

32. MINISTRY OF LAND TRANSPORT

- 33.1 The Ministry of Land Transport is dedicated to developing an effective land transport system that is integrated, inclusive, safe and sustainable. It envisions having a user-friendly, modern and sustainable land transport system in a safe and fluid traffic environment.
- 33.2 To achieve this, it aims to provide a strategic direction for the development of land transport while enhancing road safety through a diverse approach, including legislation, engineering, education, sensitisation and enforcement. Additionally, the Ministry regulates and controls the transport of goods and passengers and works to reduce traffic congestion through effective management and planning. It also ensures that public transport remains reliable, safe, affordable and accessible along designated routes.
- 33.3 Three key entities fall under the *aegis* of this Ministry, namely, the Transport Policy Unit (TPU), the Traffic Management and Road Safety Unit (TMRSU) and the National Land Transport Authority (NLTA). Their roles, activities and structure are outlined under the respective Units.
- 33.4 Representations from the Technical Officer (Civil Engineering) Cadre pertain to, among others: the creation of a principal level; change in appellation; salary upgradation; travelling and car benefits; and payment of a Risk Allowance.
- 33.5 For this review, Management did not submit any proposals of its own. All demands originated from Head of various cadres, with Management providing its observations and remarks during consultative meeting. Most of these requests focused on increasing the establishment size of several positions. To address this, **the Bureau advises that Management should carry out a human resource planning exercise to ensure adequate staffing.**
- 33.6 The relayed requests also encompass matters such as: different types of allowances; car and travelling benefits; payment of a Risk Allowance; and review/upgrading of salary. With regard to proposals aimed at strengthening the organisational structure, Management has indicated that, in view of the current staffing position, this is not feasible.

TRAFFIC MANAGEMENT ROAD SAFETY UNIT

- 33.7 Serving as an entity responsible for effectively overseeing road network in Mauritius, the Traffic Management and Road Safety Unit (TMRSU) ensures that the road system supports the economic needs of the country while safeguarding all road users. Its initiatives focus on enhancing road safety through targeted engineering interventions such as traffic calming and speed management and complemented by a range of educational and training programs.

33.8 The TMRSU is led by a Director (Civil Engineering) who serves as its technical head. He is supported in the execution of his duties by a multidisciplinary team comprising officers from various cadres, viz. Engineering, Technical Officer (Civil Engineering), Inspectorate, Technical Design Officer and Traffic Census Officer. Additional support is provided by officers from the General Services.

Engineering Cadre

33.9 Among the various proposals transmitted by Management concerning the Engineering Cadre, it was averred that Engineers are reluctant to join the TMRSU, citing insufficient experience in traffic engineering. This led to a subsequent demand for a Scarcity Allowance.

33.10 Continuous membership with certain professional bodies requires annual fulfilment of Continuous Professional Development (CPD) unit requirements. The Bureau holds that Management should stand guided by the recommendations made in respect of CPD as outlined in **Chapter on Review of Schemes of Service and Qualifications in Volume 1 of this Report.**

Special Professional Retention Allowance

33.11 Provision had previously been made for officers of the Civil Engineering Cadre to benefit from the Special Professional Retention Allowance (SPRA) up to 31 December 2016. In continuation of this measure, the last PRB Report introduced a provision exempting officers who retire or leave the service before their compulsory retirement age from refunding the SPRA. **This provision remains in force, as reaffirmed by the recommendation set out in the Chapter on Observations and General Provisions of this Volume.**

Technical Officer (Civil Engineering) Cadre

33.12 As reported earlier Management did not endorse the establishment of a grade above that of Principal Technical Officer (Civil Engineering) in the absence of functional need. Nonetheless, it has been asserted that each Principal Technical Officer (Civil Engineering) is assigned a Zone under the supervision of a Lead Engineer and the seniormost officer often assumes team management responsibilities in the latter's absence. In light of this, the Bureau is providing an allowance for shouldering the team leadership responsibilities.

Recommendation 1

33.13 We recommend that the seniormost Principal Technical Officer (Civil Engineering) should be paid a monthly allowance equivalent to two increments at the point reached in his salary scale for assuming the team leadership role.

Inspectorate Cadre

- 33.14** After a comprehensive assessment, broad provisions concerning the Inspectorate Cadre have been made under the heading: Inspectorate Cadre at the Ministry of National Infrastructure of this Volume.

Traffic Census Officer Cadre

- 33.15** The Traffic Census Officer Cadre presently comprises the grades of Traffic Census Officer and Senior Traffic Census Officer. Both Management and Union have requested to upgrade the qualifications requirement of the two grades to Diploma level. To substantiate the request, Management submitted that the officers require to possess analytical, technical and digital competencies since they are being called upon to use advanced software, involving data science fundamentals, IT systems handling and critical decision-making.
- 33.16** After examining the duties of the grades based on the Job Description Questionnaires filled in by incumbents and the schemes of service, we consider that instead of an academic qualification, there is need to provide officers in the cadre with an appropriate competency-based training course related to the different aspects of their work in order to acquire the necessary knowledge and develop the relevant skills for a proper execution of their duties. We are making an appropriate recommendation to this end.

Recommendation 2

- 33.17** We recommend that the Ministry of Land Transport should provide work related competency-based training to officers of the Traffic Census Officer Cadre.

Principal Traffic Census Officer (New Grade)

- 33.18** Both Management and Union represented for the creation of a supervisory grade of Principal Traffic Census Officer to reinforce the structure for improved and effective service. After examining the request, the Bureau is acceding to the proposal for creation of such level. We are recommending accordingly.

Recommendation 3

- 33.19** We recommend the creation of a grade of Principal Traffic Census Officer. Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Senior Traffic Census Officer reckoning at least three years' service in a substantive capacity in the grade.
- 33.20** Incumbent would be responsible to supervise the work of subordinate staff and called upon, *inter alia*, to: oversee the planning of flight missions, including route selection, altitude considerations and environment factors; organise and supervise continuous on-the-job training to police officers on

IMAAP Software; and ensure the collection and storage of traffic engineering/road safety data and that all drone operations adhere to Department of Civil Aviation regulations and standards, including safety protocols.

MINISTRY OF LAND TRANSPORT

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 116	Rs 166000 Permanent Secretary
10 049 081	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 Road Safety Programme Officer
24 027 060	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Driver
24 021 052	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615 Stores Attendant
TRANSPORT POLICY UNIT	
02 082 098	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Principal Transport Analyst
02 060 094	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 - 86750 Transport Analyst/Senior Transport Analyst
TRAFFIC MANAGEMENT AND ROAD SAFETY UNIT	
26 000 109	Rs 138000 Director (Civil Engineering)

Salary Code	Salary Scale and Grade
26 093 104	Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Deputy Director (Civil Engineering)
26 082 100	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 Lead Engineer
26 067 094	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 - 86750 Engineer/Senior Engineer (Civil)
26 073 090	Rs 50100 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Principal Technical Officer (Civil Engineering)
26 067 085	Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Senior Technical Officer (Civil Engineering)
26 049 081	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 Technical Officer (Civil Engineering)
26 062 081	Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600 Senior Inspector of Works
26 053 076	Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400 Inspector of Works
26 034 071	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 Assistant Inspector of Works (Personal)

Salary Code	Salary Scale and Grade
26 029 031	Rs 24845 x 300 - 25445 Trainee Inspector of Works (New Grade)
26 062 081	Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600 Senior Technical Design Officer
26 043 075	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
26 033 035	Rs 26045 x 300 - 26645 Trainee Technical Design Officer
22 049 081	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 Technical Officer (Electrical and Electronics)
10 049 081	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 Communication Officer
20 055 079	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400 Principal Traffic Census Officer (New Grade)
20 043 075	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 Senior Traffic Census Officer
20 033 072	Rs 26045 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 - 49000 Traffic Census Officer

Salary Code	Salary Scale and Grade
25 046 069	Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930 Chief Painter
25 028 061	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 Mason Painter
24 027 060	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Driver
24 027 056	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720 Plant and Equipment Operator
24 021 052	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615 Stores Attendant
25 021 051	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190 Tradesman's Assistant (Painter) Tradesman's Assistant (Mason)
24 001 047	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



NATIONAL LAND TRANSPORT AUTHORITY

- 33.21 The National Land Transport Authority (NLTA) is a regulatory body which comprises the Road Transport and Light Rail Divisions responsible for land transport and light rail matters respectively.
- 33.22 It is headed by a Chief National Transport Commissioner who is responsible for the control and management of the Authority. The latter is assisted by a Road Transport Commissioner and Light Rail Commissioner and supported by officers of the professional and technical grades.
- 33.23 Representations made by the staff side pertain to, among others, amendments to schemes of service; review of salary; merger of cadres; and grant of a Clothing Allowance to pregnant Traffic Wardens in view of the nature of duties where they have to conduct road inspections. The former Management proposed a review of the existing structure with abolition of few grades and merger of some. However, the new Management withdrew these proposals at a later stage and forwarded some requests on behalf of officers of the Licensing/Registration Officer Cadre with respect to, *inter alia*, an upward review of salary; changes to the schemes of service; payment of specific allowances; and provision of appropriate training. Additionally, Management requested for creation of the grade of Station Master in line with the "Free Travel Scheme".
- 33.24 During consultations, parties were provided with adequate information on the requests which cannot be acceded to. They were also apprised that amendments to schemes of service rest on Management, which should be in line with the guidelines set by the MPSAR and relevant provisions made under Chapter Review of Schemes of Service and Qualifications in Volume 1 of this Report. As regards the working arrangements for pregnant Traffic Wardens, appropriate provisions are under the Chapter Risk, Insurance and Compensation in Volume 1 of this Report.
- 33.25 After examining the requests, we are, herewith, making appropriate provisions.

Station Master (Roster) (New Grade)

- 33.26 In line with the "Free Travel Scheme", Management requested for the creation of a dedicated grade to be responsible for monitoring of bus operations and ensuring timely bus service to the public. The justifications provided have been examined and the Bureau is recommending accordingly.

Recommendation 4

- 33.27 We recommend the creation of a grade of Station Master (Roster). Appointment thereto should be made by selection from among candidates possessing the Cambridge School Certificate with credit in**

at least five subjects including English Language, French and Mathematics or Principles of Accounts obtained on one sitting or passes not below Grade C in at least five subjects including English Language, French and Mathematics or Principles of Accounts obtained on one Certificate at the General Certificate of Education “Ordinary Level” or an equivalent qualification.

- 33.28 Incumbents would be required to, among others, monitor transport services at bus station, rail station and taxi stand; check the attendance and supervise the work of Stand Regulators at bus stations and make weekly returns to the Authority; attend to transport problems encountered by passengers; collect and analyse Stand Regulators’ sheets; and re-direct buses in cases of emergency or urgent public need.

Transport Planner

- 33.29 In the previous PRB Report, the Bureau recommended that the scheme of service for the grade of Transport Planner be amended to ensure a career avenue for Assistant Transport Planners. However, following recent inquiries, we have been informed that the proposed amendment has not yet been made. **The Bureau, therefore, reiterates its position and strongly urges Management to take prompt action to revise the scheme of service accordingly so as to reflect the recommendation and support internal advancement.**

Vehicle Examiner Cadre

- 33.30 A few requests were made by Union members representing the Vehicle Examiner Cadre relating to: the merging of the grades of Vehicle Examiner and Senior Vehicle Examiner; carving a promotional route for the Chief Vehicle Examiner; and duty exemption on a car.
- 33.31 Officers from the Vehicle Examiner Cadre did not attend the meeting convened in connection with this review exercise, citing Management’s inaction to take the necessary steps to amend the relevant scheme of service. Accordingly, Union has requested the Bureau to call upon Management to take immediate and concrete steps to implement these changes. **In this regard, the Bureau strongly advises Management to prioritise and expedite the revision of the relevant scheme of service to accurately reflect the current responsibilities of officers in this Cadre.**

Road Transport Inspectorate Cadre

- 33.32 Officers of the Road Transport Inspectorate Cadre who are required to work for a minimum of three hours, whenever a cyclone warning Class III is in force in Mauritius, to ensure continuity in the provision of public transport services in the country are currently granted time-off facilities. This provision is being reviewed.

Recommendation 5

33.33 We recommend that officers of the Road Transport Inspectorate Cadre who are required to work following the issue of a cyclone warning Class III in the country or during extreme weather conditions to ensure continuity in the provision of public transport services to facilitate conveyance of members of the public to their residence should be compensated as per provisions in the Chapter Working Week, Flexitime, Workers on Shift/Roster/Staggered Hours and Overtime of Volume 1 of this Report.

Hours of Work

Senior Road Transport Inspector (Roster)

Road Transport Inspector (Roster)

33.34 Incumbents in the grades of Senior Road Transport Inspector (Roster) and Road Transport Inspector (Roster) are required to work on a roster (six-day week basis), including Saturdays, Sundays and Public Holidays. **This working arrangement is still effective and is, therefore, being maintained. This element has been taken into account in arriving at the recommended salary scale of each grade.**

Principal Traffic Warden (Roster)

Senior Traffic Warden (Roster)

Traffic Warden (Roster)

33.35 In accordance with a plan specifying the starting and finishing times of duty which include Saturdays, Sundays and Public Holidays and which may or may not include night duty, officers of the Traffic Warden Cadre are called upon to work on a roster basis. **This element has been taken into consideration in the determination of the salaries of each grade in the Cadre.**

NATIONAL LAND TRANSPORT AUTHORITY

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
26 000 112	Rs 150000 Chief National Transport Commissioner

Salary Code	Salary Scale and Grade
ROAD TRANSPORT DIVISION	
26 000 109	Rs 138000 Road Transport Commissioner
26 093 104	Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Deputy Road Transport Commissioner
26 082 098	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Transport Controller Transport Planner
26 060 090	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 Assistant Transport Planner
26 056 078	Rs 34720 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950 Senior Transport Planning Officer
26 034 071	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 Transport Planning Officer
02 063 090	Rs 40110 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 Manager, National Land Transport Authority
18 074 092	Rs 51200 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 82250 Chief Road Transport Inspector
18 064 085	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Principal Road Transport Inspector

Salary Code	Salary Scale and Grade
18 057 082	Rs 35280 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 Senior Road Transport Inspector (Roster)
18 049 079	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 - 57400 Road Transport Inspector (Roster)
26 079 096	Rs 57400 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750 Chief Vehicle Examiner
26 073 090	Rs 50100 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Principal Vehicle Examiner
26 067 085	Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Senior Vehicle Examiner
26 049 081	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 Vehicle Examiner
18 051 080	Rs 32190 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 Principal Traffic Warden (Roster)
18 045 075	Rs 29915 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 Senior Traffic Warden (Roster)
18 033 070	Rs 26045 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 Station Master (Roster) (New Grade) Traffic Warden (Roster)

Salary Code	Salary Scale and Grade
18 064 082	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 Principal Licensing/Registration Officer
18 035 076	Rs 26645 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 - 49000 x 1100 - 53400 Licensing/Registration Officer/Senior Licensing/Registration Officer
16 030 072	Rs 25145 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 QB 41080 x 970 - 46900 x 1050 - 49000 Print Finishing/Book Binding Operator (Roster)
24 027 060	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Driver
24 001 047	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
LIGHT RAIL DIVISION	
26 000 109	Rs 138000 Light Rail Commissioner
26 093 104	Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Deputy Light Rail Commissioner
18 050 082	Rs 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 - 62350 Light Rail Inspector (Roster)

