95.   UNIVERSITY OF MAURITIUS

95.1   Established in 1965 as a developmental university to cater for manpower needs, the University of Mauritius (UOM), a body corporate under the *aegis* of the Vice-Prime Minister's Office, Ministry of Education, Tertiary Education, Science and Technology, remains the largest provider of tertiary education in Mauritius and has grown substantially in line with the country's socio-economic progress. Its main objects are to: provide facilities for and engage in teaching and research to promote the advancement of learning and knowledge; provide university education responsive to the social, administrative, scientific, agricultural and technological needs of Mauritius; and hold out to suitably and academically qualified persons the opportunity of acquiring education befitting a university of the highest standing.

95.2   The UOM has come up with a new vision in 2017 and repositioned itself as a research engaged and entrepreneurial university to be in line with Government's efforts geared towards shifting Mauritius to a knowledge-based and innovation-led economy. In so doing, it has established priority research areas in agriculture, life and marine sciences, energy, digital technologies, health, socio-economic and tourism; and has undertaken a set of measures to instil a change in the mindset in line with its entrepreneurial initiatives. Given internationalisation is one of its priority focus, the UOM is promoting the concept of international education diplomacy and more engagement with key countries/external partners. The modern University caters not only for the human and intellectual capital needs of the country but aspires to develop the business and social capital for progress.

95.3   The Vice-Chancellor is the principal academic and administrative officer of the University. He is supported in the discharge of his duties by two Pro-Vice Chancellors and a complement of staff comprising academics and non-academics. The academic functions are clustered into different faculties and each faculty operates under the responsibility of a Dean, while the Registrar is responsible for non-academics.

95.4   In the context of this review exercise, the Union has requested, among others, to: demarcate the salary of academics from non-academics; abolish certain grades which have become redundant over the years; and align the quantum of allowance payable to the Head of Department with what is paid at the Vice-Prime Minister's Office, Ministry of Education, Tertiary Education, Science and Technology. For non-academic staff, union members, *inter-alia,* proposed to: review scheme of service of certain grades; restyle and upgrade qualifications requirement of a few postions; grant a risk/hazard allowance and an allowance for exposure to foul odour to officers working in laboratories; align the salary scale of General Services grades to that of their counterparts in the civil service; create supervisory levels to cater for promotional opportunities; and provide enhanced conditions of service.

95.5   Management, on its side, mainly requested to demarcate the UOM from other Higher Education Institutions and reflect the value of the university in the salaries recommended for its employees. Submissions were also made for the creation of an

array of grades at managerial and supporting levels to enable the University to better deliver on its mandate; creation of a position of Research Chair; and revision of allowance payable to Heads of Department and Deans of Faculty. Management equally proposed, among others, to: restructure the Finance Cadre; abolish certain grades which are no longer required; restyle various grades; and revamp the UOM press through the merger of grades where the duties overlap.

95.6   The proposals from all parties concerned were duly examined. They were informed during the consultative meetings of the outcome of a few representations made. In addition, it is to be highlighted that: certain grades have already been compensated by way of career earnings with a merged salary scale; new grades are created based on functional needs of the organisation and not as a mere means to provide promotional opportunities; there is need for rotation of officers of the General Services grade across the different departments so as to prevent them to operate in silos and to render them multifunctional; and implementation issues need to be resolved at the level of Management and/or parent Ministry.

95.7   In addition, the UOM was apprised that it may resort to filling of certain positions on a contractual basis; most recommendations regarding conditions of service are made on a general basis and are applicable in the whole public sector; and Management may assign higher responsibilities to an officer based on administrative convenience particularly where different grades of distinct classes are concerned.

95.8   Against this backdrop, we are, in this Report, reinforcing the organisational structure through the creation of a few grades to enable the University to better achieve its mandate in line with its new vision; abolishing grades which would no longer be required and rendering a few evanescent; providing for supervisory grades in view of their functional requirements and restyling grades to commensurate with the nature of duties performed. In addition, we are providing for Management to increase establishment size at appropriate levels to address the issue of increase in load of work; revisiting the schemes of service of a few grades; providing for Management to sponsor officers of the Laboratory Officer Cadre and IT Laboratory Officer Cadre not possessing the required degree to follow same, and granting an allowance to Office Attendants to make bulk photocopies. We are also maintaining the payment of existing allowances.

Research Chair (New Grade)

95.9   In line with its vision to be a research-engaged and entrepreneurial University, Management has proposed to establish the position of Research Chair on contractual basis in each of its priority research thrusts, namely Agriculture and Marine; Renewable Energy; Health; IT and Digital Technologies; and Socio-Economic and Tourism which form part of National Priority Projects.

95.10   Management has further informed that the outcome of research in the priority areas would impact on the country as well as help in the development of an innovation based economy; the University is planning to commission research with the public and private sectors; and has organised the areas of priority research into Poles of

Innovation and Poles of Research Excellence. In addition, to enhance commercialisation of research geared towards knowledge advancement, research funding schemes have been put in place.

95.11 Given that the establishment of this position would be instrumental to further research at the UOM and reflect the research priorities of Mauritius, we are recommending for its creation.

Recommendation 1

95.12 We recommend the creation of a position of Research Chair to be filled on a contractual basis. Recruitment thereto should be made by selection from among candidates possessing a PhD and who have reached full professorship in a recognised University with a proven track record.

95.13 Incumbent would be required, among others, to: attract established researchers nationally and internationally in priority areas; promote high quality and impactful research at the UOM; and build critical mass for research to thrive through doctoral supervision, attracting post documents, mounting projects with industry and attracting local and international funds.

Research Fellow
Assistant Research Fellow

95.14 During consultation, the Bureau was apprised that the grades of Assistant Research Fellow and Research Fellow are presently vacant and the officers who were previously in these posts were based at the SSR Centre for Medical Studies and their duties mainly related to the performance of research work in the field of Medicine and training of other medical and paramedical staff. In line with the new strategy and direction of the UOM and given that the SSR Centre for Medical Studies has been converted to the SSR Resource Centre which operates under the department of Medicine at the Faculty of Science, the functions of these grades have become redundant.

95.15 In view of the above, Management, as well as the Union, requested to abolish the two grades. **We subscribe to the proposal and are, therefore, abolishing the grades of Assistant Research Fellow and Research Fellow.**

Marketing and Development Officer (New Grade)

95.16 Management has submitted that there is need to market more efficiently its services/consultancy potential/academic programmes and expertise so as to attract more students, especially at international level; increase number of consultancy services offered to local/international clients; and promote the services offered for the benefit of the local market. In addition, the UOM faces significant competition from a number of public and private higher education institutions including foreign ones. Management, therefore, requested to create a grade of Marketing and Development Officer to which we are agreeable.

Recommendation 2

95.17   We recommend the creation of a grade of Marketing and Development Officer. Appointment thereto should be made by selection from among candidates possessing a Degree in Marketing or an equivalent qualification acceptable to the UOM Council and who reckon at least two years' post-qualification experience in the field of marketing or in a related field.

95.18   Incumbent would be required, *inter alia*, to: devise marketing strategies to enhance the brand name and image of the University; carry out market research; identify opportunities for industry linkages; identify new clients for consultancy services; participate in recruitment and marketing fairs to improve UOM's visibility and to attract local/international students; contribute to the production of high quality marketing materials; carry out regular marketing communications; and liaise with service providers.

ICT Security Engineer
formerly Computer Systems Engineer

95.19   The Centre for Information Technology and System (CITS) is the central IT backbone of the UOM responsible to implement, manage and operate the IT infrastructure and application systems. It is headed by the Director, CITS and comprises the Department of Information Technology Services and the Department of Management Information Systems, each under the supervision of a Manager.

95.20   Both Management and the staff side have proposed, among others, the creation of supervisory levels including a grade of Manager, Digital Communications Systems. In addition, Management has requested to restyle the grades of Director, CITS and Computer Systems Engineer following a review of their respective scheme of service.

95.21   We have examined the proposals of both Management and the staff side as regards the IT Cadre and consider that the present structure is adequate in terms of levels; the present appellation of the Director, CITS is appropriate and in conformity with the functions of the department; and grades at the professional level have already been compensated for lack of career prospects. Moreover, given that the Digital Communications System Department has not yet been set up, creation of a managerial level to man the department may be looked into on an *adhoc* basis depending on its functional need.

95.22   As regards the grade of Computer Systems Engineer, we are reviewing its appellation in line with its duties and qualifications requirement.

Recommendation 3

95.23   We recommend that:

(i)   the grade of Computer Systems Engineer be restyled ICT Security Engineer; and

(ii) **appointment to the grade should, henceforth, be made by selection from among candidates possessing a Degree in Computer Science or an equivalent qualification acceptable to the UOM Council and who reckon at least two years' post-qualification experience in areas such as security technologies, patch management, IPS, antivirus, networking and security procedures/policies, among others**.

95.24 Incumbent would be required, *inter alia, to*: develop and maintain IT security policy, procedures, standards and guidance; conduct reviews to ensure that all systems have effective, quality IT security documentation in place; develop procedures for an IT security awareness and training program for all operating unit; act as the operating unit's central point of contact for all incidents; ensure that IT security is addressed in the development and acquisition process of information systems and security related products and services; inform users about security measures, explain potential threats, install software, implement security measures and monitor networks; gather information necessary to maintain security and establish functioning external barriers; and assess the impacts on system modifications and technological advances.

Systems Analyst/Senior Systems Analyst
formerly Systems Analyst
Assistant Systems Analyst/Programmer
formerly Analyst/Programmer

95.25 For this Report, both Management and the staff side apprised the Bureau that Analyst/Programmers are required to be multi-skilled and need specific competencies to use the different technologies. As a result, they are carrying out multiple job roles and are required to continually upgrade and self-learn to keep pace with the ever changing technologies as well as develop quality software and provide constant support to end users.

95.26 In the above context, request was made to upgrade the qualifications requirement of the grade of Analyst/Programmer from a diploma to a degree and to restyle the job appellation to Software Developer. The staff side equally requested the Bureau to conduct a site visit at their workplace to take cognizance *'de visu'* of the duties being performed and the evolution in relation thereto.

95.27 Accordingly, a site visit was effected at the CITS of the UOM in September 2019. We took note of the duties performed; work processes and new systems being developed under the assistance of the Systems Analyst, among others. We observed an enlargement in the duties of the Analyst/Programmers following the implementation of new softwares and additional duties, which are not of a higher level, are being performed under the guidance of the Systems Analyst and Manager, Management Information System.

95.28 After examining the representations and taking into account the findings of the site visit, we consider that there is need to provide a career path to officers in the grade of Analyst/Programmer who have served for long years and whose experience can be beneficial for the University. We equally consider that appellation of the grades of

Analyst/Programmer and Systems Analyst needs to be reviewed to reflect the real nature of duties devolving upon incumbents. We also hold that the nature and level of the additional duties being performed by the Analyst/Programmers do not warrant an upgrading in the qualifications requirement.

95.29   Considering the above, we are reviewing the mode of appointment of the grade of Systems Analyst; restyling the grades of Analyst/Programmer and Systems Analyst; and revisiting the provision for Analyst/Programmers possessing a degree qualification to move incrementally beyond their top salary.

Recommendation 4

95.30   We recommend that:

(i)   the grades of Systems Analyst and Analyst/Programmer be restyled Systems Analyst/Senior Systems Analyst and Assistant Systems Analyst/Programmer respectively;

(ii)   in future, the grade of Systems Analyst/Senior Systems Analyst *formerly Systems Analyst* be filled by selection from among serving officers in the grade of Assistant Systems Analyst/Programmer *formerly Analyst/Programmer* who possess a Degree in Computer Science or an equivalent qualification acceptable to the UOM Council and who reckon at least five years' service in a substantive capacity in the grade. In the absence of qualified serving officers, appointment to the grade be made by selection from among outside candidates possessing the required qualifications and who reckon at least five years' experience in the relevant field; and

(iii)   Assistant Systems Analyst/Programmers *formerly Analyst/Programmers* be provided training on a regular basis so as to enable them to cope with new challenges.

95.31   We further recommend that officers in the grade of Assistant Systems Analyst/Programmer *formerly Analyst/Programmer* possessing a Degree in Computer Science or an equivalent relevant qualification and who:

(i)   were 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 59300 on a personal basis; and

(ii)   join 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 they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.

Principal Educational Technologist (New Grade)
Educational Technologist/Senior Educational Technologist
formerly Educational Technologist

95.32   At present, incumbents in the grade of Educational Technologist are responsible, among others, to design online and computer-based learning environments; assist academics in re-engineering of traditional courses to interactive multimedia materials; and carry out usability testing of computer-based learning environments.

95.33   In this perspective, Union has informed that there is an imperative need for a supervisory level in the specific domain to oversee the work of Educational Technologists. We have further been apprised that the Educational Technologists work on their own, without any technical supervision. Moreover, the staff side has proposed to extend the salary scale of the grade of Educational Technologist on account of the enhanced responsibilities and the need to continuously upgrade their qualifications to enable them to operate in a complex and changing higher education environment where technology is fast evolving.

95.34   During consultations, Management acknowledged that Educational Technologists operate independently without technical supervision and are, therefore, accountable for their own work.

95.35   We consider that for better organisation of the work and an improved service delivery, there is need for an intermediate supervisory level in the relevant field to oversee all technical aspects of the work of Educational Technologists. With regard to the proposal to extend the salary scale of the grade of Educational Technologist, it is noteworthy that the grade, as an entry level, has already been granted an enhanced salary of a senior professional. We are, therefore, providing for a supervisory level of Principal Educational Technologist and restyling the grade of Educational Technologist to reflect its level of operation.

Recommendation 5

95.36   We recommend that the grade Educational Technologist be restyled Educational Technologist/Senior Educational Technologist.

95.37   We further recommend the creation of a grade of Principal Educational Technologist. Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Educational Technologist/Senior Educational Technologist *formerly Educational Technologist* who possess a Master's Degree in Educational Technology or Education or Management or an equivalent qualification acceptable to the UOM Council and who reckon at least five years' service in a substantive capacity in the grade of Educational Technologist/Senior Educational Technologist *formerly Educational Technologist*.

95.38   Incumbent would be required, *inter-alia*, to: supervise officers in the grade of Educational Technologist/Senior Educational Technologist *formerly Educational*

Technologist; act as primary link with the industry in identifying and advising on training opportunities at national and regional levels; conduct training needs analysis and provide capacity building solutions to the industry for the continuous professional development of their workplace; assess the feasibility and risks of collaborative training projects with industry; devise strategies to strengthen University – Industry relationship; and coordinate with relevant faculties and centres, the implementation and monitoring of training projects jointly with the industry.

Laboratory Officer Cadre
IT Laborabory Officer Cadre

95.39   In our 2016 Report, we made provision, among others, for officers in the Laboratory Officer Cadre and IT Laboratory Officer Cadre to join the recommended salary scale of their respective grade at a higher salary point and to proceed beyond the Qualification Bar (QB) inserted in the salary scale of their respective grade on possession of a degree in the required field.

95.40   In the context of this Report, the Bureau has been apprised that a few officers in the Laboratory Officer Cadre and IT Laboratory Officer Cadre do not possess the required degree qualification and, therefore, cannot proceed beyond the QB in their respective salary scale. Hence, we hold that the officers concerned should be provided a boost to acquire the higher qualification. We are, therefore, providing for Management to take necessary action in that direction.

Recommendation 6

95.41   We recommend that:

(i)   new entrants in the grades of Laboratory Officer and IT Laboratory Officer and officers of the Laboratory Officer Cadre possessing a Degree in the relevant field or an equivalent relevant qualification, as well as officers of the IT Laboratory Officer Cadre possessing a Degree in IT or Computer Science or an equivalent relevant qualification should join the recommended salary scale of their respective grade as per the table below and be allowed to proceed beyond the QB inserted in their respective salary scale:

Grade	Salary Point
Laboratory Officer **IT Laboratory Officer**	**Rs 28225**
Senior Laboratory Officer **Senior IT Laboratory Officer**	**Rs 40300**
Laboratory Coordinator **IT Laboratory Coordinator**	**Rs 49250**

(ii)   **officers in post as at 31 December 2020 in the Laboratory Officer Cadre and IT Laboratory Officer Cadre who do not possess the relevant Degree should be allowed to cross the QB upon obtention of same.**

95.42   We further recommend that Management should make necessary arrangements for the mounting of appropriate top-up Degree courses with a view to sponsoring officers of the Laboratory Officer Cadre and IT Laboratory Officer Cadre who do not possess a Degree qualification in the relevant field, to follow same at the earliest.

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

95.43   At present, the HR Unit is headed by a Director of Human Resources who is supported in his duties by officers in the grades of Administrative Manager, Administrative Officer, Principal Executive Assistant, Senior Executive Assistant and Executive Assistant.

95.44   The staff side has requested to create an HR Cadre as an avenue of promotion for Principal Executive Assistants. Management on its part proposed the creation of an HRM Cadre consisting of five levels including four new grades, namely Manager, HR; Human Resource Management Officer; Senior Human Resource Executive and Human Resource Executive to increase efficiency in all HR functions and to provide career path for University staff.

95.45   After carefully examining the representations and considering that officers of the Administrative Cadre also assist the Director of Human Resources, we consider that a source grade of Human Resource Officer/Senior Human Resource Officer would be more appropriate to tackle various HR issues. We are, therefore, providing for a new level.

Recommendation 7

95.46   We recommend the creation of a grade of Human Resource Officer/Senior Human Resource Officer. The mode of appointment to the grade and duties to be performed should be in line with the recommendations made in the Introductory Chapter of this Volume.

95.47   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.**

Administrative Cadre

95.48   Management submitted that the 2013 EOAC Report recommended the creation of the grades of Senior Administrative Manager and Administrative Manager and officers in the grades of Deputy Registrar and Assistant Registrar were given the option to join the new grades of Senior Administrative Manager and Administrative Manager respectively. Accordingly, request was made to abolish the grades of Assistant

Registrar and Deputy Registrar. Union, on its side, requested to maintain these two grades.

95.49   We have examined the proposals and noted that the duties of the grade of Assistant Registrar considerably overlap with those of the grade of Administrative Manager. Therefore, to avoid duplication of duties, the grade of Assistant Registrar is being made evanescent. However, we are maintaining the grade of Deputy Registrar as a career path for Assistant Registrars who did not opt to join the grade of Administrative Manager. To this effect, we are making an appropriate recommendation.

Recommendation 8

95.50   We recommend that the grade of Assistant Registrar be made evanescent. We are providing a personal salary to officers in post.

Finance Cadre

95.51   At present, at the apex of the Finance Section, there is a Finance Director who is supported in his duties by officers in both professional and technical grades.

95.52   Management has submitted that over the years: the workload of staff has increased considerably due to a rise in student population, externally funded projects and financial transactions, among others. Accordingly, request was made, *inter alia*, to restructure the Finance Section with the creation of a grade of Manager of Finance and Senior Financial Officer along with an upward review of salary of the grade of Senior Accountant.

95.53   During consultation, Management was informed that the structure of the Finance Cadre is adequate in terms of levels in the professional and technical grades; and the increase in workload can be resolved by increasing the establishment size of existing grades, where appropriate, to improve service delivery.

Recommendation 9

95.54   We recommend that Management of the UOM should carry out a Human Resource Planning exercise as per recommendation made in the Introductory Chapter of this Volume prior to increasing the establishment size of grades pertaining to the Finance Cadre, wherever required.

University of Mauritius Press

95.55   Presently, at the apex of the UOM Press, there is a Head, UOM Press who is supported in his duties by employees in the grades of Supervisor, UOM Press, Assisting Printing Supervisor (Personal), Foreman (Binder), Binder, Binder/Senior Binder (Personal), Prepress Operator and Printing Operator/Plate Engraver.

95.56   Following the recommendation made in the last PRB Report to revamp the UOM Press, Management apprised the Bureau that the UOM Council has approved a new structure with three specialised units, namely the Printing and Binding; Design Artwork and Digital Printing; and Editing and Translation. Request was, therefore, made to

reduce the number of grades and to create a new cadre to comprise the grades of Assistant Printing Officer, Printing Officer and Senior Printing Officer as obtainable at the ex-Mauritius College of the Air (MCA). Management equally requested to align the salary scale of the Head, UOM Press with the comparable position at the ex-MCA.

95.57   After examining the proposal and the nature and level of duties being performed by officers in the various grades at the UOM Press as well as their promotional avenues, the Bureau considers that a complete re-structuring at this stage and alignment with the structure obtainable at the ex-MCA would not be appropriate. We are, therefore, providing for a new grade of Printing Operator whereby the employees would be multifunctional, able to perform a multitude of tasks while abolishing or phasing out grades which are no longer required, and reviewing the mode of appointment to the grade of Supervisor, UOM Press so as to preserve the promotional prospect of the employees in post at the UOM Press.

Printing Operator (New Grade)

Recommendation 10

95.58   We recommend the creation of a grade of Printing Operator. Appointment thereto should be made by selection from among candidates possessing a Cambridge School Certificate with credit in at least five subjects and a Certificate in Printing Technology or Printing Administration or National Trade Certificate (Level 3) of MITD in any one of the following fields: Printing, Plate Making and Machine Printing, Print Finishing and Book Binding, Pre-press or National Certificate (Level 3) of MITD in any one of the following fields: Plate Making and Machine Printing, Print Finishing and Pre-press or an equivalent qualification acceptable to the UOM Council and who reckon at least three years' post-qualification experience in operating reprographic printing and finishing equipment.

95.59   Incumbent would be required, *inter alia*, to: operate and maintain reprographic printing, offset press, finishing equipment and other equipment; assist in the inventory, maintenance and working of necessary equipment; manipulate images and text to meet production using a variety of computer hardware and software; plan film and plate processing; keep data on various operations; cut paper to specific size; do strong case flush and from quarter-to-full binding; and assist in the preparation of cost estimates of orders.

95.60   We further recommend that while framing the scheme of service of the grade of Printing Operator, Management should specify the specific duties to be performed by incumbents in the different areas i.e binding, pre-press, printing and plate engraving.

95.61   We also recommend that:

(i)   the grades of Binder; Prepress Operator and Foreman (Binder) be abolished; and

(ii) **the grade of Printing Operator/Plate Engraver be made evanescent. A personal salary has been provided for the officer in post.**

Supervisor, UOM Press

95.62   At present, the grade of Supervisor, UOM Press is filled by selection from among officers of the UOM Press who possess a Cambridge School Certificate; NTC Level 3 or an equivalent qualification acceptable to the University and who reckon at least five years' post-qualification experience in the UOM Press.

95.63   With a view to preserving the promotional prospects of the employees in post at the UOM Press, we are reviewing the mode of appointment of the grade of Supervisor, UOM Press.

Recommendation 11

95.64   We recommend that, in future, appointment to the grade of Supervisor, UOM Press should be made by selection from among employees in the grades of Assistant Printing Supervisor (Personal), Printing Operator/Plate Engraver (Personal) and Binder/Senior Binder (Personal), possessing a Cambridge School Certificate; NTC Level 3 or an equivalent qualification acceptable to the UOM Council; and reckoning at least five years' post-qualification experience in the UOM Press.

Office Attendant

95.65   The duty of operating a photocopy machine is presently being performed by Technical Assistant/Senior Technical Assistants of the UOM. Both Management and Union have requested for the creation of a grade of Photocopyist in view of the fact that Technical Assistant/Senior Technical Assistants are required to shoulder lower responsibilities and their expertise is not being adequately used. Moreover, we have been apprised that the University is encountering difficulties to retain Technical Assistant/Senior Technical Assistants who view that the job performed is of a low level, so that they leave for better job prospects.

95.66   During the consultative meetings, Management and the Union were apprised that the duty of making photocopies is normally devolved upon Office Attendants and in case of bulk photocopying, an appropriate allowance is payable. They were equally informed that the Bureau refrains from creating dead end positions with no avenue for promotion.

95.67   We consider that in line with what obtains for similar grades in the Civil Service, there is need to include the duty of photocopying in the scheme of service of the grade of Office Attendant. We are, therefore, recommending to that effect while also making provision for payment of an allowance for making bulk photocopies.

Recommendation 12

95.68   We recommend that:

(i)   the scheme of service of the grade of Office Attendant be amended such that incumbents be required to equally operate a photocopying machine; and

(ii)   Management should make necessary arrangements for Office Attendants to perform the duty of operating a photocopying machine on a roster basis for an optimum use of resources.

95.69   We further recommend that officers involved in making bulk photocopies be paid an allowance as per provision made in the Introductory Chapter of this Volume.

Chief Security Officer

95.70   The structure of the Security Officer Cadre was reinforced in our last Report with the creation of a grade of Chief Security Officer to be filled by selection from among officers in the grade of Senior Security Officer reckoning at least five years' service in the grade, having followed security training course and who possess a School Certificate.

95.71   Management has submitted that, given appointment to the grade of Senior Security Officer does not require possession of a School Certificate, making same a requirement at the level of the Chief Security Officer is causing much difficulty for the University to fill the post.   Request was, therefore, made to review the mode of appointment to the grade of Chief Security Officer.

95.72   We have examined the submission and subscribe to the proposal. To this end, we are making appropriate recommendations to address the concerns of Management.

Recommendation 13

95.73   We recommend that the grade of Chief Security Officer be filled by selection from among officers in the grade of Senior Security Officer reckoning an aggregate of at least 10 years' service in the grades of Senior Security Officer and Security Officer, and who have followed a security training course.

95.74   The Bureau has taken into consideration the requirement for officers of the Security Officer Cadre to work on a staggered pattern of work in arriving at the recommended salaries.

Administrative Officer

95.75   Administrative Officers who have remained on top of their salary scale for a year are, presently, allowed to proceed incrementally in the Master Salary Scale up to salary point Rs 62950 subject to satisfying certain performance criteria.   We are recommending its continued application while revising the salary point.

Recommendation 14

95.76   We recommend that Administrative Officers should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 69800 provided they satisfy the performance criteria as per provision made in the Introductory Chapter of this Volume.

Nursing Officer and Specialised Nursing Officer (Male and Female)

95.77   In our previous Report, we recommended that Nursing Officers and Specialised Nursing Officers (Male and Female) be allowed to proceed incrementally in the Master Salary Scale up to salary point Rs 38350 and Rs 43850 respectively on possession of the National Diploma Level 6 in Nursing and subject to performance criteria. We are, in this Report, maintaining this recommendation whilst revising the salary points.

Recommendation 15

95.78   We recommend that officers in the grades of Nursing Officer and Specialised Nursing Officer (Male and Female) who possess the National Diploma Level 6 in Nursing should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 43500 and Rs 49250 respectively, provided they satisfy the performance criteria as per provision made in the Introductory Chapter of this Volume.

Diving Allowance

95.79   Payment of a diving allowance was introduced in our last Report to officers in the grade of Laboratory Officer posted in the Faculty of Ocean Studies and Department of Bio Sciences for performing diving duties. Since the officers concerned are still performing these duties on a regular basis, we are maintaining the continued payment of the allowance while revising its quantum.

Recommendation 16

95.80   We recommend that officers in the grade of Laboratory Officer, posted in the Faculty of Ocean Studies and Department of Bio Sciences who perform diving duties should be paid a Diving Allowance at the rate of Rs 695 per dive, subject to a maximum of four dives per month. The maximum allowance may be reviewed by the Council, based on operational requirements.

95.81   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".

Allowance to Officers of the CITS

95.82   At present, officers of the CITS in a few grades are paid a monthly commuted allowance for being on stand-by after normal working hours on weekdays, during weekends and public holidays. Given the UOM has informed that the officers concerned would continue to be required to be on stand-by, we consider that the payment of allowance to these officers should be maintained.

Recommendation 17

95.83 **We recommend that officers of the CITS in the undermentioned grades should be paid a monthly commuted allowance for being on stand-by after normal working hours on Weekdays, during Weekends and Public Holidays as per the table below:**

Grade	Quantum (Rs)
Systems Engineer **Systems Administrator** **Senior IT Laboratory Officer** **Web Multimedia Developer**	**2100**
Assistant Systems Analyst/Programmer *formerly Analyst/Programmer* **IT Laboratory Officer**	**1420**

Recruitment of Lecturers in Scarcity Areas

Recommendation 18

95.84 **We recommend that in scarcity areas or in cases where the University faces difficulties to recruit Lecturers, Management may consider the recruitment of candidates possessing a Honours Degree in the specified field along with at least five years' post-qualification work experience.**

95.85 **We also recommend that for recruitment of Lecturers in the field of Medicine, candidates may be required to hold a MBBS or MBChB; be a registered medical practitioner and reckon at least four years' relevant post-qualification work experience.**

Director of Doctoral School

95.86   At present, the Associate Professor or Professor designated as Director of Doctoral School is paid a monthly allowance. As the existing arrangement is appropriate, we are maintaining the continued payment of the allowance.

Recommendation 19

95.87 **We recommend that the Associate Professor or Professor who is designated as Director of Doctoral School should be paid a monthly allowance of Rs 2600.**

Research Publication Allowance

95.88   In an endeavour to promote research productivity and output through publication in international journals, the Bureau, in its 2016 Report, introduced the payment of a financial bonus to academics and researchers at the University. We consider that this provision is appropriate and are, therefore, maintaining it.

Recommendation 20

95.89   We recommend that:

(i)   academics and researchers at the University of Mauritius should be granted a financial bonus upon publication of their research in a high impact factor journal or in a non-impact factor journal listed in international accredited journals; and

(ii)   the quantum of the bonus to be paid per research paper published in both categories of journals should be determined by the UOM Council in consultation with the Higher Education Commission.

Duty Free Facilities for Senior Lecturers

Recommendation 21

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

Recruitment and Retention of Academic Staff

95.91   To address the problem of recruitment and retention of academic staff at the University, provision exists to allow full-time academic staff who are registered professionals to exercise their profession outside their normal working hours, as a motivating factor and a means to attract professionals of the right calibre. We consider that this provision should be maintained and are, therefore, recommending accordingly.

Recommendation 22

95.92   We recommend that full-time academic staff who are registered professionals, should be allowed to exercise their profession outside their normal working hours, provided it is not in conflict with their work at the University.

Sabbatical Leave

Recommendation 23

95.93   We recommend that Sabbatical Leave should:

(i)   be granted to academics once after every eight years of effective service;

(ii)   be earned at the rate of one month for every year of effective residential service; and

(iii)   be computed on a cumulative basis.

95.94   We further recommend that for academics having already benefited from approved study leave for a period exceeding three months, the counter for eligibility to Sabbatical Leave be reset to zero.

Consultancy Services

Recommendation 24

95.95   We recommend that the distribution of the net income between the staff and University in respect of Research and Consultancy Services should continue to be as hereunder:

(i)   2:1 between staff and the University for Research and Consultancy; and

(ii)   4:1 between staff and the University for short courses, seminars and workshops.

Allowance to Head of Department and Dean of Faculty

Recommendation 25

95.96   We recommend that academics designated as Head of Department and Dean of Faculty should be paid a monthly allowance of Rs 2000 and Rs 2600 respectively.

Incentive Scheme

Recommendation 26

95.97   We recommend that the provisions regarding the Incentive Scheme be as ensuing:

(a)   the University of Mauritius in consultation with the Higher Education Commission, may subject to availability of funds:

(i)   evolve and implement incentive schemes for academic staff engaged in multi-disciplinary research and research likely to contribute to wealth creation, policy formulation and transfer of technology or for the environmental, social and cultural development of Mauritius;

(ii)   consider the advisability of granting an allowance to academics for supervising Mphil/PhD students; and

(iii)   consider the advisability or otherwise of granting an allowance to academics regularly lecturing at Master's level;

(b)   the University of Mauritius may consider the grant of a higher entry point in the salary scale to academics who, on recruitment, possess qualifications higher than those prescribed for the respective grade and for wide proven experience in their field as per the provision made at paragraph 16.9.10 under the Chapter Incremental Credit and Higher Qualification Incentive of Volume 1 of this Report;

(c)   academics holding a PhD Degree recognised by the Council should be granted four pensionable months of service for every three years of post-doctoral effective service subject to a maximum of 40 months; and

(d)   the University of Mauritius in consultation with the State Insurance Company of Mauritius Ltd evolves an appropriate scheme to allow those

academics who join the University after a long period of study and who consequently would not complete the years of service required to earn full pension, to purchase additional years of service at the start of their career.

Special Provision for Academics

95.98   Academics below the grade of Professor who have remained on top of their revised salary scale for a year are presently allowed to proceed incrementally in the Master Salary Scale up to a maximum of two additional increments, subject to satisfying a few performance criteria. We are maintaining this provision.

Recommendation 27

95.99   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 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

95.100   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 28

95.101   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.

95.102   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.

95.103   We additionally recommend that:

(i)   pending the implementation of the recommendation made at paragraph 95.101 above in year 2024, the provision on academic attainment made at paragraph 88.86 of the 2016 PRB Report (Volume 2 Part II), should continue to prevail and guidelines at paragraph 95.102 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 95.99 above shall deem to be the new top salary.

Political Activities

Recommendation 29

95.104   We recommend that the continued applicability of the provision of not allowing full-time employees of the University of Mauritius from participating in active politics be maintained such that the smooth running of the institution is not disrupted.

95.   UNIVERSITY OF MAURITIUS

SALARY SCHEDULE

UOM 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

UOM 2   :   Rs 14225 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 22625

Stockman

95.   UNIVERSITY OF MAURITIUS (Contd)

UOM 3   :   **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

UOM 4   :   **Rs 11775 x 205 - 12595 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 23950**

General Worker/Nursery Attendant/Gardener (Personal)

UOM 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**

Nursery Attendant/Gardener
Office Attendant

UOM 6   :   **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 – 26725**

Security Officer

UOM 7   :   **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 (Personal)
Driver/Office Attendant

UOM 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**

Field Supervisor

UOM 9   :   **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/Cabinet Maker
Electrician
Handy Worker/Tradesman
Mason
Mechanic
Painter

UOM 10 :   **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

95.   UNIVERSITY OF MAURITIUS (Contd)

UOM 11   :   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

UOM 12   :   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)
Tractor Driver

UOM 13   :   Rs 18100 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 29875

Senior Security Officer

UOM 14   :   Rs 15745 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 QB 26725 x 675 – 27400 x 825 – 31525

Handy Worker/Tradesman/Senior Tradesman (Personal)
Printing Operator/Plate Engraver (Personal)

UOM 15   :   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

Printing Operator (New Grade)

UOM 16   :   Rs 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 32350

Chief Security Officer

UOM 17   :   Rs 19225 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 32350

Senior Receptionist/Telephone Operator

UOM 18   :   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 – 34825

Binder/Senior Binder (Personal)

UOM 19   :   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
Clerk/Word Processing Operator

95.　　UNIVERSITY OF MAURITIUS (Contd)

UOM 20　:　Rs 20825 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34825

Foreman

UOM 21　:　Rs 17045 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

Library Clerk (Roster)

UOM 22　:　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 – 36550

Technical Assistant/Senior Technical Assistant (Personal)
　formerly Technical Assistant

UOM 23　:　Rs 19225 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 36550

Senior Word Processing Operator

UOM 24　:　Rs 20825 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 32350 QB 33175 x 825 – 35650 x 900 – 36550

Assistant Printing Supervisor (Personal)

UOM 25　:　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 Assistant

UOM 26　:　Rs 21850 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 38400

Senior Library Clerk (Roster)

UOM 27　:　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

UOM 28　:　Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 40300

Technical Assistant/Senior Technical Assistant (Personal)
　formerly Senior Technical Assistant

95.   UNIVERSITY OF MAURITIUS (Contd)

UOM 29   :   Rs 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250

Nursing Officer

UOM 30   :   Rs 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

Nursing Officer (Personal to officer in post as at 31.12.15)

UOM 31   :   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

UOM 32   :   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
Senior Executive Assistant

UOM 33   :   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)

UOM 34   :   Rs 25525 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100

Specialised Nursing Officer (Male and Female)

UOM 35   :   Rs 22625 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 Programmer

UOM 36   :   Rs 25525 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 47675

Supervisor, University of Mauritius Press

UOM 37   :   Rs 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

Library Officer (Roster)

95.   UNIVERSITY OF MAURITIUS (Contd)

UOM 38   :   Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500 QB 44800 x 1300 - 46100 x 1575 – 49250

Finance Officer/Senior Finance Officer (Personal)

UOM 39   :   Rs 25525 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250

Specialised Nursing Officer (Male and Female) (Personal to officer in post as at 31.12.15)

UOM 40   :   Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250

Senior Procurement and Supply Officer

UOM 41   :   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

UOM 42   :   Rs 23950 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250 QB 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 50900

Accounting Technician

UOM 43   :   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

Assistant Systems Analyst/Programmer
   formerly Analyst/Programmer
Sports Officer/Senior Sports Officer

UOM 44   :   Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200

Senior Library Officer

UOM 45   :   Rs 29875 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 57600

Head, University of Mauritius Press
Principal Executive Assistant

UOM 46   :   Rs 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 57600

Senior Accounting Technician

95.   UNIVERSITY OF MAURITIUS (Contd)

UOM 47   :   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 QB 55900 x 1700 – 62700

IT Laboratory Officer
Laboratory Officer

UOM 48   :   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
Marketing and Development Officer (New Grade)
Public Relations and Communication Officer
Statistician

UOM 49   :   Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700

Librarian
Observer/Expert Observer
Quality Assurance Officer

UOM 50   :   Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700

Accountant

UOM 51   :   Rs 32350 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700

Farm Manager
Principal Library Officer

UOM 52   :   Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400

Legal Affairs Officer

UOM 53   :   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 – 69800

Estate Manager

UOM 54   :   Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800

Administrative Officer (Personal)
Sports Organiser

95.   UNIVERSITY OF MAURITIUS (Contd)

UOM 55   :   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

Internal Auditor/Senior Internal Auditor

UOM 56   :   Rs 31525 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800

Educational Technologist/Senior Educational Technologist
    formerly Educational Technologist
ICT Security Engineer
    formerly Computer Systems Engineer
Systems Administrator
Systems Analyst/Senior Systems Analyst
    formerly Systems Analyst
Systems Engineer
Visual Communication Designer
Web Multimedia Developer

UOM 57   :   Rs 32350 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700 QB 64400 x 1800 – 69800

Senior IT Laboratory Officer
Senior Laboratory Officer

UOM 58   :   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

UOM 59   :   Rs 40300 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800

Senior Accountant
Senior Librarian

UOM 60   :   Rs 36550 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 QB 71800 x 2000 – 75800 x 2150 – 77950

IT Laboratory Coordinator
Laboratory Coordinator

UOM 61   :   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 (Personal)

95.   UNIVERSITY OF MAURITIUS (Contd)

UOM 62 **:** **Rs 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 77950**

Principal Educational Technologist (New Grade)

UOM 63 : **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 – 80100**

Administrative Manager

UOM 64 **:** **Rs 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 80100**

Research Officer

UOM 65 **:** **Rs 34000 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250**

Public Relations Officer (Personal)

UOM 66 **:** **Rs 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250**

Manager, Health and Safety
Manager (Information Technology Services)
Manager, Innovative Learning Technologies
Manager (Management Information Systems)
Manager, Procurement and Supply
Senior Lecturer

UOM 67 **:** **Rs 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500**

Deputy Registrar
Senior Lecturer (Personal to officers in post as at 31.12.15)

UOM 68 **:** **Rs 68000 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500**

Senior Research Officer

95.   UNIVERSITY OF MAURITIUS (Contd)

UOM 69   :   Rs 68000 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 97625

Associate Professor
Chief Librarian
Director, Centre for Information Technology and Systems
Director, Centre for Innovative Lifelong Learning
Director of Human Resources
Director of Marketing and Externally Funded Activities
Director, Quality Assurance
Finance Director
Senior Administrative Manager

UOM 70   :   Rs 110125

Chief of Facilities and Services
Professor
Registrar

UOM 71   :   Rs 116375

Research Chair (New Grade)

UOM 72   :   Rs 119500

Pro Vice-Chancellor (Academia)
Pro Vice-Chancellor (Planning and Resources)

UOM 73   :   Rs 175750

Vice-Chancellor

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