96.   UNIVERSITY OF TECHNOLOGY, MAURITIUS

96.1   The University of Technology, Mauritius (UTM), a body corporate operating under the *aegis* of the Vice-Prime Minister's Office, Ministry of Education, Tertiary Education, Science and Technology aims to provide access to a wide range of students for the acquisition of knowledge and skills with which they can make future professional contributions in various key sectors of the socio-economic and technological advancement of Mauritius. The objects and functions of the University are, among others, to: provide multi-level tertiary education including continuing professional education; foster and encourage the advancement and development of knowledge and skills, and their applications to research and other means; provide research, development, consultancy and other services; and serve as a centre for fostering cooperation, partnership and exchange of ideas between the academic community and the public and private sectors.

96.2   The UTM is administered and managed by a Board of Governors. The Director-General is the principal executive and academic officer of the University. In the discharge of his duties, he is supported by the Registrar, academics and a complement of staff belonging to the professional, technical and General Services grades as well as employees of the Workmen's Group.

96.3   In the context of this review exercise, the Union has, among others, requested for the: creation of mostly managerial positions so as to ensure segregation of duties and provide a career path for serving officers; provision of a position of Head of Department under each school; restyling of the grade of Public Affairs Officer; creation of several grades to strengthen the IT Unit and Library Services; abolition of the grade of Head of School as same is a designated position and filled on a rotational basis; setting up of a sabbatical leave scheme for academic staff; and review of the quantum of allowance payable to academics who have been assigned the duties of Head of School and Head of Department. Representations have also been made for the: provision of communication facilities; need to review the eligibility criteria for duty-exemption on the purchase of a car; establishment of a defined career path for all administrative grades at the University; and filling of vacant posts and appointment of officers who have been assuming higher responsibilities in promotional grades.

96.4   During consultations, the Bureau has equally been apprised that many recommendations of the past PRB Reports have not been implemented by Management and several promotional posts have not been filled. In this context, the Union viewed that it was imperative for a Human Resource Planning exercise, as well as a Training Needs Analysis to be carried out.

96.5   Management's submissions relate mainly to the: creation of a plethora of levels to reinforce the overall structure of the UTM with a view to improving service delivery; restyling of certain grades in line with what obtains in other Higher Education Institutions and the Public Sector; and placing a few grades on a roster system of work to cater for after office hours services.

96.6   After examining the proposals of both parties, it is to be highlighted, among others, that: the onus for the effective implementation of the recommendations of a PRB Report and filling of vacant posts as well as appointment of serving officers rests with Management of the UTM and its Board of Governors; and new grades are created based on functional needs of the organisation and not as a mere means to provide promotional opportunities. Moreover, grades which are urgently required may be created on an *adhoc* basis. In many cases the proposed duties of certain new grades overlap to a large extent with those of existing ones, thereby leading to a significant duplication of duties; and amendment of schemes of service of existing managerial positions should be in accordance with the provisions of the UTM Act. In a few cases where creation of certain grades has been proposed, the Bureau considers it more appropriate to enlarge the duties of existing grades to the extent possible, thereby limiting the proliferation of dead-end positions. It is also worth mentioning that, we requested for additional information regarding a few requests but same were not forwarded to the Bureau. Resultantly, we are unable to proceed further with these requests.

96.7   The Bureau viewed a few proposals to be meritorious. We are thus reviewing the structure of the Quality Assurance Unit by restyling the grade of Quality Assurance Officer to Head of Quality Assurance with an enrichment of its duties and creating a position of Quality Assurance Officer as obtainable in other Higher Education Institutions; reinforcing the structure of the University through the creation of the grade of Human Resource Officer/Senior Human Resource Officer; classifying a few grades as operating on a roster system of work to enhance service delivery; reviewing the schemes of service of the grades of Human Resource Management Officer and Library Officer (Roster); restyling the grade of Public Affairs Officer to a more appropriate appellation with an enlargement of its duties; providing for the payment of an allowance to academics designated as Head of Department; and employees of the Workmen's Group to be paid an appropriate allowance for making and serving tea/coffee. We are equally waiving a few existing provisions which are no longer relevant and reviewing the salary of the position of Director-General after carrying out a re-evaluation exercise.

Head of Quality Assurance
formerly Quality Assurance Officer
Quality Assurance Officer (New Grade)

96.8   Management apprised the Bureau during the consultative meeting that the University is facing difficulty to man the Quality Assurance Unit with only one Quality Assurance Officer. Accordingly, request has been made to create a supervisory level of Head of Quality Assurance to contribute in the formulation of the University's quality assurance and enhancement policies and practices and their implementation and monitoring across the University.

96.9   After duly examining the request we hold that a two-level structure would be appropriate for the Quality Assurance Unit. In this perspective, we are restyling the existing grade of Quality Assurance Officer to Head of Quality Assurance; reviewing

its scheme of service in terms of qualification requirements and duties; and providing an additional grade of Quality Assurance Officer at entry level.

Recommendation 1

96.10   **We recommend that:**

     (i)   **the grade of Quality Assurance Officer be restyled Head of Quality Assurance; and**

     (ii)   **the mode of appointment of the restyled grade be reviewed so that appointment thereto be made by selection from among candidates possessing a Master's Degree in Quality Management or Business Administration or Public Sector Management or an equivalent qualification acceptable to the Board and who reckon at least eight years' experience at senior technical or management or educational or vocational level.**

96.11   **We also recommend that the duties of the grade of Head of Quality Assurance** *formerly Quality Assurance Officer* **be enriched so that incumbent would equally be called upon to: contribute to the formulation of the UTM's quality assurance policies and practices and oversee their implementation; provide leadership for quality assurance and good practices; lead, coordinate and support quality assurance across the UTM; manage the Quality Assurance System; advise and provide guidance concerning academic regulations, quality assurance, procedures and processes; and recommend and advise on policies, processes and criteria for registration and accreditation. These elements have been taken into consideration in arriving at the recommended salary of the grade.**

96.12   **We further recommend the creation of a grade of Quality Assurance Officer. Appointment thereto should be made by selection from among candidates possessing a Degree in Quality Management or Business Administration or Public Sector Management and a Master's Degree in these fields or an equivalent qualification acceptable to the Board and reckoning at least three years' post-qualification experience in the field of Quality Management or Management or Administration.**

96.13   Incumbent would be responsible to the Head of Quality Assurance and required, *inter alia*, to: assist in the development of Quality Assurance of the University; provide administrative and technical support in the operation of the University's quality assurance processes; assist in the internal academic audit arrangements of the University; and assist in implementing external quality assessment of its programmes/activities.

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

96.14   The Bureau has been apprised that following an increase in Human Resource (HR) issues at the University, there is need for a grade of HR Manager to lead the HR department, provide technical input for the formulation and implementation of

human resource policies and strategies in line with the strategic direction of the University, and to ensure uniformity and consistency in the management of human resources.

96.15   Whilst examining the proposal, we observed that the Human Resource Management Officer (HRMO) is required, among others, to advise Management on all human resource matters and to provide professional human resource services. Therefore, we view that the creation of a supervisory level of HR Manager is not warranted. However, we consider that there is need to strengthen the structure of the HR Department at support level.

96.16   In the above context, we are providing a level of Human Resource Officer/Senior Human Resource Officer whereby incumbents would assist the HRMO and address the issue of an increase in HR matters. We are also reviewing the qualification requirements of the grade of HRMO in line with what obtains in the Public Sector.

Recommendation 2

96.17   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 line with the recommendations made in the Introductory Chapter of this Volume.

96.18   Human Resource Officer/Senior Human Resource Officers possessing the relevant Diploma are allowed to move incrementally beyond their top salary subject to satisfying certain criteria. **Recommendation thereto related has been made in the Introductory Chapter of this Volume.**

96.19   We also recommend that, in future, appointment to the grade of Human Resource Management Officer should be made by selection from among candidates possessing a Degree in Human Resource Management or Management with specialisation in Human Resource Management or an equivalent qualification acceptable to the Board and who reckon at least two years' post-qualification experience in the field of Human Resource Management.

New Grades on Roster – Day and Night

96.20   Presently, the grades of Technician/Senior Technician, Computer Support Officer, Driver/Office Attendant and Library Attendant exist on the establishment of the UTM. Management has proposed that these grades be placed on a roster pattern of work to cater for the provision of services after office hours, given that courses are run until late on weekdays and during weekends.

96.21   We have examined the proposal and subscribe to same given that the new pattern of work would enhance service delivery. We are, therefore, recommending accordingly, whilst providing an inducement to officers in the existing corresponding non-roster grades to join these new positions. Furthermore, since there would no longer be the need to maintain the "non-roster" grades, they are being made evanescent.

Recommendation 3

96.22   We recommend the creation of the following grades:

    (i)   Technician/Senior Technician (Roster – Day and Night). Appointment thereto, should be made by selection from among candidates possessing a Diploma in Electrical and Electronic Engineering or Computer Science and Engineering or an equivalent qualification acceptable to the Board.

    (ii)   Computer Support Officer (Roster – Day and Night). Appointment thereto, should be made by selection from among candidates possessing a Cambridge School Certificate with credit in at least five subjects including English Language, French and Mathematics or Principles of Accounts; a Cambridge Higher School Certificate with Mathematics; and a Certificate in Information Technology or an equivalent qualification acceptable to the Board.

    (iii)   Driver/Office Attendant (Roster – Day and Night). Appointment thereto, should be made by selection from among candidates possessing the Certificate of Primary Education; a valid driving licence (manual gear) to drive cars or vans or minibuses or lorries up to five tons; and who have basic knowledge of mechanics and simple vehicle maintenance and good eyesight.

    (iv)   Library Attendant (Roster – Day and Night). Appointment thereto should be made by selection from among candidates possessing the Certificate of Primary Education or an equivalent qualification acceptable to the Board.

96.23   We further recommend that:

    (i)   officers in the existing non-roster grades concerned should be given the option to join the corresponding new grades on Roster – Day and Night and upon joining the respective grade, be granted two additional increments at the salary point reached in their respective salary scale subject to the top salary of the new grade on Roster – Day and Night; and

    (ii)   incumbents in the new Roster – Day and Night grades be required to perform the same duties as their counterparts in the non-roster grades.

96.24   We additionally recommend that the grades of Technician/Senior Technician, Computer Support Officer, Driver/Office Attendant and Library Attendant be made evanescent.

Library Officer (Roster)

96.25   Management submitted that there is need to create a grade of Archives Officer in view of the multiple tasks of organising, classifying, cataloguing and archiving UTM records, updating the safekeeping and attending to confidential part of the records, amongst others. After examination of the request, we observed that in the presence of a grade of Library Officer (Roster) at the UTM, creation of this level would result in a dead-end

position and involve a major duplication of duties. We consider that for enhanced efficiency, it would be more appropriate to review the scheme of service of the grade of Library Officer (Roster) by including duties related to archiving.

Recommendation 4

96.26   We recommend that:

(i)   the scheme of service of the grade of Library Officer (Roster) be reviewed such that the duties of the grade be enlarged to include those related to archiving; and

(ii)   officers in post as at the eve of the publication of this Report in the grade of Library Officer (Roster) be granted one additional increment at the salary point reached in the salary scale subject to the top salary of the grade.

96.27   We further recommend that Management 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 the grade of Library Officer (Roster) for an enhanced service delivery.

Public Relations and Marketing Officer
formerly Public Affairs Officer

96.28   The Union represented that a dedicated grade is required to look into marketing and public relations matters at the University. During consultations, it was agreed that since the grade of Public Affairs Officer already exists, its duties may be enlarged to include those relating to marketing and public relations, whilst restyling the job title. We are, therefore, making an appropriate recommendation to that end.

Recommendation 5

96.29   We recommend that:

(i)   the grade of Public Affairs Officer be restyled Public Relations and Marketing Officer;

(ii)   in future, appointment to the grade of Public Relations and Marketing Officer *formerly Public Affairs Officer* should be made by selection from among candidates possessing a Degree in Public Relations or Communication Studies or Marketing or English or French or an equivalent qualification acceptable to the Board; and reckoning at least two years' experience in the field of Public Relations and Marketing or Communication or Marketing; and

(iii)   officers in post as at the eve of the publication of this Report in the grade of Public Relations and Marketing Officer *formerly Public Affairs Officer* be granted one additional increment at the salary point reached in the salary scale subject to the top salary of the grade.

96.30   **We also recommend that the duties of the grade of Public Relations and Marketing Officer *formerly Public Affairs Officer* be enlarged so that incumbent would equally be called upon, among others, to: develop and coordinate marketing policies and strategies; design and implement appropriate marketing tools for the University; and contribute to the enhancement of the University's website, presence in social media and develop the University's public profile, both locally and internationally.**

96.31   **We further recommend that Management 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 the grade of Public Relations and Marketing Officer *formerly Public Affairs Officer*, for a better service delivery.**

Administrative Officer

Recommendation 6

96.32   **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.**

Allowance for Making Tea

96.33   During the consultative meeting, Management informed that a Handy Worker (Skilled) is presently required to prepare and serve tea whenever meetings and committees are held. Considering that this duty does not form part of the scheme of service of the incumbent and the holding of meetings and committees is very common at the University, Management proposed the creation of a full-time position of Kitchen Attendant to ease the smooth running of the organisation.

96.34   After examining the request, we consider that for an optimum use of resources, employees in the Worksmen's Group may be called upon to prepare and serve tea in the context of official meetings/committees/functions against payment of an appropriate allowance, in line with what obtains in the Civil Service. We are, therefore, recommending accordingly.

Recommendation 7

96.35   **We recommend the payment of an allowance to employees in the Worksmen's Group at the UTM as per the provision made in the Introductory Chapter of this Volume for making and serving tea/coffee for official meetings/committees/ functions.**

Allowance to Head of Department and Head of School

96.36   Representation has been made for the creation of a designated position of Head of Department under each school. During consultation, Management informed that under every Head of School there is a Head of Department and equally apprised the

Bureau that academic staff are no longer assigned the duties of School Coordinator to support the Head of School in his administrative responsibilities.

96.37   In view of the fact that academics are assigned additional duties as Head of Department, we view that an extra compensation is warranted in line with what is payable in the academia. As regards academics who are assigned duties of Head of School on a rotational basis for a period of three years, we are maintaining the payment of an allowance to them.

Recommendation 8

96.38   **We recommend that academics designated as Head of Department on a rotational basis for a period of two years should be paid a monthly allowance of Rs 2000.**

96.39   **We further recommend that:**

(i)   **the duties of Head of School should continue to be assigned on a rotational basis for a period of three years to Associate Professors who have served for at least once as Head of Department and reckoning at least four years' service at the University;**

(ii)   **Associate Professors assigned the duties of Head of School should be paid a monthly allowance of Rs 2600;**

(iii)   **in the absence of academics in the grade of Associate Professor, the senior most Senior Lecturer who has served for at least once as Head of Department and reckons at least four years' service at the University should be assigned the duties of Head of School and be paid the monthly allowance of Rs 2600; and**

(iv)   **eligibility for a new appointment to the position of Head of School would not be before a period of four years, except with the special permission of the Staff Committee/Board of Governors.**

Special Provision for Academics

96.40   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 9

96.41   **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

96.42　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 10

96.43　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.

96.44　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.

96.45　We additionally recommend that:

(i)　pending the implementation of the recommendation made at paragraph 96.43 above in year 2024, the provision on academic attainment made at paragraph 89.28 of the 2016 PRB Report (Volume 2 Part II), should

continue to prevail and guidelines at paragraph 96.44 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 96.41 above shall deem to be the new top salary.

Duty Free Facilities for Senior Lecturers

Recommendation 11

96.46   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) under the Chapter Travelling and Car Benefits of Volume 1 of this Report though drawing a salary in a scale the maximum of which is less than Rs 94500.

Sabbatical Leave

96.47   Sabbatical Leave is granted to academics to enable them to devote time on scholarly research and to keep abreast of new developments in their field as well as for staff development. In our previous Reports, provision was made regarding the setting up of a Sabbatical Leave Scheme. We have been apprised that such scheme has not yet been implemented at the University.

96.48   Against this backdrop, we are again advocating for the setting up of a Sabbatical Leave Scheme.

Recommendation 12

96.49   We recommend that the University of Technology, Mauritius should set up a Sabbatical Leave Scheme for its academic staff on permanent and pensionable establishment.

Incentive Scheme

Recommendation 13

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

(a)   the University of Technology, 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 Technology, 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 grades and for wide proven experience in their field as per 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 Board 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 Technology, Mauritius in consultation with the State Insurance Company of Mauritius Ltd should evolve 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.**

Political Activities

96.51   Full-time academic staff and non-academic staff of the University are as per their contract of employment not allowed to participate in active politics as this would disrupt the smooth running of the institution. We are maintaining this provision.

Recommendation 14

96.52 **We recommend that the present provision of not allowing full-time academic staff and non-academic staff of the University of Technology, Mauritius from participating in active politics be maintained.**

96. UNIVERSITY OF TECHNOLOGY, MAURITIUS

SALARY SCHEDULE

UTM 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

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

Printing Assistant

UTM 3   :   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

96.   UNIVERSITY OF TECHNOLOGY, MAURITIUS (Contd)

UTM 4   :   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

Library Attendant (Personal)
Office Attendant

UTM 5   :   Rs 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 25000

Library Attendant (Roster – Day and Night) (New Grade)

UTM 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

Driver/Office Attendant (Personal)

UTM 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

Electrician
Handy Worker (Skilled)

UTM 8   :   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 – 28225

Senior/Head Office Attendant

UTM 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 – 29050

Driver/Office Attendant (Roster - Day and Night) (New Grade)

UTM 10 :   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

UTM 11 :   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

Computer Laboratory Attendant

UTM 12 :   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 – 34000

Overseer

96.   UNIVERSITY OF TECHNOLOGY, MAURITIUS (Contd)

UTM 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
Clerk/Word Processing Operator
Library Clerk (Personal)

UTM 14   :   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)

UTM 15   :   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 (Maintenance)

UTM 16   :   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 x 900 – 37450

Computer Support Officer (Personal)

UTM 17   :   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

UTM 18   :   Rs 19850 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450

Accounts Clerk
Assistant Procurement and Supply Officer
Stores Officer (Personal)

UTM 19   :   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 – 35650 x 900 – 37450 x 950 – 39350

Computer Support Officer (Roster – Day and Night) (New Grade)

UTM 20   :   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
Sports Officer/Senior Sports Officer

96.   UNIVERSITY OF TECHNOLOGY, MAURITIUS (Contd)

UTM 21   :   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

UTM 22   :   Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500

Accounts Officer
Higher Executive Officer
Procurement and Supply Officer

UTM 23   :   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)

UTM 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 – 47675

Library Officer (Personal)
Maintenance Officer

UTM 25   :   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

UTM 26   :   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)

UTM 27   :   Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250

Senior Accounts Officer

UTM 28   :   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

UTM 29   :   Rs 29875 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 52550

Office Superintendent

96.   UNIVERSITY OF TECHNOLOGY, MAURITIUS (Contd)

UTM 30   :   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

Technician/Senior Technician (Personal)

UTM 31   :   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 – 49250 x 1650 – 54200 x 1700 – 57600

Technician/Senior Technician (Roster – Day and Night) (New Grade)

UTM 32   :   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
Admissions Officer
Examinations Officer
Human Resource Management Officer
Public Relations and Marketing Officer
    formerly Public Affairs Officer
Quality Assurance Officer (New Grade)
Student Affairs Officer

UTM 33   :   Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700

Librarian

UTM 34   :   Rs 31525 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700

Systems Analyst
Systems Engineer

UTM 35   :   Rs 27400 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 (ex-SMEDA) (Personal)

UTM 36   :   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)

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UTM 37   :   Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800

Accountant/Senior Accountant
   formerly Accountant
Human Resource Management Officer (Personal)
Internal Auditor/Senior Internal Auditor
   formerly Internal Auditor

UTM 38   :   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

UTM 39   :   Rs 40300 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800

Head of Resource Centre
Facilities Manager

UTM 40   :   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

UTM 41   :   Rs 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250

Head of Finance
Head of Information Services
Head of Quality Assurance
   formerly Quality Assurance Officer
Planning and Development Officer
Senior Lecturer

UTM 42   :   Rs 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500

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

UTM 43   :   Rs 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 97625

Manager of Consultancy and Technology Transfer Centre

UTM 44   :   Rs 68000 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 97625

Associate Professor

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UTM 45   :   Rs 71800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 110125

Head of School

UTM 46   :   Rs 110125

Professor
Registrar

UTM 47   :   Rs 119500

Deputy Director-General

UTM 48   :   Rs 163250

Director-General

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