

57. MAURITIUS RESEARCH AND INNOVATION COUNCIL

- 57.1 The Mauritius Research and Innovation Council (MRIC), set up in September 2019 as a body corporate, operates under the *aegis* of the Ministry of Tertiary Education, Science and Research. It took over the functions of the defunct Mauritius Research Council. It acts as the apex body in advising the Government on matters relating to applied research, innovation, and research and development issues. The Council is required, among others, to: foster a research, innovation and entrepreneurship culture; encourage the development and application of advanced and innovative technology to meet the needs of industries; and enhance private sector participation in research and development including innovation. Further to an amendment of its Act in July 2021, its mandate has been extended to require the Council to conduct research on identified national priority thrust areas in order to strengthen the Mauritian research ecosystem.
- 57.2 An Executive Director acts as the chief executive officer of the Council. Incumbent is responsible for the execution of policy and its day-to-day business and is assisted in the performance of his duties by a complement of staff in professional, technical and support grades.
- 57.3 For this review exercise, Management and the staff side requested, *inter alia*, for the abolition of grades that would no longer be required at the MRIC; creation of grades to reinforce the structure of the IT department; merger of a few grades; upgrading of salary of certain positions; and restyling of grades. A few of these requests could not be acceded to in view of technical impediments and parties were informed accordingly.
- 57.4 As regards Conditions of Service, proposals were made for staff of the Council to be allowed to provide consultancy services and to be granted mileage allowance and 70% duty exemption facilities; and modalities for flexitime to be set to enable its implementation. The Bureau informed the parties that implementation issues rest upon Management and the MPSAR and that certain requests need to be looked into administratively by Management.
- 57.5 During meeting with Management, the Bureau was apprised that the provision made in the 2021 PRB Report regarding the integration of employees of the ex-MRC in the new set up was still under process, while the schemes of service of certain grades at the ex-MRC and new grades on the establishment of the MRIC have been prescribed.
- 57.6 With respect to the above prescription exercise, the Bureau considers that appropriate procedures have not been followed, as the proposed scheme of service should have been forwarded to the MPSAR. The latter is the body responsible for the finalisation of the framing of scheme of service, particularly when an integration exercise of the employees of the ex-MRC on the establishment of the MRIC is also concerned. In this respect, the relevant

stakeholders have been made aware that appropriate procedures in prescribing schemes of service should be adhered to. Hence, Management was urged to expedite the integration exercise.

- 57.7 For this review, we are, consolidating the structure of the IT department with the creation of the grades of IT Analyst and Graphic/Web Designer, abolishing vacant posts and maintaining existing provisions.

IT Analyst (New Grade)

- 57.8 Management has submitted that with the reinforced role of the Council in driving innovation as per the MRIC Act, it is crucial that the department is able to respond to its diverse clients' base, who are expectant of innovative solutions, security and confidentiality of information. To this effect, they requested for the creation of a grade of Systems Analyst. On the basis of functional needs, we are providing for a grade of IT Analyst in line with what has been recommended in other Parastatal Bodies.

Recommendation 1

- 57.9 We recommend the creation of a grade of IT Analyst. Appointment thereto and the duties should be in line with the recommendations made in the Chapter on Observations and General Provisions of this Volume.**

Graphic/Web Designer (New Grade)

- 57.10 The IT department is responsible for the development of graphics, videos, webpages and other online publications which are required for various schemes and projects. Given that there is currently no dedicated grade to perform these duties, Management requested for the creation of a grade of Graphic/Web Designer. In the light of the submissions, we are acceding to the request to cater for these specific duties.

Recommendation 2

- 57.11 We recommend the creation of a grade of Graphic/Web Designer. Appointment thereto should be made by selection from among candidates possessing a Diploma in Graphic Design or Communication Graphic or an equivalent qualification and reckoning at least three years' post-qualification experience in graphic design.**
- 57.12 Incumbent would report to the IT Manager and be required *inter alia*, to: conceptualise and design a wide range of print and digital materials; deliver on-trend designs, come up with on-brand creative ideas; create and edit audio/video web contents for projects, events and social media content; update websites with content and events; develop different templates through software tools; keep abreast of industry trends, user experience and best practices; and carry out recording during the Council's events and site visits as and when required.

Consultancy Services

57.13 Currently, staff of the MRIC are allowed to provide consultancy services and the net income is distributed between the consultancy team and the MRIC. Since this arrangement is appropriate, we are maintaining it.

Recommendation 3

57.14 We recommend that:

- (i) staff of the MRIC should be allowed to provide consultancy services; and**
- (ii) the income distribution ratio between officers involved in the consultancy and the Council should be 2:1.**

Enhanced Pension Benefits for PhD Holders

57.15 Officers of the MRIC in a professional level or above, holding a PhD Degree and who are effectively engaged in research activities are granted enhanced pension benefits. We are maintaining this provision on a personal basis.

Recommendation 4

57.16 We recommend that officers in a professional level or above, in post as at 31 December 2025, who as at that date possessed a PhD Degree and who are effectively engaged in research activities on a regular basis, should be eligible, on a personal basis, for four pensionable months of service for every three years of post-doctoral effective service, subject to a maximum of 40 months.

Abolition of Grades

57.17 Presently, grades at the defunct Mauritius Research Council (ex-MRC) exist on a personal basis. Further to information received from Management that certain posts are vacant, we are providing for their abolition.

Recommendation 5

57.18 We recommend that the grades of Safety and Health Officer (Part-Time) (Personal), Clerk/Word Processing Operator (Personal), Research Support Officer (Personal), IT Technician/Senior IT Technician (Personal), Public Relations and Communication Officer (Personal), Statistician (Personal), Resource Officer (Personal), Research Officer (Personal), Business Services Manager (Personal) and Programme Director (Personal) at the ex-MRC be abolished.

57. MAURITIUS RESEARCH AND INNOVATION COUNCIL**SALARY SCHEDULE**

MRIC 1 : 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

Assistant Procurement and Supply Officer

MRIC 2 : 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

Graphic/Web Designer (New Grade)

MRIC 3 : Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350

Senior Accounts Officer

MRIC 4 : 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

IT Analyst (New Grade)

MRIC 5 : Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000

Administrative and HR Manager

MRIC 6 : Rs 57400 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000

IT Manager

MRIC 7 : Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500

Finance Manager

EX-MAURITIUS RESEARCH COUNCIL

MRC 1 : Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600

Office Attendant (Personal)

MRC 2 : Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290

Driver (Personal)

Driver/Office Attendant (Personal)

EX-MAURITIUS RESEARCH COUNCIL (Contd)

- MRC 3 :** **Rs 25445 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 - 41080**
Technician/Driver (Personal)
- MRC 4 :** **Rs 25445 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 - 44960**
Receptionist/Word Processing Operator (Personal)
- MRC 5 :** **Rs 28225 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**
Management Support Officer (Personal)
- MRC 6 :** **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**
Confidential Secretary (Personal)
- MRC 7 :** **Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**
Accounts Officer (Personal)
Procurement and Supply Officer (Personal)
- MRC 8 :** **Rs 33600 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400**
Office Management Assistant (Personal)
- MRC 9 :** **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**
Administrative Officer (Personal)
Research Assistant (Personal)
- MRC 10 :** **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750**
Accountant (Personal)
Project Monitoring Officer (Personal)
- MRC 11 :** **Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
Systems Administrator (Personal)
- MRC 12 :** **Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500**
Research Officer (Personal to officers in post as at 06.05.19)

EX-MAURITIUS RESEARCH COUNCIL (Contd)

**MRC 13 : Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000
x 4000 - 122000**

Research Coordinator (Personal)

MRC 14 : Rs 206000

Executive Director (Personal to holder in post as at 31.12.15)

