

### **38. MAURITIUS CANE INDUSTRY AUTHORITY**

- 38.1 The Mauritius Cane Industry Authority (MCIA) was established under the Mauritius Cane Industry Authority Act of 2011, as the apex organisation of the sugarcane industry. It is a merger of six ex-service providing institutions, namely the Cane Planters and Millers Arbitration and Control Board; Farmers' Service Corporation; Mauritius Sugar Authority; Mauritius Sugar Industry Research Institute; Mauritius Sugar Terminal Corporation and Sugar Planters Mechanical Pool Corporation.
- 38.2 Following the publication of the 2016 PRB Report, the Bureau reviewed the salaries and conditions of service of employees of the former Bagged Sugar Storage and Distribution Unit (BSSDU) in a private capacity. Besides a salary revision which was due, the Report also contained provisions to facilitate the integration of the employees in the MCIA. Those who opted to join the MCIA were provided salaries in the existing pay structure of the 2016 PRB Report whereas the others retained their previously drawn salary from former BSSDU on a personal basis. Hence, the configuration of the MCIA was further amended after the BSSDU's integration therein.
- 38.3 The main objectives of the Authority are, among others, to: monitor, oversee and coordinate all activities relating to the cane industry; promote and support the sustainable development, efficiency and viability of the cane industry; and ensure the technical progress and efficiency of the cane industry by means of research and investigation. Besides, it also resolves disputes between planters, millers and middlemen; and facilitates the adoption of modern and efficient agricultural practices by planters.
- 38.4 Presently, each of the constituent of the MCIA operates as a Unit or Division where each of these Units/Divisions is responsible for a specific function, under which the activities of the MCIA are organised. While the BSSDU is headed by a Technical Manager who is supported by technical staff as well as employees from manual grades, the other Units/Divisions are usually led by a Director who is assisted by an Assistant Director and supported by staff in various fields and at various levels.
- 38.5 Execution of policies of the MCIA Board as well as the control and management of the day-to-day business of the organisation devolve on the Chief Executive Officer who oversees the functions of all the Units/Divisions of MCIA.
- 38.6 It is important to note that the setting up of the MCIA was based on the overriding aim of benefitting from efficiency linked to research and innovation. However, in so doing, it was imperative to have the appropriate structure to enable staff perform and thrive while achieving organisational goals as well. We, therefore, provided all necessary levels and incentives in the last Report with a view to allowing the Authority and employees to perform with greater efficiency and effectiveness.
- 38.7 The Unions consider that the activities of the MCIA have expanded, the more so, that the organisation is operating in a full swing mode. From this perspective, they made representations in connection with allowances for shouldering additional

responsibilities; creation of grades; restyling and reviewing the salary of certain grades; payment of other allowances such as for ISO Certification, telephone facilities, usage of bad road for field work and exposure to risks; and provision for duty free facilities.

- 38.8 Management on its part, believes that there is need for restyling of certain grades; provision of 50% duty exemption on the purchase of a car; and for a payment of various allowances, among others, to ensure the smooth running of the organisation.
- 38.9 During consultative meetings with both Unions and Management, we informed them of requests that could not be entertained by the Bureau and provided them with ample information and explanation thereon. In certain instances, additional information was even sought to enable the Bureau to take an informed decision.
- 38.10 Representations that fall to be dealt with by the Bureau are discussed under their respective Units/Divisions.

## **OFFICE OF THE CHIEF EXECUTIVE OFFICER**

### **HUMAN RESOURCE CADRE**

- 38.11 Human Resource Officer/Senior Human Resource Officers possessing the relevant Diploma are allowed to move incrementally beyond their top salary subject to meeting certain criteria. **Recommendation thereto related has been made in the Introductory Chapter of this Volume.**

### **FINANCE CADRE**

- 38.12 At present, Financial Operations Officer/Senior Financial Operations Officer *formerly Financial Officer/Senior Financial Officer* possessing a Diploma in Public Financial Management and Accounting or a Diploma in Accountancy or an equivalent qualification are allowed to move incrementally in the Master Salary Scale up to the salary point of Rs 42325 subject to meeting certain criteria. We are maintaining the present position.

### **Recommendation 1**

- 38.13 **We recommend that incumbents in the grade of Financial Operations Officer/Senior Financial Operations Officer *formerly Financial Officer/Senior Financial Officer* possessing a Diploma in Public Financial Management and Accounting or a Diploma in Accountancy or an equivalent qualification should be allowed to move incrementally in the Master Salary Scale up to the salary point of Rs 47675 provided they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.**

## **PROCUREMENT AND SUPPLY CADRE**

### **Head, Procurement and Supply (New Grade)**

- 38.14 At present, a Stores Superintendent is responsible to look after the day-to-day running of the Procurement and Supply Unit. Incumbent is assisted by officers in the

grades of Procurement and Supply Officer/Senior Procurement and Supply Officer and Assistant Procurement and Supply Officer. Management has requested that in view of the volume and value of procurement activities involved at the MCI, there is need for a grade to be responsible for all procurement and supply transactions so as to ensure the efficient management of the Unit. After examination of the cadre in terms of the functions, duties and responsibilities, it is considered that the structure may be revisited. In the new set up, we are providing for a grade of Head, Procurement and Supply, while the grade of Stores Superintendent will no longer be required.

## Recommendation 2

- 38.15 We recommend the creation of a grade of Head, Procurement and Supply Officer. Appointment thereto should be made by selection from among officers possessing a Degree in Procurement and Supply Management or an equivalent qualification from a recognised institution acceptable to the Board and reckoning an aggregate of at least 10 years' service in the cadre. In the absence of qualified serving officers, selection should be made from among candidates possessing the required qualification and experience.**
- 38.16 We further recommend that the grade of Stores Superintendent be made evanescent. A personal salary has been provided for the officer in post.**
- 38.17 Incumbent in the grade of Head, Procurement and Supply Officer would be required, among others, to advise the Chief Executive Officer on matters related to procurement and supply management; flag non-compliance and misinterpretation of existing rules and regulations to the Chief Executive Officer; and carry out procurement and supervise supply and warehouse operations.
- 38.18 Procurement and Supply Officer/Senior Procurement and Supply Officers possessing the relevant Diploma are allowed to move incrementally beyond their top salary subject to meeting certain criteria. **Recommendation thereto related has been made in the Introductory Chapter of this Volume.**

## INTERNAL CONTROL OFFICER CADRE

- 38.19 Internal Control Officer/Senior Internal Control Officers are allowed to proceed beyond their top salary up to salary point Rs 42325 subject to having successfully completed specific papers. We are maintaining this provision and revising the salary point.

## Recommendation 3

- 38.20 We recommend that incumbents in the grade of Internal Control Officer/Senior Internal Control Officer having successfully completed all Papers of Fundamentals (knowledge) and having obtained passes in Papers F4, F5 and F8 of Fundamentals (Skills) or possessing the Certificate in Business Accounting (Foundation Level) and having obtained passes in Papers P1, P7 and P8 of the Advanced Diploma in Management Accounting (Managerial Level) of the CIMA**

**Examinations (New Syllabus) or an equivalent qualification should be allowed to move incrementally in the Master Salary Scale up to the salary point of Rs 47675 provided they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.**

#### **FARMERS SERVICE AGENCY**

- 38.21 The Farmers Service Agency (FSA) has been set up to facilitate the adoption of modern and efficient agricultural practices by planters. In line with this objective of the FSA, one of its main functions is to provide technical advice, assistance and training to planters on cane cultivation, harvesting and transport of cane and post-harvest operations.
- 38.22 Presently, the FSA is headed by a Director who is supported by a team of Managers who are responsible for the day-to-day running of the six Farmers Service Centres around the island.
- 38.23 In addition to submissions mentioned in the foregoing paragraphs, there were certain requests specific to FSA. For instance, an allowance was claimed for tea making by Office Attendants and union members were informed of the existing recommendations in the Report which deal with same. Additionally, proposal was made that the grade of Technical Assistant/Senior Technical Assistant (TA/STA) be granted duty free facilities which, in fact, is based on results of the Survey on Travelling and Car Benefits.
- 38.24 Proposal was also made for a change in the appellation of the grade of Office Attendant to General Attendant. The Bureau informed the union members that such an issue cuts across the parastatal bodies and will be looked into in line with a general policy for parastatal bodies. As to Technical Assistant/Senior Technical Assistants, they requested for a change in their appellation to Technical Support Officer and also made out a case for upgrading. After a thorough examination of the submissions, the Bureau holds that an upgrading neither in terms of qualification nor in terms of salary would be appropriate.
- 38.25 As no issue was raised concerning the organisational structure, we consider that it is appropriate.

#### **Office Management Assistant**

- 38.26 Union members requested that an allowance equivalent to two increments be paid to incumbents in the grade of Office Management Assistant (OMA) of the ex-Extension and Training Unit for performing additional duties pertaining to registration and processing of applications for field mechanisation and land preparation works falling under the Agricultural Mechanisation Unit and not under the Extension and Training Unit. The Bureau considers that issues regarding work allocation should be dealt with at Management level. Nevertheless, in order to address the work load problem, Management Support Officers (MSO) may provide assistance whenever the need is

felt. Hence, Management should make appropriate arrangement for the posting of MSOs so that they may provide required assistance.

#### **AGRICULTURAL MECHANISATION UNIT**

- 38.27 The Agricultural Mechanisation Unit (AMU) manages a fleet of agricultural machines and equipment as well as various equipment accessories. The Unit is also responsible to hire the agricultural machinery of the MCIA to such persons and on such terms and conditions as the Board may determine.
- 38.28 A Director is responsible for the day-to-day management of the AMU and he is assisted by a complement of staff in various grades.
- 38.29 For this review exercise, a case was made for the payment of an extra duty allowance to the Operations Superintendent for work carried out after normal working hours. Being an implementation issue, Management was apprised of this situation. Request was also made for absence on Saturdays to be reckoned as half day leave instead of a full day. The staff side was informed that the issue would be treated in line with general policy of the Bureau.
- 38.30 Union members made further proposals with respect to the payment of an allowance to incumbents in the grade of Driver, Heavy Mechanical Unit for crane manipulation when transferring heavy mechanical equipment. Upon examination, the Bureau could not retain same. Similarly, regarding increase in salary for the grade of Agricultural Mechanisation Operator, incumbent was requested to attend an interview at the Bureau to assess the requirement by incumbent to operate five different types of machines. After a scrutiny of the Job Description Questionnaire, the Bureau was unable to accede to this request.
- 38.31 The present structure is considered appropriate for the AMU to deliver on its mandate. We are, therefore, maintaining same.

#### **Movement in Salary Scale for Technical and Mechanical Officer/Senior Technical and Mechanical Officer**

- 38.32 At present, Technical and Mechanical Officer/Senior Technical and Mechanical Officers possessing a degree as cited in the paragraph below are allowed to move beyond their top salary subject to satisfying certain conditions. This provision is being reviewed.

#### **Recommendation 4**

- 38.33 We recommend that officers in the grade of Technical and Mechanical Officer/Senior Technical and Mechanical Officer possessing a Degree in Mechanical Engineering or Mechatronics or Manufacturing Engineering and who:**
- (i) **were in post as at the eve of the publication of the 2021 Report should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 57600 on a personal basis;**

- (ii) **join the grade as from the date of publication of the 2021 Report, should be allowed to move incrementally in the Master Salary Scale by one increment,**

**provided that they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.**

### **Allowance to Workshop/Vehicle/Machinery Attendants**

38.34 At present, Workshop/Vehicle/Machinery Attendants, after successfully completing the NTC (Level 3)/NC (Level 3) and having served for at least four years in the same grade as from the date of obtention of the NTC (Level 3)/NC (Level 3) and who are performing duties pertaining to the trade are being paid a non-pensionable allowance equivalent to two increments at the point they have reached in the salary scale. The Bureau is enhancing this provision.

### **Recommendation 5**

**38.35 We recommend that incumbents in the grade of Workshop/Vehicle/Machinery Attendant who have successfully obtained the NTC (Level 3)/NC (Level 3) be paid a monthly non-pensionable allowance equivalent to one increment at the salary point they have reached in their salary scale.**

**38.36 We further recommend that incumbents in the grade of Workshop/Vehicle/Machinery Attendant having performed the duties related to the trade for at least four years after obtention of the NTC (Level 3)/NC (Level 3) be granted an additional monthly non-pensionable allowance equivalent to one increment at the salary point they have reached in their salary scale.**

### **CONTROL AND ARBITRATION DEPARTMENT**

38.37 With the proclamation of the MCIA Act, the Control and Arbitration Department (CAD) has replaced the Cane Planters and Millers Arbitration and Control Board. It is mandated, among others, to: arbitrate disputes between planters and millers; control the milling of canes and the manufacture of sugar; determine the quantity of sugar and co-products accruing to planters and millers; and execute the functions assigned to it under relevant parts of the MCIA Act. The responsibility for the execution of the policy of the Control and Arbitration Committee and the management of its day-to-day business befalls a Director.

38.38 In the context of this Report, proposals were made for the creation of grades at technical and operational levels. After analysis, the Bureau could not accede to the requests for want of information. Representations were also made for amendments in schemes of service of several grades and Union was informed that it is the prerogative of Management to amend same and these issues may be addressed before the Report.

38.39 The present structure is adequate and, therefore, a change is not warranted at this stage.

## **MAURITIUS SUGARCANE INDUSTRY RESEARCH INSTITUTE**

- 38.40 The main objectives of the Mauritius Sugarcane Industry Research Institute (MSIRI) are to conduct research on: canes to enhance the cost effectiveness and competitiveness of the cane industry; technical and engineering options for improving the efficiency of factories and for value additions to the co-products; programmes on such crops as the Minister of Agro-Industry and Food Security may approve; and to maintain an effective interaction with the agricultural sector and with national and international bodies.
- 38.41 The Director, MSIRI who is at the apex of the organisation, is assisted by professionals in the field of research as well as technical staff.
- 38.42 In the context of this Report, union members requested, among others, to review the payment of night trapping allowance and they were informed that this is an issue to be dealt with administratively and the proper forum to raise this issue is with their Management. Similarly, with respect to their request for the payment of a duty allowance for carrying out additional responsibilities and for being on-call at unsocial hours, union members were informed that they should take up the matter with Management.
- 38.43 Moreover, both Union and Management proposed to restyle grades in the Research Officer Cadre. After examination and comparison with other institutions involved in research activities, the Bureau is of the view that the current appellation is appropriate and should be maintained. Management on its side made further representations on the review of the salary of the Director, which is an issue to be considered by the Bureau. As regards the creation of additional grades, after scrutiny, the Bureau considers that the structure, which has been reinforced in the last Report, is appropriate.

## **SUGAR STORAGE AND HANDLING UNIT**

- 38.44 The Sugar Storage and Handling Unit (SSHU) is responsible for sugar receipt, storage and delivery of both plantation white sugar and non-originating sugars to the two refineries of the island.
- 38.45 Currently, a Technical Manager heads the SSHU and he is supported by officers in technical and manual grades.
- 38.46 For this Report, representation was made by Union for the restyling of certain grades. However, upon examination, the requests could not be acceded to by the Bureau for technical reasons. Proposal was also made for officers to be allowed to follow relevant courses so as to be considered for appointment to the grade of Terminal Operator. Since the said grade is filled by selection from employees with the required qualifications, the Bureau did not accede to same.
- 38.47 Management on its side requested for restyling of the grade of Terminal Operator (Civil) to Terminal Operator/ Senior Terminal Operator (Civil). Incumbents, in the grade of Terminal Operator, are promoted to the grade of Senior Terminal Operator

on reckoning four years' service. As the grade of Terminal Operator exists in different fields, it would not be possible to bring amendments in one particular field only as this restyling will imply an automatic promotion for the lower level. Management also submitted that the scheme of service of certain grades requires amendments. The Bureau, therefore, informed them that amendments thereto may be done on an *ad hoc* basis at their end.

38.48 After carefully examining the submissions, we are, in this Report providing for the new grade of Analyst.

### **Analyst (New Grade)**

38.49 The Bureau was apprised that the top salary of the grade of Analyst/Senior Analyst in the Policy and Planning Unit is similar to that of the Manager, Policy and Planning though the former works under the direct supervision of the Manager, Policy and Planning. In the circumstance, to address the issue, we are making provision for a grade of Analyst under the supervision of the Manager, Policy and Planning.

### **Recommendation 6**

**38.50 We recommend that:**

- (i) the grade of Analyst/Senior Analyst be made evanescent and the officers in post be provided with a personal salary; and**
- (ii) a grade of Analyst be created with the same entry qualification requirements and duties as those attached to the evanescent grade of Analyst/Senior Analyst.**

### **Movement in Salary Scale beyond QB for Officers in the Grade of Terminal Operator (Electrical) and Terminal Operator (Mechanical)**

38.51 At present, Terminal Operators are allowed to proceed beyond the QB in their respective salary scales upon possession of a valid driving licence for Wheel Loaders. We are maintaining the present arrangement.

### **Recommendation 7**

**38.52 We recommend that employees in the grades of Terminal Operator (Electrical) and Terminal Operator (Mechanical) possessing a valid driving licence for wheel loaders should be allowed to proceed beyond the QB in their respective salary scale.**

### **Movement in salary scale beyond Top Salary for officers in the grades of Terminal Operations and Maintenance Officer (Mechanical), Terminal Operations and Maintenance Officer (Electrical) and Terminal Cleaning and Maintenance Officer (Civil).**

38.53 At present, officers in the grades of Terminal Operations and Maintenance Officer (Mechanical), Terminal Operations and Maintenance Officer (Electrical) and Terminal Cleaning and Maintenance Officer (Civil) possessing a Degree in Mechanical Engineering or Electrical Engineering or Civil Engineering respectively are allowed to



move incrementally beyond their top salary in the Master Salary Scale. We are reviewing this provision.

### **Recommendation 8**

**38.54 We recommend that officers in the grades of Terminal Operations and Maintenance Officer (Mechanical), Terminal Operations and Maintenance Officer (Electrical) and Terminal Cleaning and Maintenance Officer (Civil) possessing a Degree in Mechanical Engineering or Electrical Engineering or Civil Engineering respectively and who:**

- (i) were in post as at the eve of the publication of the 2021 Report should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 57600 on a personal basis;**
- (ii) join the grade as from the date of publication of the 2021 Report, should be allowed to move incrementally in the Master Salary Scale by one increment,**

**provided that they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.**

### **ALLOWANCES**

38.55 For this review exercise, proposals have been made both by Management and Unions for revision of the quantum of existing allowances and for the payment of new allowances. Requests for the payment of new allowances have been carefully examined by the Bureau and granted on the basis of merit. As to existing allowances, the Bureau has re-examined same and existing provisions have been maintained and the quantum revised, where necessary. However, Management should equally ensure that the payment of the allowances is still justified and should inform the Bureau of any occurrences that may affect those payments.

### **On-Call and In-Attendance Allowance – Control and Arbitration Department**

38.56 During crop season, the intervention of the Director and Assistant Director is often required outside normal working hours. Officers of the Control and Arbitration Department as per the ensuing paragraph are being paid, during the crop season, On-Call and In-Attendance allowances whenever they are on-call after normal working hours and have to attend their site of work if needed. Since Management has informed that this arrangement is still relevant, we are maintaining the payment of these allowances at a revised rate.

### **Recommendation 9**

**38.57 We recommend that officers of the Control and Arbitration Department be paid a monthly commuted allowance for being On-Call as well as In-Attendance while being on-call, inclusive of travelling time, during crop season as follows:**

Grade	Amount (Rs)
Area Superintendent	870
Sugar Technologist/Senior Sugar Technologist	1190
Assistant Director, Control and Arbitration Department	1325
Director, Control and Arbitration Department	1575

### **Allowance for working on roster during crop seasons**

38.58 During crop seasons, officers in the grade of Technical Officer/Senior Technical Officer (Control and Arbitration) are required to work on a roster basis and are paid a monthly allowance for same. This practice takes place on an annual basis and consequently remains valid. So, we are recommending the revision of the said allowance.

### **Recommendation 10**

**38.59 We recommend that during crop seasons, officers in the grade of Technical Officer/Senior Technical Officer (Control and Arbitration) who work on a roster basis should be paid a monthly allowance equivalent to one increment at the initial of their salary scale.**

### **Bad Road Allowance**

38.60 A few officers use their vehicles (cars/4 x 4/2 x 4/autocycles/motorcycles) on bad roads during the performance of their duties. In this context, they are paid a monthly bad road allowance. We are maintaining this provision and the quanta of the allowance are as recommended hereunder.

### **Recommendation 11**

**38.61 We recommend that the monthly Bad Road Allowance payable to officers in the performance of their duties should be as follows:**

- (i) Rs 1575 to officers who regularly use their cars; and**
- (ii) Rs 800 to officers who regularly use 4 x 4 or 2 x 4 vehicles.**

**38.62 We further recommend that the monthly Bad Road Allowance payable to employees who regularly use their autocycles and motorcycles in the performance of their duties be revised to Rs 250 and Rs 375 respectively.**

### **Allowance for distributing gas, oil and fuel to tractors**

38.63 Officers in certain manual grades are required to, over and above their normal duties, distribute gas, oil and fuel to tractors. In this context, they are paid a monthly allowance, which we are maintaining.

## Recommendation 12

**38.64 We recommend that incumbents in the grades of Workshop/Vehicle/Machinery Attendant and General Attendant who distribute gas, oil and fuel to tractors should continue to be paid a monthly allowance equivalent to one and a half increments at the initial of their respective salary scale.**

### Driving Allowance to Tradesmen

38.65 A daily driving allowance of Rs 150 is paid to Tradesmen who effectively drive the Authority's vehicles during the performance of their duties. The payment of the allowance is being maintained while its quantum is being revised.

## Recommendation 13

**38.66 We recommend that the daily allowance payable to Tradesmen who are required to drive the organisation's vehicles to their respective site of work in the performance of their duties, be revised to Rs 160.**

### Allowance to collect and bank money

38.67 Clerical Officers and Management Support Officers are required, among others, to collect and bank money for which they are paid a daily allowance of Rs 40. We are maintaining the quantum of the allowance.

## Recommendation 14

**38.68 We recommend that the daily allowance payable to Clerical Officers and Management Support Officers who are required to collect and bank money should be maintained at Rs 40.**

### Responsibility Allowance for performing duties of Sprayer Operator

38.69 General Workers are at times required to perform the duties of the grade of Sprayer Operator. Incumbents are in turn paid a responsibility allowance on a daily basis.

## Recommendation 15

**38.70 We recommend that General Workers who are required to perform the duties of the grade of Sprayer Operator should be paid a responsibility allowance computed on a daily basis.**

### Allowance for performing Extra Hours during Crop Season

38.71 During the crop season, a few officers working at the Terminal are required to put in extra hours to cater for emergencies and repairs during weekends and public holidays. In this respect, they are paid an allowance per month and we are revising same. Concerning the allowance payable to officers required to supervise the arrival and departure of employees, we are maintaining the provision.

## Recommendation 16

**38.72 We recommend that officers in the grades mentioned below who put in extra hours of work during the crop season should be paid a monthly allowance as hereunder:**

<b>Grade</b>	<b>Rs/month</b>
<b>Engineer/Senior Engineer (Electrical)</b>	<b>3490</b>
<b>Terminal Operations and Maintenance Officer (Electrical)</b>	<b>2730</b>
<b>Terminal Operations and Maintenance Officer (Mechanical)</b>	
<b>Terminal Cleaning and Maintenance Officer (Civil)</b>	

**38.73 We also recommend that officers who are required to supervise the arrival and departure of employees 15 minutes prior to the start of operations at the Sugar Storage and Handling Unit and after the closure time throughout the year, should be paid an allowance of Rs 1425 per month.**

### **Allowance for attending duty early in the Crop Season**

38.74 During the crop season, officers of the Terminal Operator Cadre are required, on a roster basis, to attend duty by their own means of transport, at a very early hour. Moreover, officers in the grades of Engineer/Senior Engineer (Electrical) and Terminal Operations and Maintenance Officer (Mechanical) are equally called upon to start duty at 04 45 hours, on a weekly roster basis. In this respect, incumbents are being paid a monthly allowance. We view that they should continue to be paid same but at a revised rate.

## Recommendation 17

**38.75 We recommend that the allowance payable to officers of the Terminal Operator Cadre who are required to attend duty at 04 45 hours on a roster basis by their own means of transport during the crop season as well as that payable to Engineer/Senior Engineers (Electrical), Terminal Operations and Maintenance Officers (Electrical) and Terminal Operations and Maintenance Officers (Mechanical) of the Sugar Storage and Handling Unit for attending work early during the crop season should be revised as hereunder:**

Grade	Allowance per month (Rs)
Senior Terminal Operator (Electrical) Senior Terminal Operator (Mechanical)	2415
Terminal Operator (Electrical) Terminal Operator (Mechanical)	1575
Engineer/Senior Engineer (Electrical) Terminal Operations and Maintenance Officer (Electrical) Terminal Operations and Maintenance Officer (Mechanical)	2940

#### **Allowance for attending to Emergencies**

38.76 During the intercrop season, officers in the grades of Terminal Operations and Maintenance Officer (Electrical) and Terminal Operations and Maintenance Officer (Mechanical) are at times called upon to attend to emergencies outside their normal working hours. Subsequently, they are paid an allowance, inclusive of travelling time, which we are revising.

#### **Recommendation 18**

**38.77 We recommend that Terminal Operations and Maintenance Officers (Electrical) and Terminal Operations and Maintenance Officers (Mechanical) who attend to emergencies after normal working hours during inter crop season should be paid an allowance of Rs 475 per call.**

#### **Allowance for performing Cross Functional and wide range of Duties**

38.78 Terminal Operators (Civil) and Welders are required to perform cross functional and a wide range of duties during crop season against payment of a monthly allowance. Since this arrangement is resorted to every year during this season, we are maintaining the provision and revising the rate.

#### **Recommendation 19**

**38.79 We recommend that Terminal Operators (Civil) and Welders who are called upon to perform cross-functional and wide range of duties during the crop season should be paid a monthly allowance of Rs 790.**

#### **Allowance for Cleaning Duties at Night during Crop Season**

38.80 During the crop season, employees in the grades of Terminal Attendant, Terminal Attendant/Gardener and Sanitary Attendant are required to clean at night, the Receiving Station, Conveyor Galleries/Belts and Ship Loader, among others. They are

being paid an allowance of Rs 750 per fortnight for performing these duties. We are revising its quantum.

### **Recommendation 20**

**38.81 We recommend that officers in the grades of Terminal Attendant, Terminal Attendant/Gardener and Sanitary Attendant should be paid a fortnightly allowance of Rs 790 for cleaning the Receiving Station, Conveyor Galleries/Belts and Ship Loader, among others, at night during the crop season.**

### **Mileage Allowance (Autocycle/Motorcycle)**

38.82 At present, employees in the grades of Terminal Operator (Civil), Terminal Operator (Electrical), Terminal Operator (Mechanical), Senior Terminal Operator (Electrical) and Senior Terminal Operator (Mechanical) are being refunded mileage on a monthly basis for using their autocycles and motorcycles to attend duty during crop season at such time when public transport is not available. As this arrangement is appropriate, it is, therefore, being maintained.

### **Recommendation 21**

**38.83 We recommend that employees in the grades of Terminal Operator (Civil), Terminal Operator (Electrical), Terminal Operator (Mechanical), Senior Terminal Operator (Electrical) and Senior Terminal Operator (Mechanical) who use their autocycles and motorcycles to attend duty during crop season at such time when public transport is not available, should be refunded mileage on a monthly basis as hereunder:**

- (i) where the total distance covered on days the employees attend the Sugar Storage and Handling Unit is up to 400 km over a month, the whole distance covered should be computed at Rs 2.80 and Rs 3.40 per km for autocycles and motorcycles respectively; and**
- (ii) where the total distance covered on days the employees attend the Sugar Storage and Handling Unit is more than 400 km over a month, refund of mileage should be computed at the rate of Rs 2.80 /Rs 3.40 for the first 400 km and Rs 2.00 /Rs 2.45 for mileage in excess of 400 km for autocycles and motorcycles respectively;**

**whichever is appropriate**

**OR**

**be refunded travelling expenses at bus fares, whichever is higher.**

### **Other Allowances**

38.84 In addition to the allowances recommended in this Report, there are certain officers of the MCIA who were drawing other allowances. Since the rationale and justification behind same are unknown to the Bureau, **we are not reviewing those allowances.**

**38. MAURITIUS CANE INDUSTRY AUTHORITY**

**SALARY SCHEDULE**

**MCIA 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

**MCIA 2 : Rs 13745 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 21850**

Sanitary Attendant

Terminal Attendant

**MCIA 3 : Rs 13745 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225**

Handy Worker

**MCIA 4 : Rs 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 22625**

Workshop/Vehicle/Machinery Attendant

**MCIA 5 : Rs 14475 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425**

Security/Gatekeeper

**MCIA 6 : 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**

Cleaning Attendant/Sewer

General Worker/Field Worker/Gardener

Office Attendant

Senior General Worker/Field Worker (Personal)

Terminal Attendant/Gardener

**MCIA 7 : Rs 15485 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 25000**

Sampler

Toolskeeper

**MCIA 8 : Rs 17045 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 25525**

Arrimeur/Baghandler

Baghandler

**38. MAURITIUS CANE INDUSTRY AUTHORITY (Contd)**

**MCIA 9 : 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  
Driver/Handy Worker  
Driver/Messenger  
Driver/Messenger/Office Attendant (BSSDU)

**MCIA 10 : 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**

Field Supervisor

**MCIA 11 : 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 x 825 - 28225**

General Attendant

**MCIA 12 : 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**

Assistant Time Keeper  
Electrician  
Electrician (BSSDU)  
Fitter  
Mechanic  
Mechanic/Welder (BSSDU)  
Panel Beater  
Turner/Machinist  
Welder  
Tradesman

**MCIA 13 : 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/Head Office Attendant

**MCIA 14 : 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**

Forklift Driver/Operator

**MCIA 15 : 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 x 825 - 29875**

Radio/Telephone Operator/Receptionist



**38. MAURITIUS CANE INDUSTRY AUTHORITY (Contd)**

**MCIA 16 : Rs 16265 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**

Agricultural Machinery Operator  
Multi-Skilled Tradesman

**MCIA 17 : Rs 17045 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**

Operator (BSSDU)  
Operator (Personal)

**MCIA 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 - 29875**

Farm Machinery Operator (Personal)

**MCIA 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 - 30700**

Agricultural Machinery Operator (Personal to holders in post as at 31.12.12)  
Head Operator (Personal)

**MCIA 20 : 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 - 30700**

Driver, Heavy Mechanical Unit

**MCIA 21 : Rs 19225 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 31525**

Timekeeper

**MCIA 22 : 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 - 33175**

Head, Agricultural Machinery Operator

**MCIA 23 : 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 - 34000**

Word Processing Operator

**MCIA 24 : 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  
Controller  
Support Assistant

**38. MAURITIUS CANE INDUSTRY AUTHORITY (Contd)**

**MCIA 25 : Rs 20825 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34825**

Chief Mechanic  
Foreman/Baghandler

**MCIA 26 : 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 - 35650 x 900 - 36550**

Terminal Operator (Civil)

**MCIA 27 : 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 - 36550**

Assistant Field Officer  
Technical Assistant (Air Monitoring)

**MCIA 28 : 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 - 35650 x 900 - 36550 QB 37450**

Terminal Operator (Electrical)  
Terminal Operator (Mechanical)

**MCIA 29 : 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**

Computer Support Officer

**MCIA 30 : 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

**MCIA 31 : Rs 19850 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450**

Accounting Assistant  
Assistant Financial Operations Officer  
*formerly Assistant Financial Officer*  
Assistant Procurement and Supply Officer  
Site Officer  
Weigher

**38. MAURITIUS CANE INDUSTRY AUTHORITY (Contd)**

**MCIA 32 : Rs 20825 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**

Senior Terminal Operator (Electrical)  
Senior Terminal Operator (Mechanical)

**MCIA 33 : 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 - 41250**

Technical Assistant/Senior Technical Assistant  
Technical Assistant/Senior Technical Assistant (Research)

**MCIA 34 : Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 41250**

Senior Test Chemist (Personal)

**MCIA 35 : 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

**MCIA 36 : Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500**

Accounting Officer

**MCIA 37 : 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

**MCIA 38 : 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 - 46100**

Internal Control Officer/Senior Internal Control Officer

**MCIA 39 : Rs 24475 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  
Financial Operations Officer/Senior Financial Operations Officer  
*formerly Financial Officer/Senior Financial Officer*  
Procurement and Supply Officer/Senior Procurement and Supply Officer

**38. MAURITIUS CANE INDUSTRY AUTHORITY (Contd)**

**MCIA 40 : 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  
ICT Technician  
*formerly IT Technician*  
Supervisor (Sugar Industry Project)

**MCIA 41 : 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

**MCIA 42 : Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 50900**

Principal Financial Operations Officer  
*formerly Principal Financial Officer*

**MCIA 43 : 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 - 54200**

Mechanical Workshop & Transport Officer /Senior Mechanical Workshop & Transport Officer  
Operations Officer (Agricultural Mechanisation)  
Technical and Mechanical Officer/Senior Technical and Mechanical Officer  
Technical Officer/Senior Technical Officer (Control and Arbitration)

**MCIA 44 : Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200**

Terminal Cleaning and Maintenance Officer (Civil)  
Terminal Operations and Maintenance Officer (Electrical)  
Terminal Operations and Maintenance Officer (Mechanical)

**MCIA 45 : Rs 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 57600**

Stores Superintendent (Personal to officers in post as at 31.12.2020)

**MCIA 46 : 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 - 54200 QB 55900 x 1700 - 61000**

Technical Officer/Senior Technical Officer (Extension)  
Technical Officer/Senior Technical Officer (Research)

**38. MAURITIUS CANE INDUSTRY AUTHORITY (Contd)**

**MCIA 47 : Rs 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 61000**

Head, Procurement and Supply (New Grade)

**MCIA 48 : 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  
Analyst (New Grade)  
Human Resource Management Officer

**MCIA 49 : Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700**

Area Superintendent  
Air Monitoring Officer  
Operations Lead  
Quality Assurance Officer  
Systems Analyst

**MCIA 50 : Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700**

Accountant

**MCIA 51 : Rs 38400 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700**

Operations Superintendent (Agricultural Mechanisation)

**MCIA 52 : 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**

Analyst/Senior Analyst (Personal to officers in post as at 31.12.2020)

**MCIA 53 : Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800**

IT Manager  
Scientific Information and Publication Officer/Senior Scientific Information and Publication Officer  
Sugar Technologist/Senior Sugar Technologist

**38. MAURITIUS CANE INDUSTRY AUTHORITY (Contd)**

**MCIA 54 : 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**

Administrative Manager  
Internal Auditor/Senior Internal Auditor  
Manager, Finance  
Manager, Human Resource  
Manager, Policy and Planning

**MCIA 55 : Rs 32350 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800**

Research Officer/Senior Research Officer

**MCIA 56 : Rs 33175 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 (Electrical)  
Project Officer (Civil Engineering)

**MCIA 57 : Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800**

Manager, Extension and Training Centre  
Operations Manager (Agricultural Mechanisation)  
Workshop Manager

**MCIA 58 : 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 x 2000 - 73800**

Manager, Human Resource (Personal)

**MCIA 59 : 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 x 2000 - 73800**

Manager, Operations and Research

**MCIA 60 : Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 80100**

Research Manager

**MCIA 61 : Rs 68000 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500**

Assistant Director, Agricultural Mechanisation Unit  
Assistant Director, Control and Arbitration Department  
Assistant Director, Farmers Service Agency  
Manager (BSSDU)  
Principal Research Manager

**38. MAURITIUS CANE INDUSTRY AUTHORITY (Contd)**

**MCIA 62 : Rs 71800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500**

Technical Manager

**MCIA 63 : Rs 110125**

Director, Agricultural Mechanisation Unit  
Director, Control and Arbitration Department  
Director, Farmers Service Agency  
Director, MSIRI  
Director, Sugar Storage and Handling Unit

**MCIA 64 : Rs 122625**

Chief Executive Officer

**SALARY SCHEDULE**

***All salaries are personal to holders of the post***

***Ex-FARMERS' SERVICE CORPORATION***

***Ex-FSC 1 : Rs 23950 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950  
- 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 50900***

*Internal Auditor (Personal)*

***Ex-SUGAR PLANTERS' MECHANICAL POOL CORPORATION***

***Ex-SPMPC 1 : Rs 110125***

*General Manager (Personal)*







