

48. MAURITIUS OCEANOGRAPHY INSTITUTE

- 48.1 The Mauritius Oceanography Institute (MOI) was set up under the provisions of the Act No. 24 of 1999. It operates under the *aegis* of the Ministry of Blue Economy, Marine Resources, Fisheries and Shipping and aims to become the Centre of Excellence in Oceanography in the Indian Ocean region by contributing towards the advancement of oceanography for the welfare of the people of the Republic of Mauritius.
- 48.2 Its main functions are to: initiate, encourage, launch, facilitate, support, undertake, participate in rationalising and coordinating research and development in relation to oceanography having regard to the national, regional and international interests of Mauritius, its needs and priorities; arrange and provide facilities to any other institution, body or person, for carrying out such research and development; maximise opportunities and arrangements for such research and development on a collaborative basis and to encourage and facilitate the application and use of its results. The Institute also collects, coordinates, stores, disseminates published reports and other materials relating to oceanography and prepares, funds, implements and periodically updates and monitors programmes relating to the sustainable development of marine resources.
- 48.3 Being at the apex, the Director is assisted by a Deputy Director and other heads of Department/Units in the overall management of the organisation. The core functions of the MOI are carried out by officers in the Research Scientist Cadre, who are posted in five departments viz: Physical Oceanography, Biological Oceanography, Chemical Oceanography, Marine Geosciences and Biotechnology.
- 48.4 In the context of this review exercise, the representations made by the Union mainly consisted of: reviewing the mode of appointment of certain grades; upgrading of the salary of a few positions; creating grades in a few areas mainly to provide a career path; granting duty free exemption and enhanced travelling benefits to professional staffs, while granting an allowance to the Driver for performing additional higher duties; implementing flexitime for improved efficiency and productivity; and reviewing the mode of payment of seagoing allowance. Management on its side made a few common requests as those proposed by the Union. Other proposals comprised reviewing the mode of appointment of certain grades; restyling a few positions; and creating additional levels.
- 48.5 During consultative meetings, stakeholders were apprised of the outcome of most of their requests. We are, in addition, making the following observations: restyling should be in consonance with the nature and level of duties performed; and creation of grades depends upon functional needs. In addition, certain implementation issues should be addressed by Management including the review of mode of appointment of grades and payment of an allowance to officers who are performing higher duties or in a different field where certain specific competencies are required; and a few issues could not be addressed as requested information have not been submitted within the set time frame.

- 48.6 After examining all the proposals, those found meritorious have been favourably considered. In this context, we are: creating the grades of Plant and Maintenance Officer and Assistant Procurement and Supply Officer; revising the mode of appointment to the grade of Accounts Officer; reviewing the mode of payment for Diving Allowance; and retaining a few provisions made in the last Report.

Plant and Maintenance Officer (New Grade)

- 48.7 Both Management and Union made a request for the creation of a grade of Plant and Maintenance Officer to attend to maintenance of building and services issues. Given that there is functional need for this level, we are recommending accordingly.

Recommendation 1

- 48.8 We recommend the creation of a grade of Plant and Maintenance Officer. Appointment thereto should be made by selection from among candidates possessing a Diploma in Civil Engineering or an equivalent qualification acceptable to the Board.**

- 48.9 Incumbent would, among others, be responsible for the maintenance and repairs of plant, furniture and equipment; and called upon to: plan, design, execute, supervise and monitor civil engineering works; guide, supervise and control maintenance staff; and make regular inspections of existing infrastructure.

Assistant Procurement and Supply Officer (New Grade)

- 48.10 At present, procurement and supply duties are being performed by a Procurement and Supply Officer. The Union requested for the creation of a grade of Assistant Procurement and Supply Officer for good governance. After carefully examining the issue, we are providing for a grade of Assistant Procurement and Supply Officer.

Recommendation 2

- 48.11 We recommend the creation of a grade of Assistant Procurement and Supply Officer. Appointment, thereto, should be as per provision made in the Introductory Chapter of this Volume.**

- 48.12 Incumbent would be required, among others, to: perform procurement, supply and stock control operations and maintain updated records of transactions in compliance with the Financial Management Kit and regulations made under the Public Procurement Act 2006 and other regulations in force, as appropriate; assist in any assignment related to procurement, supply and stock control operations, operate e-procurement and inventory management systems; and assist in the proper up-keeping of equipment.

Accounts Officer

- 48.13 Appointment to the grade of Accounts Officer is presently made by selection from outside candidates. Management made a request to review the mode of appointment of the grade of Accounts Officer with a view to providing better career prospects to serving Accounts Clerks who possess the relevant qualifications.

- 48.14 After examining the request, we are agreeable to the proposal and are recommending in that direction.

Recommendation 3

48.15 We recommend that in future, appointment to the grade of Accounts Officer should be made by selection from among officers in the grade of Accounts Clerk reckoning at least four years' service in a substantive capacity in the grade.

48.16 We also recommend that henceforth, appointment to the grade of Accounts Clerk should be made as per provision made in the Introductory Chapter of this Volume.

Human Resource Officer/Senior Human Resource Officer

- 48.17 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.**

Diving Allowance

- 48.18 The scientific and technical staff of the MOI are eligible for the payment of a Diving Allowance every time they perform diving duties subject to a maximum number of dives. Both Management and the Union have requested the Bureau to provide a clear definition of diving as implementation problems were being encountered when considering the different forms of diving for which payment should be effected.
- 48.19 Whilst studying the representation, we noted that payment of diving allowance was indeed being implemented differently across the Public Sector. In a bid to facilitate implementation, we are providing a definition of 'diving' as well as upholding the provision for the Diving Allowance.

Recommendation 4

48.20 We recommend that scientific and technical staff of the MOI who are called upon to perform (scuba) diving duties for carrying out observation and data collection underwater be paid Rs 695 per dive, subject to a maximum of Rs 10425 per month. This maximum may be reviewed by the Board based on operational requirements.

- 48.21 For the purpose of implementation of the above recommendation, "diving" is referred to "the activity of working below the surface of water/underwater with the aid of a breathing apparatus, excluding a snorkel".

Sea Going Allowance

- 48.22 Scientific and technical staff of the MOI who act as observers on board vessels in connection with scientific operations are currently being paid a sea going allowance of Rs 1000 per officer per day. We consider that the present arrangement is appropriate and are, therefore, maintaining same.

Recommendation 5

48.23 We recommend that the Sea Going Allowance payable to scientific and technical staff of the MOI who act as observers on board vessels in connection with scientific operations be revised to Rs 1050 per officer per day.

Sea Going Incentive

48.24 Presently, scientific and technical staff who have stayed on board vessel for a period of five consecutive days in connection with scientific operations are eligible for one day's rest. We are retaining this provision.

Recommendation 6

48.25 We recommend that, scientific and technical staff who have stayed on board vessel for a period of five consecutive days in connection with scientific operations should continue to be granted one day's rest.

Continuous Professional Development (CPD)

48.26 Principal Research Scientists, Research Scientists and Associate Research Scientists are eligible for the payment of an allowance of Rs 8000 annually which is cumulative over a maximum of three years to meet expenses towards their professional development on presentation of documentary evidence; and are granted special leave of 10 days annually, subject to exigencies of the service, to enable them to take advantage of professional development programmes either locally or abroad. The special leave may be combined with other types of leave whenever the number of leaves required exceeds ten days. We are maintaining this arrangement.

Recommendation 7

48.27 We recommend that the Principal Research Scientists, Research Scientists and Associate Research Scientists on the permanent and pensionable establishment of the MOI should be:

- (i) paid an allowance of Rs 8400 annually, to be able to meet expenses towards their professional development. This allowance is payable on presentation of documentary evidence and it is cumulative over a maximum period of three years; and**
- (ii) granted 10 days special leave annually which may be combined with other types of leave in cases where the number of days of leave required exceeds 10 days, subject to exigencies of the service.**

Consultancy Services

48.28 As per the recommendation of the previous Report, the MOI staff are allowed to provide consultancy services and the net income therefrom is shared between the staff concerned and Management in the ratio of 2:1. During consultations, the Bureau has been apprised that this recommendation is not being implemented as the Board of the MOI viewed that the provision of consultancy services by the MOI against payment may involve a conflict of interest or bias, the moreso, the consultancy was being carried out during working hours.

48.29 After examining the views of the Board, the Bureau considers that the provision should be maintained and Management should ensure that issues of conflict of interest should not arise and the consultancy is conducted outside normal working hours.

Recommendation 8

48.30 We recommend that MOI staff be allowed to provide consultancy services and the net income therefrom should be shared between officers involved in the provision of research and consultancy services and the MOI in the ratio of 2:1.

Enhanced Pension Benefits to PhD holders of MOI

48.31 Further to requests made in the context of this Report regarding the grant of enhanced pension benefits to PhD holders, the Bureau has re-examined the whole issue. In the light of the findings of the study, we are revisiting the eligibility criteria, limiting it to officers who are effectively involved in research activities on a regular basis. We are, therefore, recommending accordingly.

Recommendation 9

48.32 We recommend that officers in a professional level or above, holding a PhD degree recognised by the Council and who are effectively engaged in research activities on a regular basis, should be eligible to four pensionable months of service for every three years of post-doctoral effective service, subject to a maximum of 40 months.

48. MAURITIUS OCEANOGRAPHY INSTITUTE

SALARY SCHEDULE

MOI 1	:	Rs 21150 Safety and Health Officer (Part-time) <i>formerly Health and Safety Officer (Part-Time)</i>
MOI 2	:	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
MOI 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/Office Attendant
MOI 4	:	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 Laboratory Attendant
MOI 5	:	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 Front Desk Officer

48. MAURITIUS OCEANOGRAPHY INSTITUTE (Contd)

- MOI 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 - 34825**
Clerical Officer/Higher Clerical Officer
- MOI 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
- MOI 8 : Rs 19850 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450**
Accounts Clerk
Assistant Procurement and Supply Officer (New Grade)
- MOI 9 : 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 - 40300**
Technical Assistant/Senior Technical Assistant
- MOI 10 : 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
- MOI 11 : Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500**
Accounts Officer
Procurement and Supply Officer
- MOI 12 : 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
- MOI 13 : 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
- MOI 14 : 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

48. MAURITIUS OCEANOGRAPHY INSTITUTE (Contd)

MOI 15 : 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

Plant and Maintenance Officer (New Grade)
Technical Officer

MOI 16 : 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
Public Relations Officer

MOI 17 : Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700

Associate Research Scientist
Documentation Officer (Personal)
IT Officer

MOI 18 : 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

MOI 19 : Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800

Research Scientist
Systems Administrator

MOI 20 : 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

IT Manager

MOI 21 : Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 77950

Principal Research Scientist

MOI 22 : Rs 91375 x 3125 - 100750

Deputy Director (Future Holder)

MOI 23 : Rs 100750

Deputy Director (Personal)

MOI 24 : Rs 128875

Director



