

28. MINISTRY OF ENERGY AND PUBLIC UTILITIES

- 21.83 The Ministry of Energy and Public Utilities (MEPU) is responsible for developing strategic framework for the energy, water and wastewater sectors, while also overseeing radiation protection and nuclear security.

TECHNICAL SERVICES UNIT

- 21.84 A dedicated Technical Services Unit serves as a central pillar within the MEPU, contributing significantly to policy formulation and strategic planning across the energy, water, and wastewater sectors. This Unit also plays a pivotal role in ensuring policy convergence and coherence across all agencies operating under its purview, with the aim of fostering efficient service delivery in the face of evolving and complex challenges in the years ahead.
- 21.85 Management of the Technical Services Unit of the Ministry, falls under the responsibility of the Director General (Public Utilities), who is supported by the Director, Technical Services (Public Utilities), the Deputy Director, Technical Services (Public Utilities), and a cadre of Registered Professional Engineers. Complementing this team are two full-time officers, viz. a Senior Strategic Policy and Planning Officer from the Ministry of Finance; and a Statistical Officer/Senior Statistical Officer from Statistics Mauritius.
- 21.86 Union representing the Engineering Cadre has requested for a review of the scheme of service of the grade of Deputy Director, Technical Services (Public Utilities). Management has proposed the creation of several grades to better align with its operational needs. Further, it has been submitted that a Project Monitoring Unit (PMU) has been established administratively within the MEPU, with officers from the Engineering Cadre of the Ministry of National Infrastructure (MNI) seconded to oversee project monitoring and related tasks. However, concerns have been expressed that in the event of staffing constraints at the MNI, secondment may be discontinued resulting in the potential disruption of the operations of the MEPU. In anticipation of such scenarios, a request has been made for the creation of a grade of Lead Engineer (Project/Planning/Monitoring). **In this regard, Management was advised to amend the existing scheme of service of the grade of Lead Engineer (Project/Planning) to incorporate duties pertaining to monitoring, with guidance from the Ministry of Public Service and Administrative Reforms. Along the same lines, Management should amend the scheme of service of the grade of Engineer/Senior Engineer (Project/Planning), accordingly.**
- 21.87 Management has also proposed the creation of additional grades to support its newly established Enforcement Section, namely: Technical Officer, Analyst (Public Utilities) and Lead Analyst (Public Utilities). Request was also made to amend the mode of appointment of the grades of Director, Technical

Services (Public Utilities) and Deputy Director, Technical Services (Public Utilities).

- 21.88 After examining all the above submissions along with their implications, the Bureau found no functional justifications for the creation of the grades of Analyst (Public Utilities) and Lead Analyst (Public Utilities). As regards the proposal made by both Management/Union to review the scheme of service of the grade of Deputy Director, Technical Services (Public Utilities), the Bureau is providing for a career path for officers in post. Additionally, the Bureau is creating a grade of Technical Officer to serve both the Technical Services Unit and the Enforcement Section of the MEPU. However, for amendment in the mode of appointment to the grade of Director, Technical Services (Public Utilities), it is advisable that the Management follows the established procedures before proceeding with same.

Deputy Director, Technical Services (Public Utilities)

Recommendation 1

- 21.89 We recommend that, in future, appointment to the grade of Deputy Director, Technical Services (Public Utilities) should be made by promotion, on the basis of experience and merit, of officers in the grade of Lead Engineer (Project/Planning) who reckon at least two years' service in a substantive capacity in the grade.**

Technical Officer (New Grade)

Recommendation 2

- 21.90 We recommend the creation of a grade of Technical Officer. Appointment thereto should be made by selection from among candidates possessing a Diploma in Electrical or Electronic or Mechanical or Civil Engineering or an equivalent qualification.**
- 21.91 Incumbent would be required to assist the Engineer/Senior Engineer (Project/Planning) in the performance of his duties. When posted to the Technical Services Unit, the Technical Officer would, *inter alia*, be required to: formulate, evaluate and monitor projects in the energy, water and wastewater sectors; establish and update data for energy, water and wastewater sectors; and carry out surveys and site visits as well as attend meetings. On being posted to the Enforcement Unit, incumbent would, among others, be called upon to carry out enforcement duties in relation to inland waters and effluent discharge in line with the Environment Act, Water Resources Act and so forth.
- 21.92 We further recommend that, in framing the scheme of service of the new grade of Technical Officer, Management should take, the activities of relevant posting, into account.**

WATER RESOURCES COMMISSION

- 21.93 Established under the Water Resources Act No. 9 of 2024 and operating under the *aegis* of the MEPU, the Water Resources Commission (WRC) is responsible for the strategic management, regulation and sustainable development of water resources across the Republic of Mauritius. The Commission succeeds the former Water Resources Unit and is vested with the authority to formulate national water policies, coordinate inter-agency planning, and oversee the implementation of Integrated Water Resources Management principles.
- 21.94 Proposals from Unions representing the Hydrological Technician Cadre and the Technical Officers pertain to: alignment of salary; grant of duty exemption on a car; creation of grades; and payment of allowances.
- 21.95 During consultative meeting with Management, the Bureau was apprised that, following the promulgation of the Water Resources Act, a restructuring exercise is currently underway at the Commission. However, as at the date of finalisation of this Report, no formal request had been received from Management. In the circumstances and pending completion of the restructuring exercise, provision is being made for the creation of a grade of Senior Technical Officer at the WRC.

Senior Technical Officer (New Grade)

Recommendation 3

- 21.96 **We recommend the creation of a grade of Senior Technical Officer. Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Technical Officer reckoning at least five years' service in a substantive capacity in the grade.**
- 21.97 Incumbent would be required to, *inter alia*, assist in: planning, execution and supervision of water resources projects as well as maintenance works along Dams/Feeder Canals; preparation of bid documents, cost estimates, bid evaluation reports and certificates of payment in respect of civil engineering works; surveys and levelling works; monitoring of dam instruments and recording of data; preparation and verification of bills of quantities, measurement of works on site and verification of claims from contractors. The latter would also be called upon to attend and keep records of site visits and meetings/committees as well as monitor and coordinate the work of subordinates.

Inspectorate Cadre

- 21.98 **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.**

Special Professional Retention Allowance

- 21.99 Provision had previously been made for officers of the 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 Issues of this Volume.**

RADIATION SAFETY AND NUCLEAR SECURITY AUTHORITY

- 21.100 Established under Act No.16 of 2018, the Radiation Safety and Nuclear Security Authority (RSNSA) is a regulatory body operating under the purview of the MEPU. It is responsible for overseeing the safe use of radiation sources and activities in accordance with international safety standards and regulations.
- 21.101 Its main objects are to: develop policies and regulations for radiation safety, nuclear security and safeguards; develop and issue rules, codes and guidelines, in accordance with international safety standards, for the regulatory control of radiation sources and practices; and issue licenses for the conduct of radiation practices, and permits for import and export of radiation sources, among others.
- 21.102 The RSNSA is administered by the Radiation Safety and Nuclear Security Board and its core activities are organised under three units, namely, Policy and Strategy; Regulatory Control and Technical Services. The structure comprises a Director at the apex, who is responsible for the day-to-day operation of the Authority and assistance as well as support is provided by officers of the Radiation Protection Officer Cadre and in the General Services grades respectively.
- 21.103 For this review, both Union and Management advocated for the strengthening of the structure with the establishment of new units; creation of an array of grades based on the recommendations made by the International Atomic Energy Agency (IAEA) Expert Team; restyling of a few grades; review of schemes of service of some positions; enhanced travelling and car benefits; and an increase in the establishment size. Both parties were informed during consultations of those issues which should be dealt administratively, such as setting up of new units; among others. As regards the structure, we are restyling the core grades while providing for a new level on the technical side.
- 21.104 Further to a request for the creation of a position of Head for each Unit, we consider that a designated position can suit the requirement of the RSNSA against payment of an allowance to the officers concerned in case they are called upon to shoulder additional higher responsibilities. With respect to the

creation of a principal professional level, the request is not supported by functional justification. Moreover, the establishment size of the grade of Senior Radiation Protection Officer may be reinforced in a first instance instead of considering a higher level at this stage.

- 21.105 Proposal was additionally made for a level of Trainee Radiation Protection Officer on the footing that new recruits should be provided adequate on-the-job training. The Bureau considers that **Management may contemplate amending the scheme of service of the grade of Radiation Protection Officer, to include the requirement for selected candidates to undergo on-the-job training in all aspects of the work, prior to being appointed as Radiation Protection Officers.**

Restyling of Grades

- 21.106 Management proposed a restyling of the grades of Radiation Protection Officer Cadre to reflect the duties devolving upon incumbents. After studying the nature of the work devolving on the Cadre as well as the requirements of the Act, we are reviewing the job appellations of grades concerned.

Recommendation 4

- 21.107 **We recommend that the grades of Radiation Protection Officer and Senior Radiation Protection Officer be restyled as hereunder:**

Grade	Restyled to
Radiation Protection Officer	Radiation Safety Officer
Senior Radiation Protection Officer	Senior Radiation Safety Officer

Technical Officer (New Grade)

Recommendation 5

- 21.108 **We recommend the creation of a grade of Technical Officer. Appointment thereto should be made by selection from among candidates possessing a Cambridge Higher School Certificate with a pass at Principal Level in at least two science subjects or the General Certificate of Education "Advanced Level" with passes in at least two science subjects including Physics AND a Diploma in Chemistry or Physics or Chemical Engineering or an equivalent qualification.**
- 21.109 The Technical Officers would be required, *inter alia*, to: collect food and environmental samples for radioactive analysis; maintain the radiation-detecting equipment and other instruments of the Authority; conduct activities for the conditioning of disused sealed radioactive sources at the Centralised Radiological Source Storage Facility; maintain an inventory of the disused sealed radioactive sources; and regularly inspect the Facility for leakage testing.

Risk Allowance

- 21.110 A Risk Allowance is currently payable to officers of the Radiation Safety Officer Cadre, *formerly Radiation Protection Officer Cadre* in view of the high level of risk involved in their work. This provision is being maintained.

Recommendation 6

- 21.111 We recommend that the officers of the Radiation Safety Officer Cadre, formerly Radiation Protection Officer Cadre, should be paid a monthly Risk Allowance equivalent to one and a half increments at the initial of their respective salary scale.**

Health Surveillance

- 21.112 Officers of the Radiation Safety Officer Cadre *formerly Radiation Protection Officer Cadre* are, due to the nature of their work, constantly exposed to radiation and other harmful ionising sources. Such exposure may lead to severe health problems. Whilst we acknowledge the importance of wearing protective clothes/items to minimise the risk related thereto, we deem it important for these officers to undergo regular health check-ups. We are recommending to that effect.

Recommendation 7

- 21.113 We recommend that Management should make arrangements for officers of the Radiation Safety Officer Cadre, formerly Radiation Protection Officer Cadre, to undergo regular medical/health check-up free of charge.**

ENERGY EFFICIENCY MANAGEMENT OFFICE

- 21.114 The Energy Efficiency Management Office (EEMO) is the regulator for energy efficiency matters in Mauritius. Its functions are, among others, to: develop and implement strategies, programmes and action plans for the efficient use of energy; establish procedures to monitor energy efficiency and consumption; and establish energy consumption standards.
- 21.115 The Office is headed by the Director, Energy Efficiency, who is assisted in his duties by officers of the Engineer/Senior Engineer, Energy Efficiency Cadre and Technical Officers, Energy Efficiency.
- 21.116 Both Management and Union proposed a restructuring of the EEMO through the establishment of new units with specific functions; creation of the grades of Deputy Director and Senior Technical Officer; and an upward review of salary of existing grades.
- 21.117 Proposals were equally made, *inter alia*, for amendment of qualifications requirement of a few grades; grant of Special Professional Retention Allowance to officers of the professional cadre; payment of a Continuous

Professional Development at par with members of the medical profession; and grant of duty remission facilities. During consultations, parties were apprised that certain issues need to be looked into administratively.

- 21.118 As regards the structure, we consider that at this juncture there is need for a reinforcement at the technical level and to fill vacant posts. We are, therefore, consolidating same with the creation of a grade of Senior Technical Officer, Energy Efficiency.

Senior Technical Officer, Energy Efficiency (New Grade)

Recommendation 8

- 21.119 **We recommend the creation of a grade of Senior Technical Officer, Energy Efficiency. Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Technical Officer, Energy Efficiency, who reckon at least five years' service in a substantive capacity in the grade.**
- 21.120 Incumbent would be responsible to the Engineer/Senior Engineer, Energy Efficiency for, among others, organising, coordinating and monitoring the work of Technical Officers, Energy Efficiency; the registration of regulated machinery under prevailing regulations for energy labelling and minimum energy performance standards; compiling and maintaining a database for energy auditors; and recommending implementation of energy-saving measures based on audit results.

Continuous Professional Development

- 21.121 At present, registered professional Engineers, including those of the EEMO, are paid an allowance in connection with Continuous Professional Development (CPD), in line with the general recommendation made under the Chapter Review of Schemes of Service and Qualifications in Volume 1 of 2021 PRB Report.
- 21.122 Union informed that officers of the Engineer/Senior Engineer Cadre of the Office are additionally required to be registered with another professional body, namely Association of Energy Engineers, US in order to obtain the Energy Auditor Certification, which allows them to perform as Certified Energy Auditors. We have also been apprised that this certification is valid for a period of three years and should be maintained and renewed through the earning of CPD credits. According to the Engineers, this process is quite costly and in this respect, they have requested for the expenses involved in maintaining this certification to be also refunded.
- 21.123 The Bureau has taken note that performing energy audits is one of the core functions of the Engineers of the EEMO and that registration with a professional body is *sine qua non* to perform this duty in the capacity of Certified Energy Auditors. **Hence, it is incumbent upon Management to**

bear the full cost involved in obtaining and maintaining this certification by the Engineers concerned.

MINISTRY OF ENERGY AND PUBLIC UTILITIES

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 116	Rs 166000 Permanent Secretary
26 000 115	Rs 162000 Director General (Public Utilities)
26 000 112	Rs 150000 Director, Technical Services (Public Utilities)
26 093 104	Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Deputy Director, Technical Services (Public Utilities)
26 082 100	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 Lead Engineer (Project/Planning)
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 (Project/Planning)
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 (New Grade)
26 058 061	Rs 35840 x 725 - 37290 x 925 - 38215 Trainee Engineer

Salary Code	Salary Scale and Grade
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
WATER RESOURCES COMMISSION	
26 000 109	Rs 138000 Director, Water Resources
26 093 104	Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Deputy Director, Water Resources
26 082 100	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 Lead Engineer (Planning/Maintenance)
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 (Planning/Maintenance)
26 058 061	Rs 35840 x 725 - 37290 x 925 - 38215 Trainee Engineer
26 082 098	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Principal Hydrological Officer
26 075 094	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Senior Hydrological Officer
26 065 090	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 Hydrological Officer
26 060 083	Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 QB 60600 x 1750 - 62350 x 1850 - 64200 Senior Hydrological Technician

Salary Code	Salary Scale and Grade
26 049 081	<p>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 - 53400 QB 54500 x 1450 - 58850 x 1750 - 60600</p> <p>Hydrological Technician</p>
26 067 085	<p>Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900</p> <p>Senior Technical Officer (New Grade)</p>
26 049 081	<p>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</p> <p>Technical Officer</p>
26 043 075	<p>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</p> <p>Technical Design Officer</p>
26 062 081	<p>Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600</p> <p>Senior Inspector of Works <i>formerly Senior Inspector</i></p>
26 053 076	<p>Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400</p> <p>Inspector of Works <i>formerly Inspector</i></p>
26 034 071	<p>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</p> <p>Assistant Inspector of Works (Personal) <i>formerly Assistant Inspector</i></p>
26 029 031	<p>Rs 24845 x 300 - 25445</p> <p>Trainee Inspector of Works (New Grade)</p>

Salary Code	Salary Scale and Grade
24 032 060	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
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
24 029 058	Rs 24845 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 Gauge Reader (Personal to officers appointed prior to 01.07.87)
24 027 056	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720 Gauge Reader
24 020 049	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365 Lorry Attendant <i>formerly Lorry Loader</i>
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
RADIATION SAFETY AND NUCLEAR SECURITY AUTHORITY	
19 093 105	Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 122000 Director
19 075 094	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Senior Radiation Safety Officer <i>formerly Senior Radiation Protection Officer</i>

Salary Code	Salary Scale and Grade
19 062 090	<p>Rs 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</p> <p>Radiation Safety Officer <i>formerly Radiation Protection Officer</i></p>
19 049 081	<p>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</p> <p>Technical Officer (New Grade)</p>
24 027 060	<p>Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290</p> <p>Driver</p>
24 022 052	<p>Rs 22745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615</p> <p>Handy Worker (Special Class)</p>
ENERGY EFFICIENCY MANAGEMENT OFFICE	
22 000 109	<p>Rs 138000</p> <p>Director, Energy Efficiency</p>
22 082 100	<p>Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500</p> <p>Lead Engineer, Energy Efficiency</p>
22 067 094	<p>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</p> <p>Engineer/Senior Engineer, Energy Efficiency</p>
22 067 085	<p>Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900</p> <p>Senior Technical Officer, Energy Efficiency (New Grade)</p>

Salary Code	Salary Scale and Grade
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, Energy Efficiency

