technologists who were previously performing such duties, could not be acceded to as such note can only be inserted in the context of a major restructuring as was the case for the MBC in the last Report. Concerning the restyling of the grade of Systems Analyst/Administrator (Roster) into that of Systems Administrator (Roster), we have perused the new set of duties proposed by Management and, on this basis, consider the present job appellation to be appropriate.
- 37.17 After examination, we consider the structure of the Technology Department to be fit for purpose. Nevertheless, on the basis of organisational requirements, we are further strengthening it with the creation of the grades of Chief Broadcast Officer (Shift) and

ICT Technician (Roster). We are additionally restyling the Head of Technology and Multimedia to a more befitting appellation, providing an allowance to incumbents in the grade of Audio Visual Assistant (Roster) who are posted to the Equipment Resource Unit and making the grade of Satellite Officer (Roster) evanescent.

### **Head of Technology**

#### ***formerly Head of Technology and Multimedia***

37.18 A case has been made for the Head of Technology and Multimedia to be restyled Director of Technology and appointment thereto to be made by selection from the proposed new grade of Assistant Director of Technology. It has also been requested that a first intake note be inserted in the scheme of service so that appointment to the grade be made in the first instance, from Coordinators, Broadcast Technology and Coordinators, Satellite Services reckoning at least seven years' experience. In view of salary implications, we could not agree to the proposed restyling. However, as the department has been renamed Technology Department, we are restyling the grade to a more appropriate job appellation. In so far as the qualifications requirement is concerned, we consider the existing one to be appropriate and the parties concerned were informed accordingly.

### **Recommendation 2**

**37.19 We recommend that the grade of Head of Technology and Multimedia be restyled Head of Technology.**

#### **Chief Broadcast Officer (Shift) (New Grade)**

37.20 Both Management and the staff side have requested for the creation of a grade of Chief Broadcast Officer on the ground that upon the abolition of the grade of Chief Broadcast Technologist which is evanescent, another grade would be required to supervise the work of officers in the grade of Broadcast Officer/Senior Broadcast Officer (Shift) and ensure proper coordination of the unit. We are making appropriate recommendation in that direction.

### **Recommendation 3**

**37.21 We recommend the creation of a grade of Chief Broadcast Officer (Shift) which should be filled by promotion, on the basis of experience and merit, of officers in the grade of Broadcast Officer/Senior Broadcast Officer (Shift) possessing a Degree in Electrical or Electronic Engineering or an equivalent qualification acceptable to the Board and reckoning at least five years' experience in a substantive capacity in the grade.**

37.22 The Chief Broadcast Officer (Shift) would be required, among others, to: be responsible for the installation, operation, maintenance and repairs of electronic/digital equipment inside and outside MBC; lead and manage a unit of the Technology Department; ensure effective coordination with other departments; allocate duties to subordinate staff and monitor their work progress; assist in the implementation of projects; and identify training needs and coordinate staff training.

### ICT Technician (Roster) (New Grade)

37.23 Management has requested that it be provided with the levels of IT Systems Analyst (Roster) and IT Officer (Roster) on the premise that with the evolution in digitalisation and technology, the software used by the Corporation has become more complex. Further, following the abolition of the grade of IT Support Officer in our last Report, the MBC no longer has a grade to perform IT-related tasks such as troubleshooting, cleaning, modifying and repairing of the technology systems and is, hence, encountering difficulties relating to the performance of such duties. To enable the Bureau to take a considered decision regarding the proposed grade of IT Systems Analyst (Roster), we requested Management to reframe the proposed scheme of service of the grade. However, given that no changes were brought to the proposed scheme of service which was submitted anew, the request could not be acceded to. As regards the creation of a support level to perform troubleshooting duties, among others, we are, on the basis of organisational requirement, providing for the level but with another appellation than the one proposed by the MBC so as to be in alignment with what exists in other public bodies.

### Recommendation 4

**37.24 We recommend the creation of a grade of ICT Technician (Roster). Appointment thereto should be made by selection from among candidates possessing a Diploma in Computer Science or Information and Communication Technology or an equivalent qualification acceptable to the Corporation.**

37.25 Incumbent would be required, among others, to: support digital workflows of MBC by maintaining the operational condition of advanced electronics and video/data systems through cleaning, calibrating, modifying, and repairing technology systems; ensure compliance with ICT standards, guidelines and methodologies; provide preventive measures and technical support; perform periodic servicing as directed in technical manuals, maintaining a technical database for media equipment; troubleshoot computer hardware and software and be responsible for the security and back up of files; and train end-users.

### Salary of officers of the defunct grade of Broadcast Technologist (Shift)

37.26 The staff side made a request for officers of the former grade of Broadcast Technologist (Shift) who have already reached the top salary of their new positions to be granted the converted salary of the defunct grade on a personal basis. It was also suggested that by default, an *ad hoc* allowance may be paid to these officers to make good for the difference between their present salary and the hypothetical converted salary of their former grade.

37.27 The Bureau, in the last Report, clearly explained the rationale behind the decisions taken. For this Report, as the criteria have not been met for the officers to be entitled to the claims they made, the Bureau could not accede to their request.

### **Allowance to incumbents in the grade of Audio Visual Assistant (Roster)**

37.28 A proposal was made for the creation of a grade of Head Audio Visual Assistant to plan, organise and supervise the work of officers in the grade of Audio Visual Assistant (Roster), among others. According to the organisation chart submitted, Audio Visual Assistants report to officers on the basis of their posting, for instance, some report to the Broadcast Officer/Senior Broadcast Officers while others to the Electricians or Chief Carpenters. Hence, the creation of a dedicated level of Head Audio Visual Assistant is not justified. However, while examining the Job Description Questionnaires of the Audio Visual Assistants posted to the Equipment Resource Unit (ERU), we have noted that these officers are accountable for the equipment in the ERU, which is not within their scope of responsibilities. We are, therefore, compensating the officers for the higher responsibilities shouldered.

### **Recommendation 5**

**37.29 We recommend that officers in the grade of Audio Visual Assistant (Roster) who are posted to the Equipment Resource Unit and are responsible for the equipment in the Unit should be paid an allowance equivalent to one increment at the salary point reached in their salary scale.**

### **Satellite Officer (Roster)**

37.30 While the staff side has made proposal for the grade of Satellite Officer (Roster) to be restyled into Contribution and Distribution Officer, Management, on its part, has submitted that with modernisation of its services, satellite related functions would no longer be carried out in the future. In this perspective, it has requested that the grades of Coordinator, Satellite Services and Satellite Officer (Roster), which will become redundant as a result thereof, be made evanescent. While we subscribe to the proposal of making the first level evanescent, we are maintaining the grade of Coordinator, Satellite Services so as not to jeopardise the career path of the Satellite Officers. We are recommending accordingly.

### **Recommendation 6**

**37.31 We recommend that the grade of Satellite Officer (Roster) be made evanescent.**

### **CONTENT DEPARTMENT**

37.32 Besides News and Technology, the other core activities of the MBC relate to Radio, TV Programmes and TV Production. Following a joint submission by Management and the staff side in the context of the last Report, we regrouped these three activities under a single department known as the Content Department. We also created the grade of Head of Content for coordination of the activities across the three departments.

37.33 Among the various proposals received, we were requested to create a level of Director to head each of these departments; review the salaries of the Managers as well as the grades of Programme Officer/Senior Programme Officer and Quality Control

Officer/Senior Quality Control Officer; create the grades of Research/Scriptwriter and Principal Programme Officer; and reinstate the grade of Music Programmer which was abolished in the last Report.

- 37.34 In view of the existence of the Head of Content and substantial overlapping of duties with the respective Managers of each department, we could not accede to the request for the creation of a level of Director to head each of these departments. Further, after examination of the proposed duties submitted, the request for the creation of the grade of Research/Scriptwriter could also not be retained. The Bureau wishes to highlight that the salaries granted to the existing grades are appropriate on the basis of their qualifications requirement and level of duties. In so far as the salaries of the Managers are concerned, appropriate explanations regarding same were already provided in our last Report.
- 37.35 Overall, we consider the structure of the three departments forming part of the Content Department to be appropriate to allow them operate in an efficient manner. Hence, no changes are being brought thereto.

## **MARKETING AND SALES DEPARTMENT**

- 37.36 The Marketing and Sales Department is responsible for developing and implementing strategic marketing policies, analysing audience surveys and selling advertising space on the various platforms which are Radio, TV and On Line, among others. The department is headed by a Marketing and Sales Manager who is assisted by officers in the grades of Marketing and Sales Executive, Sales Officer, Senior Sales Officer, Sales Control Officer and Marketing Officer.
- 37.37 In the context of our last Report, Management had laid much emphasis on the need to have distinct grades to perform the marketing, sales, and sales control functions of the department. In support of the request, it was submitted that the recommendation made in our 2013 Report for these three functions to be carried out by a single grade of Marketing and Events Officer had an adverse effect on service delivery. After careful examination, we reviewed the structure and provided for the levels, namely Sales Officer, Senior Sales Officer, Marketing Officer and Sales Control Officer. We also provided the necessary transitional measures to allow incumbents in the grade of Marketing and Events Officer to be appointed to these new positions.
- 37.38 We were informed during the course of this review exercise, that the Marketing and Events Officers who were initially resistant to join the new levels, ultimately joined the new grades and were appointed in October 2019. Request was received for the provision of new positions, namely Senior Marketing Officer, Senior Sales Officer and Senior Sales Control Officer, as a promotional avenue for them. It was also proposed that the existing grades of Sales Officer and Senior Sales Officer be abolished.
- 37.39 Given that with the filling of these new positions, there is proper discharge of the marketing, sales and sales control functions, we consider the existing structure to be adequate and, therefore, could not accede to the above requests particularly as grades



are created on the basis of organisational requirement and not solely for promotional purposes. As regards the provision of new grades for the Commercial Unit, the parties concerned were advised to increase the establishment size of the technical grades. The request to fill the grades of Marketing Officer and Sales Officer from outside candidates and not from incumbents in the grade of Sales Officer was also not considered as it might have compromised the career path of these officers. **After examination, the present structure of the Marketing and Sales Department is being maintained.**

## FINANCE DEPARTMENT

- 37.40 The Finance Department is responsible for providing advice on financial and investment matters; managing the day-to-day accounting transactions; monitoring and controlling revenue and expenditures; and preparing timely financial reports. It consists of a five-level structure with the Finance Manager at the apex. The department is also manned by officers in the grade of Accountant/Senior Accountant.
- 37.41 We have, for this review, been requested by the staff side to provide the MBC with a full-fledged Financial Operations Officer Cadre similar to what is obtainable in the Civil Service and, in parallel, to upgrade the salaries of the different levels including that of the Accountant/Senior Accountant. The reasons why the Bureau could not favourably consider these requests were explained at length to the parties concerned during consultations. We consider the existing structure of the Finance Department to be adequate to enable it to deliver on its mandate. It is, accordingly, being upheld.

## HUMAN RESOURCE DEPARTMENT

- 37.42 The responsibility for the conduct of Human Resource operations, that is, recruitment, training and human resource planning, among others, befalls the Human Resource Department. The latter is headed by a Human Resource Manager who is supported by a Human Resource Management Officer (HRMO) and officers in the grades of Administrative Assistant and Clerk/Word Processing Operator.
- 37.43 Both Management and the staff side have pressed for the creation of the grades of Human Resource Assistant and Senior Human Resource Assistant to provide the required assistance to the HRMO and the Human Resource Manager in view of the growing importance of HR matters. While we consider the request to be justified, we are providing for a merged level of Human Resource Officer/Senior Human Resource Officer instead of the two distinct grades proposed so as to be in alignment with other parastatal organisations.

### Human Resource Officer/Senior Human Resource Officer (New Grade)

#### Recommendation 7

- 37.44 We recommend the creation of a grade of Human Resource Officer/Senior Human Resource Officer.**

**37.45 The mode of appointment, duties and provision for movement in the Master Salary Scale should be as recommended in the Introductory Chapter of this Volume.**

#### **ADMINISTRATION DEPARTMENT**

37.46 The Administration Department provides an array of services relating to general office and registry; cleaning; transport; security; plant and maintenance; and procurement and supply. An Administrative Manager is at the head of the department and he is assisted by Supervising Officers of the relevant areas falling under the department as well as other supporting staff.

37.47 Submissions received in respect of this Department comprise, among others, the creation of several grades; providing a new pattern of work for incumbents in the grade of Technicien de Surface; upgrading of salaries; and provision of new allowances to officers in certain grades. Where we could not accede to certain of the requests owing to technical reasons, we so informed the parties concerned and provided the necessary explanations related thereto. As regards the new levels proposed, we have, after careful examination, agreed to only those having strong functional justification.

#### **Legal Officer (New Grade)**

37.48 In view of the increasing number of legal issues arising at the MBC with regards to broadcasting rights, licences, copyrights, commercial and advertising regulations, amongst others, a request has been made for the creation of a grade of Legal Officer to assist in the handling of all matters having legal implications; draft documents including contracts, leases and memorandum of agreements; and provide advice on legal matters. On the basis of operational requirements, we endorse the proposal made.

#### **Recommendation 8**

**37.49 We recommend the creation of a grade of Legal Officer. Appointment thereto, should be made by selection from among candidates possessing a Degree and Master's Degree in Law or in a legal field or an equivalent qualification and relevant years of post-qualification experience in the legal field or Barrister-at-Law or Attorney-at-Law with relevant years of standing at the Bar or years of practice in Court.**

37.50 Incumbent would be required, among others, to: provide advice on legal matters and assist the MBC in the drafting of complex documents including contracts, leases and memorandum of agreements; keep a record of all legal advice sought and received; conduct research, interpret laws, rules and regulation and prepare legal views and briefs; follow up on any legal dispute or litigation in which the MBC may be involved; assist in reviewing of existing rules and regulations and policies in line with prevailing legislation and law; keep track of all legal developments in the field of broadcasting in Mauritius; and represent the MBC in court.

### **Technicien de Surface (Roster-Day and Night) (New Grade)**

- 37.51 Presently, the cleaning of areas surrounding the premises of the MBC, including entrances and paths as well as the work areas are carried out by incumbents in the grade of Technicien de Surface. Given that the MBC operates on a 24/7 basis, Management has requested that incumbents in the grade be placed on a roster system so as to ensure that the premises are kept clean at all times. While we agree with the views expressed regarding the need for a new pattern of work, we could not favourably entertain the proposal in view of technical reasons and Management was informed and explained accordingly. To address the situation, we, therefore, proposed the creation of a grade of Technicien de Surface (Roster – Day and Night) to which Management was agreeable. We are, hence, making appropriate recommendation to that end.
- 37.52 With the creation of the grade, however, the existing grade of Technicien de Surface would no longer be warranted and would have to be made evanescent. The incumbents are being given the opportunity to join the new grade.

### **Recommendation 9**

#### **37.53 We recommend:**

- (i) the creation of a grade of Technicien de Surface (Roster – Day and Night). Appointment thereto should be made by selection from among candidates possessing a Certificate of Primary Education or Primary School Achievement Certificate or an equivalent qualification acceptable to the Board;**
- (ii) that the grade of Technicien de Surface be made evanescent; and**
- (iii) officers in the evanescent grade of Technicien de Surface should be given the option to join the new grade of Technicien de Surface (Roster– Day and Night), and on joining be granted two additional increments at the salary point reached in their salary scale, subject to the top salary of the new grade.**

### **Office Attendant (Roster) (New Grade)**

- 37.54 Incumbents in the grades of Radio and TV Attendant (Roster) (Personal) and Senior Radio and TV Attendant (Roster) (Personal) are, among others, required to run errands, clean premises and operate the telephone switchboard. Given that both grades are evanescent and the need for the functions is still required, Management has requested that it be provided with a new level, with an appropriate appellation, to carry out these tasks. On the basis of arguments put forward in justification for the creation of the grade, we are agreeable to the proposal and are recommending accordingly. The grade of Radio and TV Attendant (Roster) (Personal), which is currently vacant, is being abolished.

## Recommendation 10

**37.55 We recommend the creation of a grade of Office Attendant (Roster). Appointment thereto, should be made by selection from among candidates possessing a Cambridge School Certificate with passes on one certificate in five subjects including English Language with at least Grade C in any two subjects.**

37.56 Incumbents would, *inter alia*, be required to: open and close offices; collect and deposit keys from/to police stations; run official errands, including the despatch of correspondence, forms and materials and distribution of files, documents and faxes; usher in/guide visitors and maintain a record of such visits; clean premises and maintain the physical environment at a good standard; ensure that all switches/lights are turned off before leaving office; operate switch board/PABX console; and assist in the arrangement of furniture and equipment within office premises.

**37.57 We further recommend that the grade of Radio and TV Attendant (Roster) (Personal) be abolished.**

### Scheme of Service – Administrative Assistant

37.58 The qualifications requirement of the grade of Administrative Assistant is a Diploma in Public Administration and Management or Human Resource Management (HRM). Presently, those possessing the Diploma in HRM are posted to the HR Department. Pursuant to the creation of the grade of Human Resource Officer/Senior Human Resource Officer in the HR Department, we consider that it would not be proper for the Administrative Assistants to be posted to that department once the new grade is filled as officers belonging to two different grades cannot be allocated the same duties. Consequently, there is need to amend the scheme of service of the grade.

## Recommendation 11

**37.59 We recommend that the scheme of service of the grade of Administrative Assistant should be amended such that, henceforth, the Diploma in Human Resource Management is no longer a requirement for the grade.**

### INTERNAL AUDIT DEPARTMENT

37.60 Officers of the Internal Audit Department are required to review the effectiveness of internal financial controls; ensure proper accountability and audit arrangements as well as investigate and evaluate risk management policies, among others. Currently, the department is staffed by officers in the grades of Internal Auditor and Internal Audit Officer.

37.61 We subscribe to the views of Management to the effect that the existing set up is adequate to enable the Department to operate effectively. For this reason, we could not retain the request of the staff side for the creation of a grade of Senior Internal Audit Officer. The proposal for restyling the grade of Internal Audit Officer to that of Audit and Risk Manager could also not be acceded to in view of salary implications.

## ALLOWANCES AND SPECIFIC CONDITIONS OF SERVICE

### Night Duty Allowance

37.62 Shift workers who effectively perform night shift are in principle entitled to a night duty allowance. We are extending this provision to officers who are required to operate on a shift system at the MBC.

### Recommendation 12

**37.63 We recommend that officers who effectively work on night shift, should be paid a Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours.**

### Insurance Policy for Officers working during natural calamities

37.64 Numerous requests have been received from union members for the payment of a risk allowance to officers who are required to perform outdoor duties during natural calamities including cyclone warning Class III and IV. Instead of the payment of such a risk allowance, we consider that it would be more appropriate for the MBC to consider providing an insurance policy to these officers. We are, hence, making appropriate recommendation to that effect.

### Recommendation 13

**37.65 We recommend that the MBC considers the advisability of providing insurance coverage to officers who are required to perform outdoor duties during natural calamities including cyclone warning Class III and IV.**

### Risk Allowance

37.66 Electricians who are regularly called upon to intervene on high tension voltage (22000 volts) are entitled to a Risk Allowance equivalent to one and a half increments at the initial of the salary scale. This provision is being maintained.

### Recommendation 14

**37.67 We recommend that a Risk Allowance equivalent to one and a half increments at the initial of the salary scale should be paid to Electricians who are regularly called upon to intervene on high tension voltage (22000 volts). In the event the quantum of allowance payable to the officers is lower than that drawn as at the eve of the publication of the 2021 Report, incumbents should continue to be paid the higher quantum on a personal basis.**

### Clothing Allowance

37.68 Officers on the permanent and pensionable establishment of the MBC who required to present News and Programmes are presently paid a monthly Clothing Allowance of Rs 385. This provision is, however, not applicable to employees of a specific programme who are sponsored in their apparel for presentation. We are revising the quantum in relation to this provision.

## Recommendation 15

**37.69 We recommend that the monthly Clothing Allowance payable to officers on the establishment of the MBC for the presentation of News and Programmes, should be revised to Rs 405.**

### Outdoor Coverage Allowance

37.70 Employees of the operation team who are required to perform outdoor duties during cyclone warning Class III and Class IV are presently being paid a daily outdoor coverage allowance. We are revising the quantum thereof. However, this allowance should lapse once the insurance policy is introduced.

## Recommendation 16

**37.71 We recommend that the daily outdoor coverage allowance payable to employees of the operation team who are required to perform outdoor duties during cyclone warning Class III and Class IV should be revised to Rs 1050.**

**37.72 We further recommend that this allowance should lapse upon the introduction of the insurance policy recommended at paragraph 37.65.**

### Allowance for driving Outside Broadcast Vehicles

37.73 A daily allowance of Rs 465 is paid to Driver/Handy Workers who effectively drive the Outside Broadcast vehicles and lorries for live coverage. We are revising the quantum in this Report.

## Recommendation 17

**37.74 We recommend that Driver/Handy Workers who are required to drive lorries and Outside Broadcast vehicles should be paid a daily allowance of Rs 490.**

### Earned Regularity Allowance

37.75 The Earned Regularity Allowance, which was introduced in 1992 as a measure to encourage the attendance of the core staff was replaced by the Incentive Scheme in 2003. Given that this scheme was subsequently extended to all staff members and became a financial burden, representations were made for the scheme in place to be reviewed. Thus, in our last Report, we provided for a revised Earned Regularity Allowance (ERA) in replacement of the Incentive Scheme. Further changes to the scheme were brought in the Addendum Report in order to rendering it more practical and appealing.

37.76 We are, in this Report, bringing further improvement to the scheme by acceding to the request of the staff side for a review of the number of extra hours performed for eligibility to ERA.

## Recommendation 18

37.77 We recommend that:

- (i) employees in the grades listed in Column 2 of the table below should be eligible for ERA;

Departments	Grades	
	Qualifying for ERA as per Paragraph 37.77 (iii)	Qualifying for Attendance Bonus as per Paragraph 37.77 (ii)
News	<p>Cameraman/Senior Cameraman (Roster) (Personal)</p> <p>Cameraman/Senior Cameraman (Roster)</p> <p>Principal Cameraman (Roster) (Personal)</p> <p>Principal Cameraman (Roster)</p> <p>Lighting Technician/Senior Lighting Technician (Roster)</p> <p>Production Assistant/Senior Production Assistant (Roster)</p> <p>Make-up Officer (Roster)</p>	<p>Desk Coordinator</p> <p>News Editor/Senior News Editor (Roster) (Personal)</p> <p>News Editor/Senior News Editor (Roster)</p> <p>News Producer/Senior News Producer (Roster)</p> <p>Chief News Producer (Roster)</p>
Technology		<p>Chief Broadcast Technologist (Shift) (Personal)</p> <p>Chief Broadcast Officer (Shift) (New Grade)</p> <p>Broadcast Officer/Senior Broadcast Officer (Shift)</p> <p>Broadcast Operator/ Senior Broadcast Operator (Shift)</p> <p>Chief Broadcast Operator (Shift)</p> <p>Satellite Officer (Roster) (Personal)</p> <p>Coordinator, Broadcast Technology</p> <p>Systems Analyst/Administrator (Roster)</p> <p>Coordinator, Satellite Services</p> <p>Broadcast Assistant (Shift)</p>

Departments	Grades	
	Qualifying for ERA as per Paragraph 37.77 (iii)	Qualifying for Attendance Bonus as per Paragraph 37.77 (ii)
Content	Cameraman/Senior Cameraman (Roster) (Personal) Cameraman/Senior Cameraman (Roster) Principal Cameraman (Roster) (Personal) Principal Cameraman (Roster) Sound Technician/Senior Sound Technician (Roster)	Technical Producer/ Senior Technical Producer (Roster) Chief Technical Producer (Roster) Production Assistant/Senior Production Assistant (Roster)
Marketing & Sales	Animation Graphics Artist (Roster) Senior Animation Graphics Artist (Roster)	Coordinator, Animation Graphics
Workman's Class Staff	Driver/Handy Worker (Roster) Audio Visual Assistant (Roster) Maintenance Assistant Electrician (Shift) Chief Electrician Carpenter Decors (Roster) Chief Carpenter Decors (Roster)	

(ii) employees in the grades listed in column 3 of the above table should be eligible for a monthly Attendance Bonus of Rs 1945 as well as time off for additional hours put in.

(iii) The ERA payable to eligible officers should be as per the table below:

Monthly Basic Salary Brackets (Rs)		ERA (for putting excess hours work and regular attendance) % of Monthly Salary	Maximum Amount Payable (Rs)	
(a)	Year	Rs	15%	3940
	2021	Up to 30960		
	2022	Up to 31525		



Monthly Basic Salary Brackets (Rs)			ERA (for putting excess hours work and regular attendance) % of Monthly Salary	Maximum Amount Payable (Rs)
(b)	Year	Rs	13%	4935
	2021	31775 up to 53305		
	2022	32350 up to 54200		

**37.78 We further recommend that the conditions governing ERA should be as follows:**

- (i) eligible employees working on Roster/Shift who are present on all working days of the month and who put in above 30 additional hours per month should be paid 100% of the ERA entitlement;
- (ii) those who are present on all working days of the month and who put in between 15 to 30 additional hours monthly, should be paid the ERA on a *pro-rata* basis;
- (iii) those who are present on all working days of the month but who put in less than 15 hours but at least five additional hours monthly should not be entitled to ERA but should be granted equivalent time off facilities;
- (iv) up to one day casual leave which has been approved beforehand should not be considered as absence for the purpose of parts (i), (ii) and (iii) above; and
- (v) for each day of absence in a month, the ERA entitlement should be reduced proportionately.

**37.79 We additionally recommend that for employees eligible for Attendance Bonus, each day of absence should be sanctioned by a reduction of 50% of the Attendance Bonus entitlement.**

## Bank Scheme

### Recommendation 19

**37.80 We recommend that the MBC should continue to run the bank scheme in order to palliate for the shortage of staff in certain grades. The additional hours put in by these employees should count towards the excess hours required to qualify for ERA.**

### 37. MAURITIUS BROADCASTING CORPORATION

#### SALARY SCHEDULE

- MBC 1 : Rs 13745 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225**  
Technicien de Surface (Personal)
- MBC 2 : Rs 14225 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23025**  
Technicien de Surface (Roster – Day and Night) (New Grade)
- MBC 3 : 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**  
Gardener
- MBC 4 : Rs 14975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 24475**  
Office Attendant (Roster) (New Grade)
- MBC 5 : 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**  
Audio Visual Assistant (Roster)  
Maintenance Assistant  
Mechanic (Personal)
- MBC 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 - 28225**  
Senior Radio and TV Attendant/Head Radio and TV Attendant (Roster)  
(Personal)
- MBC 7 : Rs 16005 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 - 29050**  
Carpenter (Decors) (Roster)  
Driver/Handy Worker (Roster)
- MBC 8 : Rs 16525 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**  
Broadcast Assistant (Shift)  
Electrician (Shift)

**37. MAURITIUS BROADCASTING CORPORATION (Contd)**

- MBC 9 : Rs 16005 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 - 32350**  
Telephone Operator/Receptionist (Shift)
- MBC 10 : Rs 16525 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**  
Make-Up Officer (Roster)  
Security Officer (Shift)
- MBC 11 : 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**  
Clerk/Word Processing Operator
- MBC 12 : Rs 20825 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34825**  
Transport Foreman
- MBC 13 : Rs 21150 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650**  
Chief Carpenter (Decors) (Roster)  
Chief Electrician
- MBC 14 : 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 - 35650 x 900 - 36550**  
Sales Officer
- MBC 15 : Rs 19850 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450**  
Assistant Procurement and Supply Officer
- MBC 16 : 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 - 37450 x 950 - 39350**  
Lighting Technician/Senior Lighting Technician (Roster)  
Sound Technician/Senior Sound Technician (Roster)
- MBC 17 : 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 - 39350**  
Cameraman/Senior Cameraman (Roster)

**37. MAURITIUS BROADCASTING CORPORATION (Contd)**

- MBC 18 : 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 x 950 - 40300**  
Broadcast Operator/Senior Broadcast Operator (Shift)
- MBC 19 : 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 - 37450 x 950 - 42200 x 1300 - 43500**  
Production Assistant/Senior Production Assistant (Roster)  
Programme Officer/Senior Programme Officer  
Quality Control Officer/Senior Quality Control Officer
- MBC 20 : 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
- MBC 21 : 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*  
Procurement and Supply Officer
- MBC 22 : 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**  
Human Resource Officer/Senior Human Resource Officer (New Grade)
- MBC 23 : 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**  
Administrative Assistant  
Administrative Assistant Radio/TV (Roster) (Personal)
- MBC 24 : Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675**  
Internal Audit Officer  
Marketing Officer  
Sales Control Officer  
Senior Sales Officer

**37. MAURITIUS BROADCASTING CORPORATION (Contd)**

- MBC 25 : Rs 19225 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 - 40300 QB 41250 x 950 - 42200 x 1300 - 46100 x 1575 - 49250**  
Customer Care Officer/Senior Customer Care Officer (Shift)
- MBC 26 : 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 - 39350 QB 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250**  
Animation Graphics Artist (Roster)
- MBC 27 : Rs 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 QB 49250**  
Digital Archives Officer (Roster)
- MBC 28 : Rs 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**  
ICT Technician (Roster) (New Grade)
- MBC 29 : Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250**  
Senior Financial Operations Officer  
*formerly Senior Financial Officer*  
Senior Procurement and Supply Officer
- MBC 30 : 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**  
Safety and Health Officer/Senior Safety and Health Officer
- MBC 31 : Rs 23025 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 - 52550**  
Broadcast Officer/Senior Broadcast Officer (Shift)
- MBC 32 : Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 52550**  
Chief Broadcast Operator (Shift)
- MBC 33 : Rs 20050 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 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 55900**  
Cameraman/Senior Cameraman (Roster) (Personal)

**37. MAURITIUS BROADCASTING CORPORATION (Contd)**

- MBC 34 : Rs 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 57600**  
Assistant Manager, Financial Operations  
Assistant Manager (Procurement and Supply)
- MBC 35 : Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 59300**  
Principal Cameraman (Roster)  
Principal Lighting Technician (Roster)  
Principal Sound Technician (Roster)
- MBC 36 : Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 QB 55900 x 1700 - 61000**  
News Producer/Senior News Producer (Roster)  
Technical Producer/Senior Technical Producer (Roster)
- MBC 37 : Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 61000**  
Principal Cameraman (Roster) (Personal)
- MBC 38 : Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 44800 QB 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700**  
Marketing and Sales Executive
- MBC 39 : Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700**  
Administrative Officer  
Logistic and Facilities Coordinator  
Satellite Officer (Roster) (Personal)  
Senior Animation Graphics Artist (Roster)
- MBC 40 : Rs 29050 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700**  
Communication and Customer Care Executive  
Plant and Maintenance Officer
- MBC 41 : Rs 31525 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700**  
Chief Digital Archives Officer

**37. MAURITIUS BROADCASTING CORPORATION (Contd)**

- MBC 42 : Rs 29050 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400**  
Legal Officer (New Grade)
- MBC 43 : Rs 29050 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 66200**  
Producer/Senior Producer (Roster)
- MBC 44 : Rs 29875 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 68000**  
Chief Broadcast Officer (Shift) (New Grade)
- MBC 45 : Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800**  
News Editor/Senior News Editor (Roster)
- MBC 46 : Rs 29050 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 QB 64400 x 1800 - 69800**  
Chief News Producer (Roster)  
Chief Technical Producer (Roster)
- MBC 47 : Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800**  
Accountant/Senior Accountant  
Human Resource Management Officer  
Internal Auditor/Senior Internal Auditor (Future Holder)  
Systems Analyst/Administrator (Roster)
- MBC 48 : Rs 31525 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800**  
Engineer/Senior Engineer
- MBC 49 : Rs 36550 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800**  
Chief Broadcast Technologist (Shift) (Personal)
- MBC 50 : Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800**  
Internal Auditor (Personal)

**37. MAURITIUS BROADCASTING CORPORATION (Contd)**

- MBC 51 : Rs 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800**  
Manager (Financial Operations)  
Manager (Procurement and Supply)
- MBC 52 : Rs 29875 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 73800**  
Chief Producer (Roster)
- MBC 53 : Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 QB 71800 x 2000 - 73800**  
News Editor/Senior News Editor (Roster) (Personal)
- MBC 54 : Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 73800**  
Coordinator, Animation Graphics  
Coordinator, Broadcast Technology  
Coordinator, Satellite Services  
Radio Channel Coordinator  
TV Channel Coordinator
- MBC 55 : Rs 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800**  
Production Manager (Oriental/General)  
Programme Manager  
Radio Production Manager (Oriental/General)
- MBC 56 : Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 77950**  
Administrative Manager  
Desk Coordinator  
Finance Manager  
Human Resource Manager  
Marketing and Sales Manager  
Radio Production Manager (Oriental/General) (Personal)
- MBC 57 : Rs 52550 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 80100**  
Head of Content  
Head of Technology  
*formerly Head of Technology and Multimedia*



**37. MAURITIUS BROADCASTING CORPORATION (Contd)**

**MBC 58 : Rs 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500**

Director of News





