

31. MINISTRY OF LABOUR AND INDUSTRIAL RELATIONS

- 31.1 The Ministry of Labour and Industrial Relations is responsible for the formulation of policies and strategies to promote decent work, industrial peace and harmony and the protection of the rights of workers. It also provides assistance to jobseekers and facilitates employment of non-citizens.
- 31.2 The core activities of the Ministry are organised under two Divisions, namely Labour and Employment. While the Labour Division comprises the National Remuneration Board; Labour and Industrial Relations Division; National Occupational Safety and Health Department; and Registry of Associations, the Employment Division on its side has under its umbrella the National Employment Department and Work Permit Unit.
- 31.3 Submissions made by the staff side and Management have been dealt with under the relevant Division.

NATIONAL REMUNERATION BOARD

- 31.4 Pursuant to Section 90 of the Employment Rights Act 2008 (as amended in 2019), the National Remuneration Board (NRB) is mandated to make recommendations to the Minister on minimum remuneration and other terms and conditions of employment applicable to workers in the private sector.
- 31.5 The NRB is headed by a Chairperson, who is assisted in the discharge of his functions by a Vice-Chairperson. Officers of the Remuneration Analyst Cadre and other ancillary staff also provide support to the former.
- 31.6 Both Management and Union requested, among others, for a restyling of the different positions. Proposals were additionally made for a review of the qualifications requirement and duties of existing grades. During consultations, parties have been informed on requests that need to be dealt with administratively.
- 31.7 After examining the structure of the Board, we consider same to be appropriate. We are, therefore, bringing no change to it.

LABOUR AND INDUSTRIAL RELATIONS DIVISION

- 31.8 The Labour and Industrial Relations Division ensures compliance with labour legislation both in respect of Mauritians and migrant workers and institutes such civil or criminal proceedings as deemed necessary and conducts such proceedings in Industrial Court, for or in the name of a worker. It is also mandated to provide a conciliation service to promote settlement of industrial disputes reported.
- 31.9 At the helm of the Division is the Director, Labour and Industrial Relations who is assisted by officers of the Labour and Industrial Relations Officer Cadre.

- 31.10 Representations from staff side comprise requests for, among others, restyling and review of salary scale of grades in the Labour and Industrial Relations Officer Cadre. During meeting with the staff side, appropriate justifications were provided on requests which cannot be acceded to. No proposal was received from Management for this Division.
- 31.11 As the existing structure is considered to be appropriate, it is being maintained.

NATIONAL OCCUPATIONAL SAFETY AND HEALTH DEPARTMENT

- 31.12 The Occupational Safety and Health Act, as amended in 2022, provides for a National Occupational Safety and Health Department (NOSHD). Its objectives are, among others, promoting the ratification and compliance with occupational safety and health conventions of the International Labour Organisation; promoting education, training, research and development in occupational safety and health; and cooperating and coordinating with international organisations and other appropriate authorities on occupational safety and health matters.
- 31.13 Overall responsibility of the NOSHD rests upon the Director, Occupational Safety and Health. He is assisted by officers of the Occupational Safety and Health Officer Cadre and those of the Specialist Support Services (SSS) Unit.
- 31.14 Proposals from the staff side pertain, *inter alia*, the grant specific allowances to officers of the Cadre while Management requested for a review of the salary scale of the grades. During meetings, parties were apprised of certain requests which cannot be acceded to along with the justifications thereof.
- 31.15 Given that the existing set up is appropriate, no change is being brought thereto.

Specific Provision for Divisional Occupational Safety and Health Officer

Recommendation 1

- 31.16 We recommend that officers in the grade of Divisional Occupational Safety and Health Officer possessing a Degree in Occupational Safety and Health or Civil or Mechanical or Electrical or Chemical Engineering should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 80000 provided they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.**

Occupational Safety and Health Engineering Cadre

- 31.17 For this review, Union members have requested a change in the mode of appointment of the grade of Head, Specialist Support Services.

- 31.18 The previous PRB Report made provision for the potential redeployment of professional grades to other Ministries. In addition, to enhance the career earnings of the Head, Specialist Support Services, provision was also made for an upgraded salary scale along with the grant of one increment on conversion. Accordingly, the current provisions are being maintained, as outlined in the following paragraph.
- 31.19 In pursuit of effective optimisation of resource, Management may assess the viability of redeploying professional grades, particularly those in the engineering stream, to more appropriate Ministries. **As a measure to promote career progression and provide an inducement, the Bureau holds that, upon such redeployment, the Head, Specialist Support Services should be granted an additional increment on conversion along with an enhanced salary in the scale of: Rs 62350 x 1850 – 67900 x 1900 – 75500 x 2250 – 86750 x 2500 – 94250 x 2750 - 102500.** Subsequent amendments to the relevant schemes of service within the OSH Cadre should be made after following the established procedures.

Special Professional and Retention Allowance

- 31.20 Provision had previously been made for officers in the grade of Occupational Safety and Health Engineer/Senior Occupational Safety and Health Engineer 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.**

REGISTRY OF ASSOCIATIONS

- 31.21 The Registry of Associations has the responsibility to register associations, trade unions and their respective rules to enable these organisations to have a legal status and ensure that they operate within their respective legal framework.
- 31.22 A Registrar of Associations heads the Division and is assisted by the officers of the Inspector of Associations Cadre.
- 31.23 Proposals of the Union were, among others, on Conditions of Service and to review the schemes of service of certain grades whilst Management's submissions pertain to, *inter alia*, the review of the mode of appointment to the grade of Inspector of Associations in view of high turnover. However, according to the findings of the Survey on Recruitment and Retention Problems in the Public Sector, no issue of labour turnover has been reported for the Registry of Associations.
- 31.24 Given that the current structure is fit for its purpose, same is being maintained.

Inspector of Associations

- 31.25 Officers in the grade of Inspector of Associations who have successfully completed all papers of Fundamentals (Skills) *formerly Part II of the ACCA Examination* or an equivalent qualification are allowed to proceed beyond the Qualification Bar (QB) inserted in the salary scale of the grade. **This arrangement is still valid and should continue.**

EMPLOYMENT DIVISION

- 31.26 The main objective of the Employment Division is to reduce unemployment rate and facilitate employment of migrant workers. It is a key operational arm of the Ministry and is divided into two units, namely National Employment Department and Work Permit Unit.

NATIONAL EMPLOYMENT DEPARTMENT

- 31.27 Objectives of the National Employment Department (NED) are, *inter alia*, to promote employment; facilitate employment of jobseekers and ensure that they are able to find employment that meet their aspirations; promote labour migration; and provide labour market information on the demand and supply of skills to local employers, jobseekers and training institutions.
- 31.28 Responsibility for the administration of the Department rests upon the Director, National Employment Department. He is assisted by officers of the Employment Counselling Officer Cadre.
- 31.29 Representations from both Management and staff side were, among others, to align the salary scale of grades in the Cadre with other grades in the Ministry; and payment of specific allowances. Appropriate explanations were provided to them during meetings on requests which cannot be acceded to.
- 31.30 We are bringing no change to the existing structure as same is appropriate.

Qualification Bar

- 31.31 A Qualification Bar (QB) has been inserted in the respective salary scale of the grades of Deputy Director, National Employment Department, Chief Employment Coordinator, Senior Employment Counselling Officer and Employment Counselling Officer:
- (i) **officers in the grades of Deputy Director, National Employment Department and Chief Employment Coordinator who possess the Degree in Human Resource Management or Public Administration or Management or Counselling or Psychology or Economics or Statistics or Marketing should be allowed to proceed incrementally beyond the QB in the recommended salary scale of the grades; and**
 - (ii) **officers in the grades of Senior Employment Counselling Officer and Employment Counselling Officer who possess the Diploma in**

Human Resource Management or Public Administration or Management or Counselling or Psychology or Economics or Statistics or Marketing should be allowed to proceed incrementally beyond the QB in the recommended salary scale of the grades.

WORK PERMIT UNIT

- 31.32 The Work Permit Unit is responsible for processing of applications for the issue, renewal, transfer and cancellation of work permits and certificate of exemption of non-citizens to work in Mauritius.
- 31.33 Presently, the Unit is serviced by officers in the grades of Management Support Officer, Office Management Assistant and Office Management Executive, for the processing of applications of work permits.
- 31.34 Management requested for the creation of grades at different levels and the setting up of an Inspectorate and Prosecution Unit. After examining the requests and the Job Description Questionnaires of officers in the General Services grades posted in the Unit along with additional information submitted by the Ministry, the Bureau considers that there is no functional need for new positions. **In the given circumstance, it is considered that the existing arrangements should be maintained.**

REDUNDANCY BOARD

- 31.35 Established under Section 73 of the Workers' Rights Act 2019, the Redundancy Board is mandated to deal with all cases of reduction of workforce and closure of enterprises for economic, financial, structural, technological and other similar reasons. It makes orders in relation to the reduction of workforce or the closing down of enterprise, *inter alia*. As per statutory provision, the Board has the duty to complete its proceedings within 30 days from the date of notification by the employer and such period may be extended by agreement of both parties.
- 31.36 The Board consists of a President, Vice-President and independent members/representative of workers as well as an economist and an accountant. They are in turn supported by officers in the grades of Registrar and Deputy Registrar.
- 31.37 The staff side mainly requested to align the salary of the grade of Registrar with what obtains for the grade of Registrar at the Employment Relations Tribunal on a personal basis and for the payment of a Black Jacket Allowance to the Registrar and Deputy Registrar. The requests have been examined and could not be retained for technical reasons. Management on its side did not submit any proposal.
- 31.38 We consider the present structure of the Board to be appropriate to deliver on its mandate.

COMMISSION FOR CONCILIATION AND MEDIATION

31.39 The Ministry of Labour and Industrial Relations has requested for the creation of a grade of Conciliator and Mediator at the Commission for Conciliation and Mediation (CCM) such that the post be filled from among outside candidates. In examining the proposed duties that would devolve on incumbents, the Bureau notes that the latter would imperatively require experience in such issues. Officers in the grades of Labour and Industrial Relations Officer and Senior Labour and Industrial Relations Officer are already dealing in such type of cases and, therefore, possess quite some experience in the field. Hence, instead of creating a stand-alone grade, the Bureau considers that it would be more appropriate that the Labour and Industrial Relations Officers and Senior Labour and Industrial Relations Officers posted to the CCM be provided some sort of compensation.

31.40 However, should the need arise for outside candidates with specific qualifications and experience to perform these duties, the Ministry may consider submitting its request to the Standing Committee on Fees and Allowances at the MPSAR to determine a remuneration thereof.

Recommendation 2

31.41 **We recommend that officers in the grades of Labour and Industrial Relations Officer and Senior Labour and Industrial Relations Officer posted at the Commission for Conciliation and Mediation be paid a monthly allowance of Rs 1500 for performing conciliation and mediation duties.**

MINISTRY OF LABOUR AND INDUSTRIAL RELATIONS

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 116	Rs 166000 Permanent Secretary
19 065 090	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 - 77750 Psychologist
08 062 083	Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200 Senior Transcriber (Personal)

Salary Code	Salary Scale and Grade
08 052 079	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 Transcriber (Personal)
08 048 078	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 Senior Transcriber (Future Holder)
08 034 071	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 Transcriber (Future Holder)
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
24 020 050	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 Handy Worker
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 REMUNERATION BOARD	
02 000 112	Rs 150000 Chairperson, National Remuneration Board
02 094 104	Rs 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Vice-Chairperson, National Remuneration Board

Salary Code	Salary Scale and Grade
02 084 100	Rs 66050 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 Head Remuneration Analyst
02 075 094	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Senior Remuneration Analyst
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 Remuneration Analyst
LABOUR AND INDUSTRIAL RELATIONS	
18 100 103	Rs 102500 x 3750 - 110000 x 4000 - 114000 Director, Labour and Industrial Relations
18 082 099	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 99750 Deputy Director, Labour and Industrial Relations
18 079 096	Rs 57400 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750 Assistant Director, Labour and Industrial Relations
18 072 089	Rs 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 Principal Labour and Industrial Relations Officer
18 062 085	Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Senior Labour and Industrial Relations Officer
18 041 079	Rs 28545 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 - 52300 QB 53400 x 1100 - 54500 x 1450 - 57400 Labour and Industrial Relations Officer

Salary Code	Salary Scale and Grade
NATIONAL OCCUPATIONAL SAFETY AND HEALTH DEPARTMENT	
18 100 103	Rs 102500 x 3750 - 110000 x 4000 - 114000 Director, Occupational Safety and Health
18 084 100	Rs 66050 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 Deputy Director, Occupational Safety and Health
18 082 098	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Chief Occupational Safety and Health Officer
18 072 090	Rs 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 73600 QB 75500 x 2250 - 77750 Divisional Occupational Safety and Health Officer
18 062 087	Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 QB 69800 x 1900 - 71700 Principal Occupational Safety and Health Officer
18 049 083	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 - 62350 x 1850 - 64200 Occupational Safety and Health Officer/Senior Occupational Safety and Health Officer
26 082 098	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Head, Specialist Support Services
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 Occupational Safety and Health Engineer/Senior Occupational Safety and Health Engineer

Salary Code	Salary Scale and Grade
REGISTRY OF ASSOCIATIONS	
18 100 103	Rs 102500 x 3750 - 110000 x 4000 - 114000 Registrar of Associations
18 079 096	Rs 57400 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750 Deputy Registrar of Associations
18 068 089	Rs 44960 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 Principal Inspector of Associations
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 Inspector of Associations
18 041 079	Rs 28545 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 - 52300 QB 53400 x 1100 - 54500 x 1450 - 57400 Inspector of Associations
EMPLOYMENT DIVISION	
NATIONAL EMPLOYMENT DEPARTMENT	
18 100 103	Rs 102500 x 3750 - 110000 x 4000 - 114000 Director, National Employment Department
18 075 094	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 82250 QB 84500 x 2250 - 86750 Deputy Director, National Employment Department
02 065 094	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 Training Programme Coordinator

Salary Code	Salary Scale and Grade
18 068 089	Rs 44960 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 – 67900 QB 69800 x 1900 - 75500 Chief Employment Coordinator
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 QB 60600 x 1750 - 62350 Senior Employment Counselling Officer
18 041 079	Rs 28545 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 - 50100 QB 51200 x 1100 - 54500 x 1450 - 57400 Employment Counselling 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
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
REDUNDANCY BOARD	
12 055 083	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200 Registrar, Redundancy Board
12 041 079	Rs 28545 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 - 54500 x 1450 - 57400 Deputy Registrar, Redundancy Board

