

## **42. MAURITIUS INSTITUTE OF EDUCATION**

- 42.1 The Mauritius Institute of Education (MIE) established under the Mauritius Institute of Education Act No. 42 of 1973 (subsequently amended in 2017) has the prime objective of modernising the education sector and endowing it with a professional teaching workforce. To this end, it provides training for the pre-primary, primary and secondary sectors of education, targeting all cadres, including teaching and management in line with the state of the art pedagogical practices. As a body in charge of developing the curriculum, the MIE is committed to advancing professional standards dedicated to the making of an institution with excellence in teaching, curriculum development and research, while advancing creativity and engagement at all levels.
- 42.2 Its activities are organised through a network of four Schools responsible mainly for: Education, Humanities, Science and Mathematics as well as Applied Sciences; a Centre for Open and Distance Education (CODL); various Units; and a Higher Education Cell. It offers professional courses, both on a part-time and full-time basis, and provides for the award of Certificates ranging from Certificate level to Doctoral degrees. With a view to keeping abreast of ongoing reforms in the education sector, the MIE engages in continuous professional development through targeted training in the implementation of the curriculum and educational reforms. It is also responsible for Early Childhood Education, Special Education Needs and other programmes.
- 42.3 Being at the helm of the Institute, the Director is the principal academic and administrative officer. He is responsible for maintaining and promoting the good order and efficiency of the Institute. In the discharge of his functions, the Director is assisted by the Deputy Director and supported by the Registrar and academics as well as staff of the administrative, technical, library, finance, general services and other occupational groups.
- 42.4 In the context of this Report, the representations of both Management and staff side were geared towards restyling of grades, creation of additional levels and enhanced conditions of service. Parties were apprised that certain issues could not be taken on board for technical reasons. Alternative courses of action were proposed for Management to deal with these issues in house to ease service delivery. Management also requested for a site visit by officers of the Bureau, to better gauge the effective operation regarding the grade of Instructional Designer and the Graphic Designer cadre.
- 42.5 To consolidate the existing structure of MIE, certain proposals were retained. Management was requested to furnish additional information to enable the Bureau to conduct its study. However, for want of information, the Bureau refrained from bringing any structural adjustment. Nevertheless, this does not preclude Management from reconsidering its proposals depending on functional need. We

are, in this Report, providing a few levels to enable the Institute to enhance its delivery of services.

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

42.6 Management has submitted that, over the past few years, there has been a considerable rise in issues relating to human resource matters including recruitment, appointment, promotion, retirement and training. Presently, a Human Resource Management Officer has the overall responsibility to provide the human resource management services to around 302 staff as well as part-time and contractual lecturers. Given the inter-related human resource activities, Management has requested for a level to assist the Human Resource Management Officer in the formulation and implementation of human resource policies, rules, regulations and procedures and to ensure the efficient functioning of the Division. We consider the request to be justified and are making appropriate provision.

### **Recommendation 1**

**42.7 We recommend the creation of a grade of Human Resource Officer/Senior Human Resource Officer. Appointment thereto and the duties as well as the provision for movement beyond top salary should be in line with the recommendations made in the Introductory Chapter of this Volume.**

### **Research Officer (New Grade)**

42.8 It has been submitted that presently there is no incumbent in the grade of Research Officer/Documentalist to serve the Research Unit. Thus, Research Assistants are recruited on contractual basis to work on projects for long periods. Management has, therefore, requested for the creation of a dedicated grade of Research Officer to continuously dispatch research services against abolition of the grade of Research Officer/Documentalist which is not serving its purpose. To enable the organisation to keep abreast of new trends in educational teaching practices to enhance its services, the Bureau is recommending accordingly.

### **Recommendation 2**

**42.9 We recommend the creation of a grade of Research Officer against abolition of the grade of Research Officer/Documentalist. Appointment thereto, should be made by selection from among candidates possessing a Degree in Sociology or Economics or Statistics from a recognised institution or an equivalent qualification acceptable to the MIE Board; a Master's Degree in any of the above fields with evidence of research component and reckoning at least two years' experience in research, survey, statistical analysis, interpretation and analysis of findings and report writing.**

42.10 Incumbent would be required, *inter-alia*, to: work in partnership with researchers in their research projects and programmes; follow up on studies, surveys, plan of action and policy papers initiated by the Institute; design and carry out quantitative and qualitative surveys; use quantitative and qualitative data software in the conduct of

research; verify and interpret data from research work; assist in the preparation of reports of findings for use in planning and assessment; assist in conducting evaluation and monitoring of projects; liaise with Government organisations and international agencies for elaboration of schemes, programmes and projects; and use ICT in the performance of his duties.

### **IT Coordinator (New Grade)**

42.11 Management emphasised that MIE offers courses on a distance learning mode and makes extensive use of online technology. To this effect, an array of educational programmes is being dispensed using the techno-pedagogical approaches. To cater for the timely implementation of these projects, there is need for a dedicated grade having strong project management and IT knowhow, that is, up-to-date with current technological trends to ensure continuity of IT services and proper coordination with other in-house educational departments. We consider the request to be meritorious and are making provision for an additional level.

### **Recommendation 3**

**42.12 We recommend the creation of a grade of IT Coordinator. Appointment thereto should be made by selection from among officers in the grades of Systems Administrator and Analyst/Programmer possessing a Master's Degree in Computer Science or Computer Network or Information Systems or Information Technology or a Master's Degree, the major part of which relates to the fields of Computer Science or Computer Network or Information Systems or Information Technology and reckoning at least seven years' service in a substantive capacity in their respective grade.**

42.13 Incumbent would be required to head the IT Unit and would be responsible to the Director and Registrar , among others, for: conceptualisation of projects and formulation of policies, standards and security norms with regard to ICT projects; managing, coordinating, monitoring and assisting in implementing all ICT projects in accordance with best practices and appropriate standards; proper administration, maintenance and upgrading of the existing IT infrastructure; preparing IT tender specifications and evaluating IT project proposals; coordinating ICT solution providers; ensuring availability of internal Computerised Systems; and maintaining ongoing awareness of developments in the field of ICT and providing training to all users with respect to implementation of new IT system. Incumbent would also be required to liaise and coordinate with all stakeholders involved for the smooth running of the Finance, Electronic Attendance; Procurement, E-learning and Library system; control, coordinate and supervise the work of the technical staff of the IT unit; and ensure ICT norms are respected in different sections.

### **Instructional Designer/Senior Instructional Designer formerly Instructional Designer**

42.14 With the exponential rise in the number of online courses and with more projects in the new era that demand a complete change in the mode of teaching and learning in universities and schools, Management has submitted that the roles and

responsibilities of Instructional Designers are becoming more complex. Instructional Designers are being called upon to prepare and upload materials for online teaching, monitoring and ensuring the quality assurance mechanism for the effective delivery of pedagogical courses. In line with the eventual future projects, additional responsibilities pertaining to project management and leadership would be entrusted upon them. Additionally, incumbents would be required to constantly work in partnership with academics to incorporate techno-pedagogical materials for learning, teaching and delivering online courses. Hence, Management requested to recognise and raise the status of these officers in view of their pedagogical skills, knowhow and transcription of teaching materials. A request has also been made for the creation of additional levels in line with the structure provided for academics.

- 42.15 The Bureau has studied both requests. As regards raising the status, the Bureau after perusing the scheme of service, considers that this issue may best be addressed by Management after seeking the approval of the competent authority and bringing the necessary amendment. Nevertheless, after re-assessing the grade on the basis of fresh information from the Job Description Questionnaires and proposed set of duties as submitted by the MIE, we are instead compensating incumbents in terms of career earnings. It should, however, be highlighted that no request for additional level to perform supervisory duties would be entertained for this grade in future.

#### **Recommendation 4**

**42.16 We recommend that the grade of Instructional Designer be restyled Instructional Designer/Senior Instructional Designer.**

- 42.17 In addition to the existing set of duties as prescribed for the grade, incumbent would now work in partnership with academics and be required: to plan, execute and manage instructional design projects; identify, evaluate, recommend and pilot emerging technologies and teaching strategies; develop innovative pedagogical and online learning in collaboration with the project team; and work with Subject Matter Experts and other stakeholders to develop instructional strategies and design learning solutions. **All these elements have been taken into account in arriving at the salary recommended for the grade.**

#### **Graphic Designer**

- 42.18 Both Management and staff side have requested for an additional level of Chief Graphic Designer as well as to upgrade the qualifications requirement of the grade of Graphic Designer from Diploma to a Degree. During consultations, parties were advised that it would be more appropriate for Management to consider filling the vacant post of Senior Graphic Designer. Management averred that the duties of the Graphic Designers have evolved technically and in complexity as they have to consider the pedagogical aspects of design of education materials for children. They also relayed that there is a need for higher academic background to cope with the challenges and to match the exigencies of the position. It was also submitted that Graphic Designers holding a Degree in Graphic Design, have covered a module of indesign which gives them the acumen to perform the complex designs.

42.19 Upon request of Management, a site visit was effected at the Mauritius Institute of Education with a view to enabling the Bureau to better understand the nature of operation of the Graphic Designers. The Bureau has also taken into account the particulars provided in the Job Description Questionnaires and is making recommendation to this effect.

### Recommendation 5

**42.20 We recommend that, Graphic Designers who possess a Degree in Graphic Design or an equivalent qualification 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.**

### Technician

42.21 The post of Technician is presently filled by selection from candidates possessing a Cambridge School Certificate and relevant City and Guilds Certificate together with two years' experience in the relevant field. The fact that there has been an evolution in the nature and complexity of duties performed by incumbents in the said grade, Management has requested to upgrade its qualifications requirement to a Diploma in the fields of Audio-Visual; Graphics and Design and/or Photography; Science, Home Economics, Visual Arts and Industrial Arts; and Printing respectively. An examination of the newly filled in Job Description Questionnaires has confirmed the justifications provided by Management. We are recommending accordingly.

### Recommendation 6

**42.22 We recommend that henceforth, the grade of Technician should be filled by selection from among candidates possessing a Diploma in the relevant field.**

42.23 In addition to the existing set of duties as prescribed for the grade of Technician, incumbent would also be required to assist the Senior Technician in the performance of his duties; advise Lecturers in their duties relating to demonstration, field work and practical classes; ensure proper use of materials and keep an inventory of equipment and materials; and maintain as well as operate equipment in the respective Laboratory and Workshop.

42.24 Incumbent in the grade of Technician may be required to work outside normal working hours including Saturdays, Sundays and public holidays. **This element has been taken into consideration in arriving at the salary recommended for the grade.**

### Senior Technician

42.25 Pursuant to the changes brought to the qualifications requirement of the grade of Technician, consequential amendments need to be made in the qualifications requirement of the grade of Senior Technician. We are making provision to this effect.

## Recommendation 7

**42.26 We recommend that henceforth, the grade of Senior Technician should be filled by promotion, on the basis of experience and merit, of officers in the grade of Technician reckoning at least four years' service in a substantive capacity in the grade.**

42.27 Incumbent in the grade of Senior Technician may be required to work outside normal working hours including Saturdays, Sundays and Public Holidays. **This element has been taken into consideration in arriving at the salary recommended for the grade.**

## Allowance to Head of School and Head of Department

42.28 At present, Academics who occupy the position of Head of School and Head of Department are granted a monthly allowance of Rs 1830 and Rs 1525 respectively. As the present arrangement is serving its purpose, we are revising the quanta of the allowances.

## Recommendation 8

**42.29 We recommend that Academics who are assigned the duties of Head of School and Head of Department should be paid a revised monthly allowance of Rs 2200 and Rs 2000 respectively.**

## Special Provision for Academics

42.30 With a view to ensuring that the remuneration package of incumbents with relevant experience in the public service is competitive, academics stagnating on their top salary are allowed to move incrementally in the Master Salary Scale. However, the grant of the additional increment is linked to more stringent performance criteria so as to bring about a performance-oriented culture. We are recommending accordingly.

## Recommendation 9

**42.31 We recommend that academics in the grades of Lecturer, Senior Lecturer and Associate Professor drawing salary in a scale the maximum of which is not less than Rs 69800 and not more than Rs 97625 and having reached the top of their respective salary scale should be allowed to move incrementally up to a maximum of two increments in the Master Salary Scale provided they satisfy the performance criteria as per provision made in the Introductory Chapter of this Volume.**

## Academic Attainment

42.32 At present, provision exists for the grant of additional increments to academics for academic attainment through published research, teaching, administrative contributions and publications subject to satisfying certain conditions. Prior to the publication of this Report, the Higher Education Commission came up with a Framework to clarify certain issues regarding the implementation of the said

provision, whereby criteria and guidelines for payment of the additional increments for academic attainment have been set. Resultantly, we are revisiting the existing provision as well as certain criteria.

### **Recommendation 10**

- 42.33 We recommend that as from year 2024, Lecturers, Senior Lecturers and Associate Professors holding a PhD and reckoning academic attainment through teaching, research and publications, and administrative contributions and having stayed on top of their revised salary scales for at least 12 months should be allowed to move incrementally up to a maximum of two increments to be read from the Master Salary Scale.**
- 42.34 For an effective and uniform implementation of the above recommendation in all Higher Education Institutions, the following should serve as guidelines when assessing academic attainment:**
- (i) Management should initiate action for the grant of additional increments upon receipt of written request from eligible officers;**
  - (ii) academics in the grades of Lecturer, Senior Lecturer and Associate Professor should be assessed on all the three measures of academic attainment i.e teaching, research and publications, and administrative contributions as per the criteria for assessment recommended by the Higher Education Commission, to be eligible for the grant of additional increments;**
  - (iii) for the purpose of earning increments, academic attainment in one grade shall not be transferable on promotion to a higher grade in the same cadre; and**
  - (iv) Management should decide whether the assessment should be quantitative or qualitative or a combination of both quantitative and qualitative, and the decision should be communicated to the academics well before the conduct of the assessment exercise. In this regard, the Higher Education Commission should ensure a consistent implementation thereof in all the Higher Education Institutions.**
- 42.35 We additionally recommend that:**
- (i) pending the implementation of the recommendation made at paragraph 42.33 above in year 2024, the provision on academic attainment made at paragraph 35.15 of the 2016 PRB Report (Volume 2 Part II), should continue to prevail and guidelines at paragraph 42.34 above should apply to determine such attainment; and**
  - (ii) for implementation of the recommendations on academic attainment, the new salary point reached by virtue of the provision made at paragraph 42.31 above shall deem to be the new top salary.**

### **Duty Free Facilities for Senior Lecturers**

42.36 Presently, Senior Lecturers reckoning at least 14 years' service in the cadre are entitled to car benefits, as per existing provision governing 'Travelling and Car Benefits' though drawing a salary in a scale, the maximum of which is less than Rs 86000. The present benefit should continue to prevail.

### **Recommendation 11**

**42.37 We recommend that Senior Lecturers reckoning at least 14 years' service in the cadre would be entitled to car benefits as per provision at paragraph 16.2.15 (No. 2) of Volume 1 though drawing a salary in a scale the maximum of which is less than Rs 94500.**

### **General Worker**

42.38 General Workers who are regularly called upon to perform the duties of the grade of Office Attendant are paid an allowance equivalent to one increment at the initial salary point of the latter grade. In all fairness, we are reviewing the payment of the allowance to compensate for the higher level of responsibility.

### **Recommendation 12**

**42.39 We recommend that General Workers who are regularly called upon to perform the duties of the grade of Office Attendant should be paid an allowance equivalent to three increments at the salary point reached in their salary scale.**

### **Sabbatical Leave**

42.40 In its previous Reports, the Bureau has recommended that Management of the MIE should consider the advisability of setting up a Sabbatical Leave Scheme for its academic staff. Management has submitted that this recommendation is yet to be implemented. We are therefore, replicating this recommendation.

### **Recommendation 13**

**42.41 We recommend that Management of the MIE should set up a Sabbatical Leave Scheme for the academic staff on permanent and pensionable establishment.**

### **Political Activities**

42.42 At present, full-time academic and non-academic staffs of the Institute are not allowed to participate in active politics as involvement therein disrupts the proper functioning of the organisation. **This provision, being a main clause in the contract of employment of the staff, is being maintained.**



## Abolition of Grades

42.43 Management has submitted that the grades of Printing Assistant (Personal), Security Guard, Senior Instructor (Personal) and Word Processing Operator are vacant and would no longer be required. **These grades are, therefore, being abolished.**

### 42. MAURITIUS INSTITUTE OF EDUCATION

#### SALARY SCHEDULE

**MIE 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

**MIE 2 : Rs 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23025**

Stores Attendant

**MIE 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  
Library Attendant  
Office Attendant

**MIE 4 : Rs 15485 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 25000**

Senior Gardener

**MIE 5 : Rs 17045 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 25525**

Senior Library Attendant

**MIE 6 : 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/Messenger  
Technical Attendant

**MIE 7 : 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**

Binder  
Cabinet Maker/Carpenter  
Electrician  
Handy Worker (Multi Skilled)  
Painter

**42. MAURITIUS INSTITUTE OF EDUCATION (Contd)**

- MIE 8 : 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
- MIE 9 : Rs 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 29875**  
Receptionist/Telephone Operator
- MIE 10 : 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**  
Driver (Heavy Vehicle)
- MIE 11 : 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 - 31525**  
Technical Attendant (Personal)  
*formerly Laboratory Attendant*  
*Resources Centre Attendant*  
*Workshop Attendant*  
*(in post as at 30.06.93)*
- MIE 12 : 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 - 28225 QB 29050 x 825 - 31525**  
Assistant Technician (Printing)
- MIE 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 - 34825**  
Clerical Officer/Higher Clerical Officer  
Clerk/Word Processing Operator
- MIE 14 : Rs 20825 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34825**  
Senior Binder
- MIE 15 : Rs 21150 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650**  
Senior Assistant Technician (Printing)
- MIE 16 : 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 - 37450**  
Library Clerk/Senior Library Clerk

**42. MAURITIUS INSTITUTE OF EDUCATION (Contd)**

- MIE 17 : 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
- MIE 18 : Rs 19850 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450**  
Assistant Financial Operations Officer  
*formerly Assistant Financial Officer*  
Assistant Procurement and Supply Officer  
Executive Officer (Personal)
- MIE 19 : Rs 19850 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500**  
Educational Data Assistant
- MIE 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
- MIE 21 : Rs 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500**  
Information, Research and Documentation Officer (Ex-SMEDA) (Personal)
- MIE 22 : 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*  
Higher Executive Officer  
Procurement and Supply Officer
- MIE 23 : 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 - 42200 x 1300 - 44800**  
Technician
- MIE 24 : 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)

**42. MAURITIUS INSTITUTE OF EDUCATION (Contd)**

- MIE 25 : 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**  
Computer Technician  
Graphic Designer  
Library Officer  
Maintenance Officer
- MIE 26 : 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
- MIE 27 : 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
- MIE 28 : Rs 29875 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 50900**  
Principal Executive Officer
- MIE 29 : Rs 29050 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200**  
Assistant Librarian/Cataloguer
- MIE 30 : Rs 29875 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200**  
Senior Graphic Designer  
Senior Technician
- MIE 31 : Rs 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 57600**  
Principal Financial Operations Officer  
*formerly Principal Financial Officer*  
Principal Procurement and Supply Officer
- MIE 32 : 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  
Human Resource Management Officer  
Research Officer (New Grade)

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- MIE 33 : Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700**  
Analyst/Programmer  
Systems Administrator
- MIE 34 : Rs 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700**  
Chief Technician
- MIE 35 : 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**  
Instructional Designer/Senior Instructional Designer  
*formerly Instructional Designer*
- MIE 36 : 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**  
Deputy Head Librarian  
Internal Auditor/Senior Internal Auditor  
*formerly Internal Auditor*
- MIE 37 : 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**  
Lecturer
- MIE 38 : Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 77950**  
Assistant Registrar  
IT Coordinator (New Grade)
- MIE 39 : Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250**  
Financial Controller  
Head Librarian  
Senior Lecturer
- MIE 40 : Rs 52550 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250**  
Deputy Registrar

**42. MAURITIUS INSTITUTE OF EDUCATION (Contd)**

**MIE 41 : Rs 68000 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250  
x 3125 - 94500**

Registrar

**MIE 42 : Rs 68000 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250  
x 3125 - 97625**

Associate Professor

**MIE 43 : Rs 110125**

Deputy Director  
Professor

**MIE 44 : Rs 119500**

Director



