

## 65. NATIONAL SOLIDARITY FUND

- 65.1 Operating under the *aegis* of the Ministry of Social Integration, Social Security and National Solidarity, the main objectives of the National Solidarity Fund (NSF) are to provide: financial assistance to citizens of Mauritius residing in Mauritius, who may require surgical operations which can be performed abroad or in medical institutions in Mauritius; financial assistance to redundant workers; and financial assistance, with the approval of the Minister, directly to individuals who have undergone severe personal hardship.
- 65.2 To meet its objectives, the Fund has implemented several personal hardship schemes which are grouped into six core areas: Medical; Destitute; Needy Students; Tragic Accident; Repatriation of mortal remains; and Multiple Birth. As stipulated in the NSF Act of 1991 (subsequently amended in 2011), the affairs of the Fund are administered and managed by its Board. The Fund is under the responsibility of the Administrative Secretary who is assisted by a complement of staff in substantive as well as contractual positions. Officers of the Financial Operations Cadre from the parent Ministry also provide their support services to the Fund, on a part-time basis.
- 65.3 Representations were made for the creation of the grades of Word Processing Operator/Receptionist and Accounts Clerk as well as integration of the grade of General Assistant of Ex-SMEDA on the establishment of the Fund. During consultation, Management was advised that the request for salary grading for the post of General Assistant (Ex-SMEDA) should be submitted to the Bureau through the proper channel. We have analysed the other proposals and consider that creation of a grade of Accounts Clerk is not warranted and it is advisable for Management to consider filling the vacant post of Financial Operations Officer *formerly Financial Officer*. As regards the grade of Word Processing Operator/Receptionist, the salary grading has already been provided by the Bureau prior to the publication of this Report on an *ad hoc* basis. The Bureau holds the view that the number of levels on the establishment of the Fund is sufficient to enable its proper functioning.

### Salary Movement for Administrative Secretary

#### Recommendation 1

65.4 **We recommend that the officer in the grade of Administrative Secretary possessing a Degree and who:**

- (i) **was 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 50900 on a personal basis,**
- (ii) **joins 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 incumbent satisfies the performance criteria as set out in the Introductory Chapter of this Volume.**

**65. NATIONAL SOLIDARITY FUND****SALARY SCHEDULE**

**NSF 1 : 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**

Office Care Attendant

**NSF 2 : 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/Receptionist

**NSF 3 : 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

**NSF 4 : 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

**NSF 5 : 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*

**NSF 6 : Rs 25000 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675**

Administrative Secretary



