

## 2.7 Environment Division

- 2.7.1 The Environment Division is responsible to devise suitable legal and policy frameworks regarding environment related issues such as climate change, solid and hazardous waste management, disaster risk reduction and beach management so as to act effectively in response to emerging challenges. It is responsible for managing and preserving Rodrigues' environment and its resources in order to preserve and enhance the community's ability to support its development processes and to balance environmental preservation, quality of life and sustainable development for both the current and future generations.
- 2.7.2 The overall responsibility of the Division befalls the Head, Environment. The latter is supported by officers in the technical grades, who are mainly involved in enforcement duties. A professional level of Environment Officer also exists to assist the Head, Environment.
- 2.7.3 Union proposed for a renaming of the Division to reflect the full scope of responsibilities devolving upon it along with a restructuring comprising the creation of several supervisory positions including that of Senior Environment Enforcement Officer and Senior Technical Officer (Environment), among others. Management's proposals were also along the same lines. While renaming/establishing specific units/sections rests on Management, we consider that instead of creating a grade of Senior Environment Enforcement Officer, Management should, in a first instance, consider filling the vacant posts of Environment Enforcement Officer.
- 2.7.4 Moreover, Management made representations for the grant of a few allowances, viz. for being exposed to foul odour and putrefying wastes as well as for diving in the performance of their duties. However, same could not be assessed for want of relevant information from Management. We are, however, consolidating the structure with the creation of a grade of Senior Technical Officer.

### Senior Technical Officer (Environment) (New Grade)

#### Recommendation 1

- 2.7.5 **We recommend the creation of a grade of Senior Technical Officer (Environment). Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Technical Officer (Environment), who reckon at least four years' service in a substantive capacity in the grade and who possess good organising, supervisory and communication skills.**
- 2.7.6 Incumbent would be required, *inter-alia*, to: supervise, mentor, and evaluate Technical Officers and junior staff in the implementation of field activities and environmental monitoring tasks; lead the review and validation of complex Environmental Impact Assessments (EIAs); manage cases of non-compliance

with environmental regulations, especially for repeated or serious breaches; and recommend enforcement actions to the Environment Officer.

### Environment Officer

2.7.7 Further to the creation of the grade of Senior Technical Officer, a change in the mode of appointment of the grade of Environment Officer is warranted. We are recommending to that end.

### Recommendation 2

2.7.8 We recommend that, henceforth, appointment to the grade of Environment Officer should be made by selection from among officers in the grades of Senior Technical Officer (Environment), Technical Officer (Environment) and Environment Enforcement Officer, possessing a degree in fields specified in the existing scheme of service of the grade of Environment Officer. In the absence of qualified serving officers, recruitment thereto should be made by selection from among candidates who possess a degree in the relevant field and reckoning at least two years' experience in environmental related issues.

### Inspectorate Cadre

2.7.9 Broad provisions concerning the Inspectorate Cadre have been made under the Public Infrastructure Department of this Volume.

### On-Call and In-Attendance Allowances

2.7.10 Officers in certain grades at the Environment Division are paid on-call and in-attendance allowances to attend to exigencies of service, namely to promptly respond to environmental crises and public expectations. Since these arrangements still prevail, we are providing for the continued payment of these allowances, whilst revising their quanta.

### Recommendation 3

2.7.11 We recommend that officers in grades mentioned in the table below, should be paid:

- (a) a monthly On-Call Allowance for being on-call during the whole month after normal working hours; and
- (b) an In-Attendance Allowance per hour, inclusive of travelling time, for attending duty while on-call, as hereunder:

Grade	Monthly On-Call Allowance (Rs)	In-Attendance Allowance per hour (inclusive of travelling time) (Rs)
Head, Environment	1415	280

<b>Grade</b>	<b>Monthly On-Call Allowance (Rs)</b>	<b>In-Attendance Allowance per hour (inclusive of travelling time) (Rs)</b>
<b>Environment Officer</b>	<b>1155</b>	<b>230</b>
<b>Senior Technical Officer (Environment) (New Grade)</b>	<b>1000</b>	<b>205</b>
<b>Technical Officer (Environment)</b>	<b>925</b>	<b>185</b>
<b>Environment Enforcement Officer</b>	<b>640</b>	<b>125</b>

### SALARY SCHEDULE

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
	<b>ENVIRONMENT DIVISION</b>
<b>02 000 109</b>	<b>Rs 138000</b> Departmental Head
<b>19 075 096</b>	<b>Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750</b> Head, Environment
<b>19 061 090</b>	<b>Rs 38215 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</b> Environment Officer
<b>19 067 085</b>	<b>Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900</b> Senior Technical Officer (Environment) (New Grade)
<b>19 049 081</b>	<b>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</b> Technical Officer (Environment)

Salary Code	Salary Scale and Grade
19 039 074	<p><b>Rs 27905 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 x 1100 - 51200</b></p> <p>Environment Enforcement Officer</p>
26 034 071	<p><b>Rs 26345 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 - 46900 x 1050 - 47950</b></p> <p>Assistant Inspector of Works (Personal)</p>
24 028 065	<p><b>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 - 39140 x 970 - 42050</b></p> <p>Environmental Laboratory Auxiliary (New Grade)</p>
25 028 061	<p><b>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</b></p> <p>Carpenter Mason</p>
25 021 051	<p><b>Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190</b></p> <p>Tradesman's Assistant</p>

