

30. LE MORNE HERITAGE TRUST FUND

- 30.1 Set up under the Le Morne Heritage Trust Fund Act No. 10 of 2004, the main objectives of Le Morne Heritage Trust Fund (MHTF) comprise, among others, the promotion of Le Morne as a national, regional and international memorial site; preservation and promotion of the historical, cultural, environmental and ecological aspects of Le Morne; encouragement of research and support projects and publications related to slavery and marronage; and the collection, publication and dissemination of information pertaining to the history of slavery and marronage.
- 30.2 The Fund is headed by a Director who is responsible for the execution of the policy and decisions of the Board and for the control and management of the day-to-day business of the Fund. In the discharge of his functions, the Director is supported by staff belonging to professional, technical and General Services cadres as well as employees in the workmen's group.
- 30.3 In the last Report, the structure of the organisation was reinforced through the creation of additional levels to enable it to operate smoothly. For this review, Management did not respond to the Bureau's Circular Letters No. M1 (a) and M2 (a) respectively regarding specific information on the Fund as well as its representations. Although there was no response to the Circulars, the Bureau scheduled a meeting with Management, which the latter did not attend as it had no proposal. The Bureau was apprised that most of the posts on the establishment of the Fund have remained vacant since their creation and Management is envisaging to fill these vacant posts.
- 30.4 Representations were made by staff of the organisation for alignment of salary of the grade of Site Manager with that of counterpart at the Aapravasi Ghat Trust Fund; and enhanced conditions of service. To enable the Bureau to conduct its study, a Job Description Questionnaire was sent to the Site Manager and the information furnished therein revealed that there has been an evolution in the complexity of duties with enlargement in its scope of activities. On this basis, the grade has been evaluated anew in light of which we are bringing appropriate amendments in its scheme of service and reviewing the structure.

Assistant Site Manager (New Grade)

Recommendation 1

- 30.5 **We recommend the creation of a grade of Assistant Site Manager on the establishment of the MHTF against abolition of the grade of Site Officer. Appointment thereto should be made by selection from among candidates possessing a Degree in Archaeology or History or Architecture or Anthropology or Heritage Studies or Marine Science or Coastal Engineering or Environmental Engineering. Candidates should also possess a Master's Degree in Heritage Management or Conservation Studies or Management as well as two years' experience in the field.**
- 30.6 Incumbents would be required, among others, to assist the Site Manager in: the effective management of the Le Morne World Heritage Site; regularly reviewing the

Management Plan; formulating conservation policies and strategies; identifying threats to the World Heritage Site and proposing solutions after consultation with relevant experts; devising policies relating to heritage management; and coordinating with government and private bodies in relations to management of site. Incumbents should also follow-up on different committees involved in the implementation of the Management Plan with the Site Manager; assist in attaining the financial objectives of the Fund; implement the decisions of the Board; impart the historical, cultural and natural aspects of Le Morne to visitors; and promote the site as a cultural and eco-tourist destination.

- 30.7 Incumbents would be required to work outside normal working hours including Saturdays, Sundays and Public Holidays.

Site Manager

- 30.8 Pursuant to the creation of the grade of Assistant Site Manager, there is need to bring consequential changes to the scheme of service of the grade of Site Manager. We are recommending accordingly.

Recommendation 2

- 30.9 We recommend that, in future, the post of Site Manager should be filled by selection from among officers in the grade of Assistant Site Manager reckoning at least four years' service in a substantive capacity in the grade and at least three years' experience in the field of heritage management or conservation or architecture.**

- 30.10 In addition to the existing duties as prescribed in the scheme of service of the grade of Site Manager, incumbent would also be required to: be responsible to the Director for the implementation of the management plan; regularly review the Management Plan; formulate conservation policies and strategies in collaboration with Conservation professionals; supervise the implementation of consideration plans and conservation works undertaken; and advise individuals and groups on heritage issues.

30. LE MORNE HERITAGE TRUST FUND

SALARY SCHEDULE

MHTF 1 : 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

MHTF 2 : Rs 14475 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425

Surveillant

formerly Security Guard

30. LE MORNE HERITAGE TRUST FUND (Contd)

- MHTF 3 : Rs 15485 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400**
Driver
Driver/Office Attendant
- MHTF 4 : 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**
Clerk Assistant (Personal to officers in post as at 31 December 2015)
- MHTF 5 : 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
Heritage Guide
- MHTF 6 : 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 - 35650**
Conservation Officer
- MHTF 7 : 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
- MHTF 8 : Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500**
Accounts Officer
- MHTF 9 : Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675**
ICT Technician
- MHTF 10 : Rs 23950 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 41250 QB 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 50900**
Accounting Technician
- MHTF 11 : Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700**
Administrative Secretary
Marketing and Public Relations Officer
Research Officer

30. LE MORNE HERITAGE TRUST FUND (Contd)

MHTF 12 : Rs 29050 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700

Documentalist

MHTF 13 : 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 - 69800

Assistant Site Manager (New Grade)

Curator

MHTF 14 : Rs 34000 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

Site Manager

MHTF 15 : Rs 103875

Director



