

77. RAJIV GANDHI SCIENCE CENTRE TRUST FUND

- 77.1 Established under Act No. 6 of 1994, the Rajiv Gandhi Science Centre Trust Fund (RGSCTF) envisions to be a centre of excellence in the communication and promotion of science and technology. Its objectives are, among others, to: create awareness for science and technology; encourage creativity and innovation particularly among young people; supplement education in science and technology at all levels; and enhance public understanding of science and technology.
- 77.2 The Centre aims to improve the operational efficiency and effectiveness of the various services being provided. Its operations have been regrouped under six pillars, namely the Centre (Infrastructure and Services); Visitors Management; Supplementing the Education System; Outreach Activities; E-promotion of Science; and Research and Development. As head of the RGSCTF, the Director is responsible for the execution of the policy of the Board and for the day-to-day control and management of the Centre. He is supported in his functions by officers belonging to the professional, administrative/technical and staff of other occupational groups.
- 77.3 Representations of the staff side pertain to: creation of additional levels; restyling of grades; amendment of schemes of service; grant of duty exemption; and filling of vacant posts. Management on its side proposed to re-engineer the RGSCTF to be fully prepared to lead the promotion of science at all levels in the Republic of Mauritius and to advise Government on all pertinent spheres of Science, Technology and Innovation. Demands were made to change the appellation of the various departments to be able to embrace the new challenges of the RGSCTF and to restyle the grade of Director into Director General. In view of the expanded role of the Fund with the Planetarium Project, Management additionally requested for the creation of dedicated grades.
- 77.4 During consultations, both Management and staff side were apprised that issues regarding schemes of service and filling of vacant posts rest with Management and grades are created on the basis of functional needs of the organisation. Submissions having technical implications were not taken on board and parties were so informed. The proposal in respect of restyling the grade of Director to Director General warrants an amendment of the RGSCTF Act.
- 77.5 The Bureau further apprised Management that grades may be created, on an *ad hoc* basis, provided all the established procedures have been followed. Based on the Bureau's advice to fill in vacant posts, Management informed that owing to budgetary constraints, same are being filled on a priority basis.
- 77.6 After analysing all the requests, we are consolidating the structure of the Fund through the creation of additional levels of Human Resource Officer/Senior Human Resource Officer, ICT Technician and Stores Attendant to smoothen its operations.

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

77.7 Presently, the HR functions are being looked into by an Administrative Officer who is supported by a Clerk/Word Processing Operator. It has been submitted that there is an imperative need for a dedicated grade to shoulder the responsibility of the ever-evolving and complex human resource issues of the Fund. We are making provision to this effect.

Recommendation 1

77.8 We recommend the creation of a grade of Human Resource Officer/Senior Human Resource Officer. The mode of appointment and duties devolving upon the grade should be as recommended in the Introductory Chapter of this Volume.

77.9 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.**

ICT Technician (New Grade)

77.10 Management has reported that in the last few years, the RGSCF has undergone an excessive growth in the use of digital technologies for learning in science centres and galleries, both onsite in the form of digital interactives and online via web technologies. In view thereof, a request has been made for a grade of IT Support Officer to assist the IT Officer in the performance of his tasks. We consider the request to be justified and are providing a new level.

Recommendation 2

77.11 We recommend the creation of a grade of ICT Technician. Appointment thereto should be made by selection from among serving officers of the RGSCF possessing a Diploma in Information and Communication Technology and reckoning at least two years' experience in ICT. In the absence of qualified serving officers, the grade should be filled by selection from among candidates possessing a Diploma in Information and Communication Technology or an equivalent qualification acceptable to the Fund and reckoning at least two years' experience in ICT.

77.12 Incumbent would be required, among others, to: implement, support and maintain the IT system of the Fund; develop small computer programmes for end-users; implement security measures to safeguard IT systems from threats; ensure compliance with ICT standards, guidelines and methodologies; commission ICT equipment and troubleshoot computer hardware and software, as and when required.

Stores Attendant (New Grade)

77.13 The Procurement Unit is currently manned by a Clerk/Word Processing Operator who, besides her normal set of duties, is also performing the duties of Procurement and

Supply Officer as well as that of Stores Attendant. In view of the increasing activities of the Fund and distinct duties at the two levels, Management has urged for the creation of a grade of Stores Attendant to cater for the opening and closing of store apertures and offices, among others. We consider that there is merit in the case and are recommending accordingly.

Recommendation 3

77.14 We recommend the creation of a grade of Stores Attendant. Appointment thereto should be made by selection from among serving employees on permanent and pensionable establishment of the RGSCTF possessing the Certificate of Primary Education or an equivalent qualification acceptable to the Fund.

77.15 Incumbent would be responsible, among others, for: opening and closing of store apertures and offices; cleaning the store premises; collecting, loading, unloading and conveying stores items; opening packages, crates and cases; handling all stores items; removing all packing materials and empty crates; packing stores items; washing, cleaning and stowing empties; placing and arranging items of store on shelves and maintaining them clean and in order; and collecting and despatching stores correspondence as required.

On-Call Allowance

77.16 Existing provision qualifies officers in the grades of Manager/Curator, Exhibition Officer and Resource Officer/Senior Resource Officer for the payment of an all-inclusive On-Call allowance for allocating tasks and overseeing the smooth running of the Centre during Weekends and Public Holidays. As the services of these officers would no longer be required during Sundays and Public Holidays, Management has requested to waive the On-Call allowance. Should their services be required during Weekends or Public Holidays, Management has informed that the officers would be granted time-off or overtime payment. **Pursuant to the enunciated situation, the Bureau is not making any provision for On-Call allowance.**

Abolition of Grade

77.17 Management has submitted that the grade of Executive Officer (Personal) is presently vacant and its services would no longer be required. **The grade is, therefore, being abolished.**

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SALARY SCHEDULE

RGSC 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

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- RGSC 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
- RGSC 3 : 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 (New Grade)
- RGSC 4 : 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
- RGSC 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
Office Attendant (Personal)
- RGSC 6 : Rs 14975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 25525**
Handy Worker (Personal)
- RGSC 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**
Carpenter
Electrician
Fitter
Painter
Welder
- RGSC 8 : 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
- RGSC 9 : Rs 16005 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**
Tradesman /Senior Tradesman
- RGSC 10 : Rs 16265 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**
Exhibit Fabricator

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- RGSC 11 : 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 vehicles above 5 tons)/Handy Worker
formerly Driver/Handy Worker
Driver/Handy Worker (Ex-SPI) (Personal)
- RGSC 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 – 34000**
Exhibition Assistant
Word Processing Operator
- RGSC 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**
Clerk/Word Processing Operator
- RGSC 14 : 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 – 35650**
Technical Assistant
- RGSC 15 : 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 – 36550**
Assistant Resource Officer
- RGSC 16 : 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
- RGSC 17 : 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
- RGSC 18 : 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**
Internal Control Officer
- RGSC 19 : 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

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RGSC 20 : 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
Procurement and Supply Officer

RGSC 21 : 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)

RGSC 22 : 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 (New Grade)

RGSC 23 : Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250

Senior Procurement and Supply Officer

RGSC 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 x 1575 – 49250 x 1650 – 54200

Maintenance and Development Officer

RGSC 25 : 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
Business Development Officer (Ex-SMEDA) (Personal)

RGSC 26 : Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700

Exhibition Officer
IT Officer

RGSC 27 : Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700

Accountant

RGSC 28 : Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 66200

Resource Officer/Senior Resource Officer

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RGSC 29 : Rs 40300 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800

Manager/Curator (Education)
Manager/Curator (Electrical/Electronics/IT)
Manager/Curator (Mechanical Engineering)
Manager (Graphics and Exhibition)
Manager (Planetarium)

RGSC 30 : Rs 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 91375

Deputy Director

RGSC 31 : Rs 110125

Director



