

PRIVATE SECONDARY SCHOOLS

- 1.1 The Private Secondary Schools (PSS) are educational institutions in Mauritius, Rodrigues and Agalega which cater for around 56241 students. The Private Secondary Education Authority (PSEA), which operates under the *aegis* of the Vice-Prime Minister's Office, Ministry of Education, Tertiary Education, Science and Technology, oversees the overall administration of these institutions as far as pedagogical activities are concerned and also manages the disbursement of grants to these institutions. The teaching and non-teaching personnel are recruited by the Manager of the respective institution. As at date, the establishment size of the teaching and non-teaching staff stands at around 4978 and 2261 respectively.
- 1.2 There are presently a total of 112 private secondary schools in operation, of which eight are in Rodrigues and one in Agalega. 87 of these schools operate on a full grant-in-aid system, one on a partly grant aided system and 24 are non-grant aided.
- 1.3 In the context of this Report, meetings were held with all Staff Unions, the Federation of Managers and the Management of the PSEA. Representations of the Unions pertain mainly to amending the qualifications requirement for the grades of Rector and Deputy Rector; reviewing the workload of Educators and Senior Educators in terms of teaching time; increase in salary; re-introduction of the grant of incremental credits for additional qualifications; enhancing travelling benefits; improving certain existing benefits/allowances; updating schemes of service to better reflect the actual duties being performed; and creation of grades, among others.
- 1.4 The main submissions of the Federation of Managers were, *inter alia*, creation of grades such as Discipline Master, Health and Safety Officer and posting of a Deputy Rector in each school irrespective of school population. On the other hand, Management made submissions to review the qualifications requirement for the grades of Rector, Deputy Rector, Senior Educator and Educator (PSS) to be in line with what obtains in the Civil Service.
- 1.5 During consultations, all parties were apprised that creation of grades depends on the functional and operational needs of the organisation; general conditions of service would be dealt with holistically; and any upgrading would be considered following a re-assessment of the grade by examining the Job Description Questionnaires. Due explanation was also given for requests that could not be entertained.
- 1.6 In our previous Reports, emphasis was laid on the promotion of a homogeneous secondary education to be dispensed in a uniform manner in both State Secondary Schools and Private Secondary Schools. To this end, the conditions of service, recruitment process, qualification and skills and competencies of staff of Private Secondary Schools were aligned with those of the State Secondary Schools. We are, in this Report, continuing this trend of alignment between the Private Secondary Schools and the State Secondary Schools. We are making appropriate provisions in the ensuing paragraphs.

Rector

Deputy Rector

- 1.7 The grades of Rector and Deputy Rector exist in both the State Secondary Schools and the Private Secondary Schools. The grades carry the same salary scale in both sectors. During consultations, the Management of the PSEA apprised that the qualifications requirement for the grades differ in both sectors and this issue is giving rise to much frustration among employees of the Private Secondary Schools. It was, however, noted that the Private Secondary Schools are governed by different PSEA policies. One such policy is that schools with less than 700 students are not eligible to the posting of Deputy Rector; schools with more than 700 students but less than 1200 students are eligible to the posting of one Deputy Rector and schools with a student population of more than 1200 are eligible to two Deputy Rectors.
- 1.8 Proposed amendments to the schemes of service for the grades of Rector and Deputy Director were sent to the High Powered Committee (HPC) on two occasions where it was decided that the matter be looked into by the Bureau in the context of this Report.
- 1.9 Against this backdrop, the Vice-Prime Minister's Office, Ministry of Education, Tertiary Education, Science and Technology submitted proposed schemes of service for the grades of Rector and Deputy Rector to the MPSAIR which were copied to the Bureau. Furthermore, the PSEA apprised the Bureau that the proposals submitted have been agreed upon after consultations with Unions of the Private Secondary Schools, namely the Union of Private Secondary Education Employees (UPSEE), the Secondary and Preparatory School Teachers and other Staff Union (SPSTSU) as well as the Federation of Managers whereby all parties concerned agreed that the qualifications requirement for the grades of Rector and Deputy Rector in Private Secondary Schools should be generally aligned with those of the State Secondary Schools.
- 1.10 Although the views of other relevant stakeholders concerning the proposed amendments to the schemes of service had not been obtained until the very last stage towards the publication of this Report, the Bureau wishes to highlight that it has no objection that the Management of the PSEA proceeds with the amendments to the schemes of service for the grades of Rector and Deputy Rector subject to consensus among all stakeholders and all established procedures are followed.

Scheme of Service

- 1.11 With the COVID-19 Pandemic, teaching personnel of the PSS are called upon to make use of a variety of technology-based software/IT tools as alternatives to the traditional classroom, provide lessons through video conferencing and online learning platforms as well as radio and National television programmes through the Mauritius Broadcasting Corporation. We are, in this Report, making appropriate provision to cater for such instances.

Recommendation 1

- 1.12 We recommend that the duties in the respective schemes of service for the teaching personnel in Private Secondary Schools be enlarged to include online teaching, assessment and evaluation, whenever necessary. This element has been taken into consideration in arriving at the recommended salary scales of the relevant grades.**

Educator (Private Secondary Schools)

- 1.13 In our last Report, provisions were made for the PSEA and the Vice-Prime Minister's Office, Ministry of Education, Tertiary Education, Science and Technology to ensure that incumbents in the grade of Educator (Private Secondary Schools) who are recruited in a temporary capacity to be appointed in a substantive capacity only upon successful completion of a comprehensive one year course leading to an Educator's Licence. However, both the PSEA and the Ministry have informed that this recommendation has still not yet been implemented and have requested that this provision be replicated in this Report. We recommend accordingly.

Recommendation 2

- 1.14 We reiterate that the PSEA, in collaboration with the Vice-Prime Minister's Office, Ministry of Education, Tertiary Education, Science and Technology, should ensure that, in future, Educator (Private Secondary Schools) should be recruited in a temporary capacity in the first instance. Candidates should be appointed in a substantive capacity only upon successful completion of a comprehensive one year training leading to an Educator's Licence. Moreover, the modules taken in the one year training course shall be banked towards a PGCE to be completed within a period of five years.**
- 1.15 **We recommend that the PSEA and the Vice-Prime Minister's Office, Ministry of Education, Tertiary Education, Science and Technology should take the necessary measures to avoid any further delay in the implementation of the above recommendation.**
- 1.16 There are specific provisions for the grade of Educator (Secondary) in the Vice-Prime Minister's Office, Ministry of Education, Tertiary Education, Science and Technology which are applicable for Educator (Private Secondary Schools). These provisions still hold and we recommend accordingly.

Recommendation 3

- 1.17 We recommend that:**
- (a) candidates possessing a post 'A' Level Degree and appointed Educator (Private Secondary Schools) should join the recommended salary scale at salary point Rs 27400;**
 - (b) Educators (Private Secondary Schools) possessing a post 'A' Level Diploma or post 'O' Level Degree should be allowed to proceed beyond**

the Qualification Bar (QB) inserted in the salary scale upon obtention of the Degree or a Master's Degree as appropriate;

- (c) incumbents in the grade of Educator (Private Secondary Schools) drawing a monthly salary of less than Rs 27400 should, on obtention of qualifications to cross the QB in the salary scale, be allowed to join the recommended salary scale at salary point of Rs 27400; and
- (d) Educators (Private Secondary Schools) who satisfy the requirement to cross the QB should, on reaching the top salary point of Rs 62700, be allowed to move incrementally in the Master Salary Scale up to salary point Rs 68000 provided they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.

1.18 We also recommend that the Educators (Private Secondary Schools) should teach approximately 1190 minutes in a week, one or more subjects relating to their academic qualifications.

1.19 The term "approximately" at paragraph 1.18 above is deemed to mean a few minutes more or a few minutes less but not a period more or a period less. It has been used because of divisibility as the duration of a period differs in different schools/colleges.

Allowance

1.20 Educators (Private Secondary Schools), who do not possess the qualifications to cross the QB in the salary scale of the grade and who are called upon to teach Grade 12 and Grade 13 subjects in scarcity areas for at least eight periods weekly, are currently being paid a monthly allowance of Rs 2360. We are revising the quantum of the allowance.

Recommendation 4

1.21 We recommend that the monthly allowance payable to Educators (Private Secondary Schools) who do not possess the qualifications to cross the QB in the salary scale and who are called upon to teach Grade 12 and Grade 13 subjects in scarcity areas for at least eight periods weekly, should be revised to Rs 2480. On obtention of the qualifications required to cross QB, incumbent would be eligible (i) to a salary point arrived at after adding the allowance to the basic salary OR (ii) to draw the higher salary point where the sum thus obtained is between two salary points and would draw the new determined salary OR Rs 27400 whichever is higher.

1.22 We also recommend that the above monthly allowance should be paid on a *pro-rata* basis to Educators (Private Secondary Schools) who do not possess the qualifications to cross the QB and are called upon to teach Grade 12 and Grade 13 subjects in scarcity areas for a minimum of four periods weekly.

Head of Department

- 1.23 Heads of Department are selected on a seniority basis in their respective Private Secondary Schools from among Educators (Private Secondary Schools) possessing the qualifications to cross the QB. In the absence of fully qualified candidates, Educators (Private Secondary Schools) who do not possess the qualifications to cross the QB, but reckon at least five years' post qualification experience and having taught up to Grade 11/Grade 13 when posted respectively in Grade 11/Grade 13 colleges are also considered for the designated position. The Heads of Department are required to advise the Rector on matters relating to their respective specialities e.g. syllabus, choice of books, laboratory equipment, time table, internal examinations, among others.
- 1.24 A list of subjects and subject combinations has been established by the PSEA for which a headship allowance is paid. The criteria for eligibility to the position of Head of Department, is as follows: -
- (i) there should be two or more Educators (Private Secondary Schools) with a full time-table in the Department;
 - (ii) Educators (Private Secondary Schools) are teaching the subject for at least 1000 minutes weekly; and
 - (iii) the total teaching time in the department should not be less than the full workload of a full-time teacher or approximately 1190 minutes per week.
- 1.25 The above arrangements are still valid and should continue to prevail.

Recommendation 5

- 1.26 **We recommend that assignment of duties of Head of Department should continue to be made from among Educators (Private Secondary Schools), possessing qualifications required to cross the QB, on a seniority basis in the respective Private Secondary Schools and in the grade. In the absence of fully qualified candidates, Educators (Private Secondary Schools) who do not possess the qualifications to cross the QB, but reckon at least five years' post qualification experience and teach up to Grade 11/Grade 13 and are posted respectively in Grade 11/Grade 13 colleges should also be considered.**
- 1.27 **We also recommend that incumbents assigned duties of Head of Department should continue to teach their subject of specialisation for approximately 840 minutes weekly and be paid a monthly Headship Allowance as hereunder: -**

Head of Departments	Monthly Allowance
In schools teaching up to Grade 11	Rs 1330
In schools teaching up to Grade 13	Rs 2000
In scarcity areas (though not possessing the qualifications required to cross the QB)	Rs 2000

- 1.28 The term "approximately" at paragraphs 1.24 (iii) and 1.27 is deemed to mean a few minutes more or a few minutes less but not a period more or a period less. It has been used because of divisibility as the duration of a period differs in different schools/colleges.

Section Leader

- 1.29 At present, members of the teaching staff including Grade I Teachers (Personal), Grade II Teachers (Personal), Grade II Teachers (Others) (Personal) and Educators (Private Secondary Schools) are paid a monthly allowance for being assigned the task of Section Leader with a view to enable the Private Secondary Schools to have additional resources to, among others, tackle the problems of indiscipline and misconduct. This arrangement is still effective.

Recommendation 6

- 1.30 We recommend that the present mode of assignment of duties of Section Leader should continue.**
- 1.31 We also recommend that incumbents assigned the duties of Section Leader be paid a monthly allowance equivalent to one increment at the salary point reached in the respective salary scale.**

Discipline

Recommendation 7

- 1.32 We reiterate that Discipline within the school compound should be the concern of each and every member of the staff both teaching and non-teaching. Every staff member should continue to participate actively to maintain the highest level of discipline at school. They should continue to act proactively and collectively to restore discipline immediately in situation of unruliness and disorderliness.**
- 1.33 We again recommend that following the publication of this Report, the Private Secondary Education Authority in collaboration with the Vice-Prime Minister's Office, Ministry of Education, Tertiary Education, Science and Technology and the Ministry of Public Service, Administrative and Institutional Reforms should carry out a Human Resource Planning as per provision made in the Chapter Recruitment, Promotion and Retention in Volume 1 of this Report and make appropriate recommendations, to ensure that all Private Secondary Schools are properly manned at all levels.**

Replacement Teacher

- 1.34 In our last Report, provisions were made for the PSEA to consider providing replacement for teachers who are on leave for a period of less than 30 days. In the context of this review exercise, several Unions of the PSS sector appraised the Bureau that this provision has not been implemented and as such many Educators have not

been granted their vacation leave due to lack of personnel for replacement. We are making appropriate provision.

Recommendation 8

- 1.35 We reiterate that the PSEA should consider the possibility of providing replacement teachers whenever Educators (Private Secondary Schools) proceed on leave for a period of less than 30 days.**

Part-Time Teachers

- 1.36 The salary of a Part-Time Teacher is currently computed as follows: -

$$\frac{1.25 \times S \times M}{81 \times 60}$$

where S means salary

M means Number of Minutes Taught

- 1.37 The above arrangement for the remuneration and other benefits accruing to Part-Time Teachers is still effective.**

General Attendant

- 1.38 Specific provisions exist for incumbents in the grade of General Attendant who possess additional qualifications and work exclusively in the Laboratory. This arrangement is still effective and we recommend accordingly.

Recommendation 9

- 1.39 We recommend that General Attendants who: -**

- (a) possess at least a pass in Biology or Chemistry or Physics or Mathematics or any Science subject obtained at the Cambridge School Certificate or at the General Certificate of Education (Ordinary Level);**
- (b) work exclusively in the Laboratory and Computer Rooms; and**
- (c) have reached their top salary;**

be allowed to proceed incrementally up to salary point Rs 31525 in the Master Salary Scale.

Roster System for Non-Teaching Staff

- 1.40 In our previous Reports, appropriate provision was made for Managers of Private Secondary Schools to consider the advisability of setting up a roster system for the non-teaching staff during school vacations. This arrangement should continue.

Recommendation 10

- 1.41 We recommend that Managers of Private Secondary Schools should, subject to the exigencies of service, make provision for the setting up of a roster system for the non-teaching staff to attend school during school vacations.**

Services of Educational Psychologist and Safety and Health Officer/Senior Safety and Health Officer

- 1.42 The Bureau had created the grade of Educational Psychologist on the establishment of the Private Secondary Education Authority in the PRB Report 2016. The Bureau also made specific provisions for the PSEA, pending recruitment in the grade, to tap the services of Educational Psychologist at the Vice-Prime Minister's Office, Ministry of Education, Tertiary Education, Science and Technology, on a needs basis. Specific recommendation was also made for Safety and Health Officer/Senior Safety and Health Officer to provide their services in Private Secondary Schools.
- 1.43 Given that the PSEA has not yet recruited Educational Psychologist on its establishment, we are, once again, making specific provisions.

Recommendation 11

- 1.44 We again recommend that pending the recruitment of Educational Psychologist, the Private Secondary Education Authority should continue to make necessary arrangements with the Vice-Prime Minister's Office, Ministry of Education, Tertiary Education, Science and Technology to avail of the services of Educational Psychologist on a needs basis.**
- 1.45 We also recommend that the Private Secondary Education Authority should ensure that the Safety and Health Officer/Senior Safety and Health Officer on its establishment should continue to carry out surveys; assess health and safety requirements; and recommend the implementation of health and safety measures in Private Secondary Schools.**

Protective Items

Recommendation 12

- 1.46 We recommend that Managers of Private Secondary Schools should continue to provide the necessary protective clothing/equipment as per the list of protective clothing/equipment issued by the Private Secondary Education Authority to employees in approved grades whose nature of work warrants the use of same.**
- 1.47 We also recommend that the Private Secondary Education Authority should ensure compliance with the above recommendation in all Private Secondary Schools.**

Conditions of Service

Recommendation 13

- 1.48 All relevant conditions of service recommended at Chapter Conditions of Service and Benefits of Volume 1 of this Report should be applicable to all approved teaching and non-teaching staff, except where otherwise stated.**

Tour of Service of Educators who have elected domicile in Mauritius and are serving in Rodrigues for several years

- 1.49 The conditions of service of officers who are domiciled in Mauritius and required to serve on a tour of service to Rodrigues and the Outer Islands have been dealt with under Chapter Rodrigues and the Outer Islands in Volume 1 of this Report. The relevant conditions of service which are applicable to the Educator (Private Secondary Schools) who is domiciled in Mauritius and who is required to serve on a tour of service in Rodrigues are being reproduced for ease of reference.

Recommendation 14

1.50 We recommend that:

- (i) the duration of a tour of service in Rodrigues should generally be of 12 months' duration;**
- (ii) payment of the monthly disturbance allowance should be 25% of gross salary for the duration of a tour of service;**
- (iii) payment of the disturbance allowance should, save in exceptional circumstances and subject to the approval of the MPSAIR, be limited to three tours of service only; and**
- (iv) Mauritian officers posted in Rodrigues on a tour of service should continue to benefit from rent-free accommodation or quarters.**

Special Provisions during a Pandemic

- 1.51 During the period COVID-19 Pandemic prevailed in Mauritius, the MPSAIR informed all Ministries/Department through a circular to make special arrangement for officers proceeding on a tour of service to Rodrigues and the Outer Islands.
- 1.52 In accordance with the Circular, Supervising Officers have been requested to communicate to the MPSAIR the particulars of officers who have been scheduled to proceed to Rodrigues and/or the Outer Islands during the coming three months, to serve on a tour of service, indicating their expected date of departure, so that appropriate arrangements may be made with the Ministry of Health and Wellness for these officers to serve their mandatory quarantine period just before their planned departure.
- 1.53 Since the sanitary protocol would be of relevance, should a similar situation arise in the future, we are making appropriate provision to that effect.

Recommendation 15

- 1.54 We recommend that whenever officers scheduled to proceed on a tour of service to Rodrigues and the Outer Islands and have to serve a mandatory quarantine period just before their planned departure, their Supervising Officers should communicate to the MPSAIR their particulars at least three months in advance so that appropriate arrangements may be made with the Ministry of Health and Wellness for them to serve the said quarantine period.**

SPECIFIC CONDITIONS

Vacation Leave

- 1.55 This section should be read along with the Chapter on Leave in Volume 1 of this Report.
- 1.56 The provisions for vacation leave for teaching personnel are different from those in other sectors in the public sector in view of the specificities of the education sector. We have examined all requests from both the staff side and Management and are making appropriate provisions in the ensuing paragraphs.

Recommendation 16

- 1.57 **We recommend that the present vacation leave earning rate and ceiling for teaching staff should be in accordance with the provisions of the Chapter on Leave of Volume 1 of this Report.**
- 1.58 **We recommend that the teaching personnel:**
- (i) subject to the exigencies of service, may be granted a maximum of 19 days vacation leave during term time; and**
 - (ii) who do not take advantage of the annual vacation leave entitlement during term time in a calendar year should be allowed to accumulate up to the normal ceiling. Additionally, the maximum vacation leave which may be accumulated over and above the vacation leave ceiling should not exceed 50% of the maximum accumulated vacation leave entitlement for the incumbent. Such leave may be taken as leave prior to retirement. If the services of the officer are required during the leave prior to retirement, they are refunded the accumulated vacation leave at the rate of 1/30 of the last monthly salary per day at the time of retirement.**
- 1.59 **We also recommend that notwithstanding provision at paragraph 1.58 (i) above, vacation leave exceeding 19 days during term time may be granted, subject to the exigencies of service, to officers for:**
- (i) medical treatment overseas for self or to accompany an immediate member of the family for treatment abroad when such treatment cannot be dispensed locally;**
 - (ii) convalescence purposes following depletion of the officer's sick leave accumulated in "bank";**
 - (iii) immediately after maternity leave entitlement;**
 - (iv) for a male officer, following his wife's confinement;**
 - (v) attending to the graduation ceremony of an immediate member of the family abroad;**
 - (vi) the wedding of the officer or the officer's children;**
 - (vii) proceeding on pre-retirement leave; and**

(viii) for any other cases, (a) once for officers reckoning less than 20 years' service and (b) not more than twice for those reckoning over 20 years' service inclusive of (a).

1.60 Vacation leave is granted only for reasons specified at paragraph 1.59 above during third term.

1.61 The term "immediate member of the family" for the purpose of paragraph 1.59 above is deemed to mean the officer's father, mother, brother, sister, husband, wife, son, daughter, father-in-law and mother-in-law.

1.62 We further recommend that members of the teaching personnel should attend to training course/seminars, talks, workshops organised during school vacation.

Casual Leave

1.63 Teaching personnel are eligible to 11 working days of casual leave each year. Members of the teaching personnel who, during a whole calendar year, are assigned full responsibility of classroom teaching and who effectively perform teaching duties, are refunded annually their unutilised casual leave up to a maximum of 10 days at the rate of 1/66 of their last monthly salary per day in the corresponding year. This arrangement is still effective and we recommend accordingly.

Recommendation 17

1.64 We recommend that members of the teaching personnel who, during a whole calendar year, are assigned full responsibility of classroom teaching and who effectively perform teaching duties, should continue to be refunded annually their unutilised casual leave up to a maximum of 10 days at the rate of 1/66 of their last monthly salary per day in the corresponding year.

1.65 We also recommend that up to a maximum of 10 days' of unutilised casual leave of teaching personnel should be refunded on a *pro-rata* basis for the year in which the officer proceeds on retirement or passes away while in service.

Loan Facilities to purchase Laptop/PC

1.66 In view of the fact that teaching personnel are now required to use different techniques to carry out their pedagogical duties, the Bureau is making appropriate recommendation to enable those teaching personnel to avail of the proper tools and equipment.

Recommendation 18

1.67 We recommend that teaching personnel should be provided with loan facilities up to a maximum of Rs 25000 at an interest rate of 2% per annum for a duration of 24 months for the purchase of a Laptop/PC, as appropriate.

- 1.68 For the purpose of this section on SPECIFIC CONDITIONS, the term "teaching personnel" is deemed to read officers in the following grades:
- (i) Senior Educator (Private Secondary Schools);
 - (ii) Educator (Private Secondary Schools);
 - (iii) Educator (Private Secondary Schools) (Personal to holders in post as at 30.06.03);
 - (iv) Grade I Teacher (Personal);
 - (v) Grade II Teacher (Personal); and
 - (vi) Grade II Teacher (Others) (Personal).

Contribution

Retirement Age

Accrual Rate and Qualifying Period

- 1.69 At present:
- (i) an employee of the private secondary schools contributes the difference between 6% of his pensionable salary rounded to the nearest rupee or redundancy allowance and the contributions payable by him to the National Pension Scheme. The existing arrangement for service prior to respective commencement date of this scheme is still maintained. The Private Secondary Education Authority (PSEA) contributes the balance of the cost of the scheme;
 - (ii) for employees of the Private Secondary Schools joining on or after 01 July 2008:
 - (a) the normal retirement age of an employee is 65 years but employees have the right to retire at the age of 60. Upon recommendation of the employer and on approval of the Private Secondary Education Authority, an employee may retire at the age of 55;
 - (b) the quantum of pension is computed at the rate of 1/690th of pensionable emoluments on retirement for every month of pensionable service, subject to a maximum of 460/690th; and
 - (c) the normal qualifying period to benefit from full pension for such employees is 38 1/3 years (460 months).

- 1.70 The provisions listed at paragraph 1.69 above remain valid.

Actual Rate

- 1.71 The retirement benefits of public officer in post as at 30 June 2008 is computed on the basis of the provisions in force prior to the coming into effect of the modified Defined Benefit (DB) Pension Scheme.

Recommendation 19

- 1.72 We recommend that the retirement benefits of employees in post as at 30 June 2008 should continue to be computed on the basis of the provisions in force prior to 01 July 2008.**

Discounted Salaries for Employees not Opting for Pension Reforms

- 1.73 For employees who did not opt for the pension reforms on 01 July 2008 but instead opted for the pension arrangements in force prior to the coming into effect of the 2008 PRB Report, the new salary structures recommended are implemented at a discounted rate of 92% of the salary recommended. This arrangement remains valid.

Recommendation 20

- 1.74 We recommend that the provision regarding discounted salaries at the rate of 92% of the recommended salary for employees who did not opt for Pension Reforms on 01 July 2008 be maintained.**

Pensions in Payment

- 1.75 At present, pensions in payment in respect of employees of Private Secondary Schools who opted for the Modified Pension Scheme and who would retire after 01 July 2008, is computed in line with provisions for officers in the Public Service.

Recommendation 21

- 1.76 We recommend that employees of Private Secondary Schools who opted for the Modified Pension Scheme and who would proceed on retirement after 01 July 2008, should be computed in line with provisions for officers in the Public Service.**

Refund of Contribution

Recommendation 22

- 1.77 We recommend that in the event an employee of the Private Secondary Schools leaves or otherwise ceases to be in the employment of the Private Secondary Schools and no portable benefit is transferable and no pension, gratuity or other allowance is payable to him in respect of his past service in the Private Secondary Schools, the employee should be refunded 100% of the additional contribution made to the Modified Pension Scheme as from 01 July 2008 together with compound interest at the rate of 4% per annum, provided he has effectively contributed to the scheme for at least a year.**

Pension Reforms – Defined Contribution Pension Scheme

- 1.78 In line with Government's commitment to pursue reforms of the Pension System, in the 2013 PRB Report, a single Defined Contribution (DC) Pension Scheme for new entrants in the Public Sector has been set up. This scheme is applicable to officers of the Private Secondary Schools.

Special Provision for officers in post as at 30 June 2008 who reckon at least 33 1/3 years of pensionable service

Recommendation 23

1.79 We further recommend that, public officers in post as at 30 June 2008, should on retirement be granted a one-off payment equivalent to 2% of their annual pensionable emoluments for each completed year of pensionable service beyond 33¹/₃ years of pensionable service as from 01 January 2013, provided that such officers:

- (a) have attained the optional retirement age (that is 60 years);**
- (b) reckon at least 33¹/₃ years of pensionable service; and**
- (c) have opted for the Pension Reforms on 01 July 2008 and contributed effectively to the Pension Scheme.**

Funeral Grant

1.80 At present, the heir of an officer of the Private Secondary Schools holding a substantive appointment or having completed one year's continuous service is paid a funeral grant of Rs 10000 in the event that the officer passes away while still in service. This provision should continue.

Recommendation 24

1.81 We recommend that the heir or near relative (father, mother, brother, sister, husband, wife, son, daughter, father-in-law and mother-in-law) of an officer of the Private Secondary Schools holding a substantive appointment or having completed one year's continuous service and who passes away while still in service be paid a funeral grant of Rs 10000.

PRIVATE SECONDARY SCHOOLS

SALARY SCHEDULE

PSS 1 : Rs 13745 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21150

General Worker/Caretaker
Sanitary Attendant

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

Gatekeeper

PSS 3 : Rs 14225 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23025

Handy Worker (Special Class)

PRIVATE SECONDARY SCHOOLS (Contd)

- PSS 4 : Rs 14225 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425**
Handy Worker/Groundsman/Gardener (Personal to holders in post at 30.06.98)
- PSS 5 : 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
- PSS 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 x 825 - 28225**
General Attendant
- PSS 7 : 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
- PSS 8 : Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 36550**
Library Clerk (Personal to holders in post at 30.06.93)
- PSS 9 : 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
formerly Library Clerk
- PSS 10 : Rs 19850 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450**
College Clerk
- PSS 11 : Rs 18375 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 x 950 - 42200 x 1300 - 43500**
Grade II Teacher (Others) (Personal)
- PSS 12 : Rs 18375 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 - 42200 x 1300 - 43500**
Grade II Teacher (Personal)

PRIVATE SECONDARY SCHOOLS (Contd)

- PSS 13 : 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**
Library Officer
- PSS 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 x 1575 - 49250 x 1650 - 50900**
Grade I Teacher (Personal)
- PSS 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 - 44800 QB 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700**
Educator (Private Secondary Schools)
- PSS 16 : 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 QB 52550 x 1650 - 54200 x 1700 - 62700**
Educator (Private Secondary Schools) (Personal to holders in post as at 30.06.03)
- PSS 17 : Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800**
Senior Educator (Private Secondary Schools)
- PSS 18 : Rs 39350 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 73800**
Deputy Rector
- PSS 19 : Rs 52550 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250**
Rector

