

EQUAL OPPORTUNITIES COMMISSION

- 18.35 The Equal Opportunities Commission (EOC) is an independent statutory body set up to promote anti-discrimination and equal opportunity principles and policies throughout Mauritius. Its main functions are to investigate into discrimination complaints; and work to prevent discrimination from occurring by informing people about their rights and responsibilities under the EOC Act, through sensitisation campaigns and preparation of appropriate codes and guidelines.
- 18.36 It consists of a Chairperson and other Members appointed by the President of the Republic. A Deputy Permanent Secretary has been assigned duties of Secretary and is responsible for the day-to-day administration of the Commission. While the core functions are performed by officers in the grade of Investigator, support is provided by officers of the General Services on secondment to the EOC.
- 18.37 For this review exercise, both Management and the Union proposed for the creation of a supervisory level to head investigations. The Union has also requested for an upgrading in the qualifications requirement of the grade of Investigator, among others. During consultations, parties were apprised of those proposals which could not be retained for technical reasons. We are, however, providing a higher level to oversee investigations and revisiting the mode of appointment of the grade of Investigator.

Senior Investigator (New Grade)

- 18.38 It has been reported that the EOC is experiencing a surge in the number of cases referred to it. Resultantly there is a claim for a supervisory level to head investigations. After analysis, we are providing for such grade.

Recommendation 12

- 18.39 **We recommend the creation of a grade of Senior Investigator. Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Investigator, reckoning at least four years' service in a substantive capacity in the grade.**
- 18.40 Incumbent would be required, *inter alia*, to: be responsible for the Investigation Unit under the supervision of the Secretary, EOC; assist in the formulation of policies regarding the investigation of complaints; and devise strategies for sensitisation campaigns/workshops.

Investigator

- 18.41 The grade of Investigator is presently filled from among candidates possessing a Degree qualification. We consider that there is need to

harmonise the qualifications requirement of the grade with what obtains for comparable positions in the Civil Service. We are recommending accordingly.

Recommendation 13

18.42 We recommend that, henceforth, appointment to the grade of Investigator should be made by selection from among candidates possessing a Degree in Law or Law and Management or a Degree, the major part of which should be Law or an equivalent qualification and reckoning at least three years' experience in investigation duties.

Posting of Court Transcriber

18.43 As per existing provision, currently two officers in the grade of Court Transcriber from the Judiciary are posted to serve the EOC. The Bureau holds that the present arrangement is appropriate and should continue.

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SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 075 094	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Senior Investigator (New Grade)
02 060 090	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 Investigator

