

5. BEACH AUTHORITY

- 5.1 Established under the Beach Authority Act No. 7 of 2002, the Beach Authority is mandated, *inter alia*, to: ensure an integral approach in the proper control and management of public beaches in both Mauritius and Rodrigues through the provision of appropriate infrastructure and facilities for the benefit of the public; and provide better access to public beaches.
- 5.2 Around 146 public beaches are presently being managed and controlled by the Authority, including 12 in Rodrigues. The Authority has the overall responsibility for ensuring their maintenance and embellishment in a sustainable manner besides ensuring the safety and security of all beach users. Furthermore, the Authority is responsible to issue traders' licence for activities on the public beaches.
- 5.3 Its activities are organised through two Units namely Administration and Technical. A General Manager is responsible for the execution of the policy of the Board. With the support of technical, administrative and operational staff, he controls and manages the day-to-day business of the Authority.
- 5.4 For this Report, the requests of Union pertain to: creation/restyling of grades, review of qualifications requirement, and enhancing existing Conditions of Service. Management's proposal was centered on the creation of additional levels and review of qualifications requirement.
- 5.5 During consultations, relevant justifications were provided to both parties on those requests which, for technical reasons, could not be taken on board. Alternative courses of action were also proposed for requests which could be addressed administratively. The views of Management were also sought on requests made by the staff side for the creation of the grades of Assistant Beach Works Inspector and Principal Beach Works Inspector which have not been supported. We have examined each of these submissions and with a view to enabling the Authority to better achieve its objectives, we are consolidating its structure with the creation of a few grades. We are equally reviewing the qualifications requirement of the grade of Beach Life Guard (Roster).

Divisional Officer

- 5.6 In view of the decentralisation of the services of the Authority, four sub-offices have been created around the Island to ensure an effective service delivery to all beach users. Currently, the management of these sub-offices have been entrusted to officers of the Enforcement and Technical Cadres who are performing the duties of Officer-in-Charge against payment of an *ad hoc* allowance. It is relevant to note that the Authority was in the process of amending the scheme of service of the grade of Senior Beach Enforcement Officer to which the Bureau had raised no objection. However, the said scheme of service could not be prescribed due to protests from the Beach Enforcement Officers who have filed a case at the Commission for Conciliation and Mediation. To circumvent this situation,

Management has requested to create a grade of Divisional Officer to oversee the sub-offices. During meeting, Management was advised to submit a proposed scheme of service of the grade to the Bureau for scrutiny together with any award of the Commission for Conciliation and Mediation. For want of information, the Bureau is not providing this level at this stage.

Beach Licensing Officer (New Grade)

5.7 Following the coming into operation of the Beach Authority (Traders' Licence) Regulations in 2004, the Authority took over the responsibility of issuing and/or renewing the Beach Traders' Licence which was under the purview of the Local Authorities. Hence, a Licencing Unit has been set up at the level of the Authority to undertake these functions. In the absence of a dedicated position, the aforesaid Unit is presently being manned by officers of the General Services. A request has, therefore, been made by Management to provide a grade of Licensing Officer to take charge of the Licencing Unit, following which, the Bureau is making an appropriate recommendation.

Recommendation 1

5.8 **We recommend the creation of a grade of Beach Licensing Officer. Appointment thereto should be made by selection from among serving officers of the Beach Authority possessing a Cambridge Higher School Certificate. In the absence of qualified serving officers, appointment to the grade should be made by selection from among candidates possessing a Cambridge Higher School Certificate or passes in at least two subjects obtained on one Certificate at the GCE "Advanced Level" or an equivalent qualification.**

5.9 Incumbent would be responsible for the day-to-day processing, issuance and renewal of licences. He would also be responsible to: look into matters relating to authorisation for use of public beaches, Beach Trader Licence, renting of Tuck shops, commercial buildings, among others; validate all files and information to be submitted to the Licencing Committee; and issue licences and authorisation as approved by Management/Licensing Committee.

Safety and Health Officer (Part-Time) (New Grade)

5.10 Management has submitted that the workforce of the Authority would shortly exceed 100. Consequently, a level of Safety and Health Officer on a part-time basis would, now, be required to deal with its recurring safety and health issues. As the request is in line with the provisions laid down in the Occupational Safety and Health Act, we are recommending accordingly.

Recommendation 2

5.11 **We recommend the creation of a grade of Safety and Health Officer on a part-time basis. Appointment thereto should be made by selection from among candidates possessing a Diploma in Occupational Health and Safety**

or Occupational Safety and Health Management or an equivalent qualification.

- 5.12 Incumbent would be required, *inter alia*, to: exercise general supervision regarding compliance with the provisions of the Occupational Safety and Health Act; plan, elaborate, implement and maintain adequate health and safety measures; design, plan, implement and evaluate training programmes aimed at meeting the requirements of occupational safety and health legislation in force; inspect sites of work including the Head Office and the sub-offices of the Authority, assess risks and make recommendations; and identify hazards at the Beach Authority, evaluate the level of risk and suggest appropriate control measures.

Beach Life Guard (Roster)

- 5.13 Management proposed to review the qualifications requirement of the grade of Beach Life Guard (Roster) created on an *ad hoc* basis in 2022, as the post could not be filled based on the existing qualifications. It was reported that reviewing the qualifications requirement would attract a larger pool of candidates, thereby, benefitting the public at large and more specifically persons with disabilities. The Bureau is recommending in this direction.

Recommendation 3

- 5.14 We recommend that, in future, appointment to the grade of Beach Life Guard (Roster) should be made by selection from among candidates who show proof of having read up to Form IV and possess a valid Certificate in Life Saving.**

Human Resource Officer/Senior Human Resource Officer

- 5.15 Human Resource Officer/Senior Human Resource Officers should be allowed to move incrementally beyond top salary subject to meeting certain criteria. **Recommendation thereto related has been made in the Chapter on Observations and General Provisions of this Volume.**

Office Management Assistant formerly Higher Executive Officer

Recommendation 4

- 5.16 We recommend that the grade of Higher Executive Officer be restyled Office Management Assistant. Appointment to the grade should be made by promotion, on the basis of experience and merit, of officers in the grade of Executive Officer (Personal). Upon complete phasing out of the grade of Executive Officer (Personal), appointment thereto should be made by selection from among officers in the grade of Management Support Officer reckoning at least four years' service in a substantive capacity in the grade.**

Documentation Unit

- 5.17 In our last Report, following proposal from Management for the provision of a dedicated grade, we deemed it more relevant for the Beach Authority to consider

the advisability of staffing the Documentation Unit with officers of the General Services. For this Review, Management has reiterated its request for a grade of Documentation Officer to service the aforementioned Unit. In analysing the request and as highlighted by Management during the consultative meeting, the Bureau has observed that the Documentation Unit is only a repository for documents. **We, therefore, hold that the Beach Authority should continue with the present arrangement of posting officers of the General Services to service the Documentation Unit.**

5. BEACH AUTHORITY SALARY SCHEDULE

| | | |
|------|---|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| BA 1 | : | Rs 30265 Safety and Health Officer (Part-time) (New Grade) |
| BA 2 | : | Rs 17975 x 175 - 18500 x 200 - 18900 x 225 - 20925 x 250 - 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30615 General Worker |
| BA 3 | : | Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Beach Life Guard (Roster) |
| BA 4 | : | Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280 Office Auxiliary/Senior Office Auxiliary <i>formerly Office Attendant</i> |
| BA 5 | : | Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Driver |
| BA 6 | : | Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Field Supervisor |
| BA 7 | : | Rs 24545 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215 Handy Worker (Skilled) |
| BA 8 | : | Rs 23945 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 40110 Receptionist/Telephonist |

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- BA 9 : Rs 25445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 44960**
Word Processing Operator
- BA 10 : Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930**
Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.15)
Clerk/Word Processing Operator
- BA 11 : Rs 28225 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000**
Beach Licensing Officer (New Grade)
Management Support Officer
- BA 12 : Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000**
Assistant Procurement and Supply Officer
Executive Officer (Personal to officers in post as at 31.12.15)
- BA 13 : Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 52300**
Technical Design Officer
- BA 14 : Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400**
Beach Works Inspector
- BA 15 : Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500**
Beach Enforcement Officer
- BA 16 : Rs 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**
Confidential Secretary
- BA 17 : Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**
Accounts Officer
Procurement and Supply Officer
- BA 18 : Rs 32615 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400**
Office Management Assistant
formerly Higher Executive Officer

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- BA 19 : Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850**
Human Resource Officer/Senior Human Resource Officer
- BA 20 : Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
ICT Technician
Technical Officer (Civil)
- BA 21 : Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
Senior Beach Works Inspector
- BA 22 : Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350**
Senior Beach Enforcement Officer
- BA 23 : Rs 33600 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400 QB 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
Accounting Technician
- BA 24 : Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750**
Administrative Officer
- BA 25 : Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750**
Internal Auditor
- BA 26 : Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750**
Project Officer
- BA 27 : Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
Administrative Manager
- BA 28 : Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750**
Technical Manager

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**BA 29 : Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000
x 4000 - 118000**

Deputy General Manager

BA 30 : Rs 138000

General Manager



