

SPECIFIC CONDITIONS

1. Besides the general Conditions of Service, a few specific conditions are applicable to eligible Rodriguan Public Officers. We have re-examined these provisions and in the light thereof, are enhancing those related to duty remission facilities.

Duty Remission Facilities

2. Presently, the Clerk, Rodrigues Regional Assembly and the Departmental Heads are entitled to 100% duty remission for the purchase of a car, travelling allowances and car loan facilities. These officers are also allowed to purchase a 4x4 double cabin pick-up vehicle in lieu of a saloon car. Other officers benefit from duty remission and car loan facilities on account of being listed in the relevant Annexes of the Chapter on Travelling and Car Benefits. Those who are not listed in these Annexes may be granted loan facilities to purchase a car and/or motor cycle/autocycle upon recommendation of their respective Departmental Head and approval of the ICE.
3. In the context of this review, we have received many representations for certain grades to be granted duty remission facilities in line with what obtains for their counterparts in the Civil Service, also comprising inclusion in relevant Annexes, and loan facilities to some officers for the purchase of an autocycle/motorcycle.
4. As regard requests for inclusion in Annex II, same is subject to satisfying certain established criteria. We have examined all the proposals, taking into consideration the specific conditions prevailing in Rodrigues, including its topography. As a result, we are improving on the existing scheme by new provisions, to be applicable to Rodriguan officers.

Duty Remission

Recommendation 1

5. **We recommend that the Clerk, Rodrigues Regional Assembly and the Departmental Heads should be eligible for car benefits as per provision of Volume 1 of this Report, at paragraph 16.2.17 (No. 1); benefit from travelling allowances as provided at paragraph 16.2.82 (No. 1) and loan facilities as per provisions at paragraphs 16.2.57, 16.2.58, 16.2.76 and 16.2.77 whichever is appropriate. These officers are also allowed to purchase a 4x4 double cabin pick-up vehicle in lieu of a saloon car.**
6. **We further recommend that registered professionals who are required to perform field duties may opt for the purchase of a duty-remitted 2 x 4 or 4 x 4 double cabin pick-up in lieu of a 100% duty-exempted, car as per provisions at paragraph 16.2.17 (No. 3) of the Chapter on Travelling and Car Benefits.**

Loan facilities to purchase a car or motor-cycle

Recommendation 2

7. We recommend that Departmental Heads should identify in their respective Department, officers particularly those in the Fire and Rescue Service, Agriculture and Health Sectors, who may be granted loan facilities for the purchase of car or motorcycle/autocycle as per relevant provision at paragraphs 16.2.57, 16.2.58, and 16.2.70 in Volume 1 of this Report. The recommendations from the Heads of Department should be approved by the Island Chief Executive and it should also be binding upon the officers availing of such facilities to use their vehicle to attend work.

Police Officers domiciled in Rodrigues posted in Mauritius

Recommendation 3

8. We recommend the payment of a Disturbance Allowance of 25% of the monthly salary to Rodriguan Police Officers posted on a tour of service in Mauritius.
9. We further recommend that an officer domiciled in Rodrigues and posted to Mauritius should be eligible for:
 - (i) one free passage, to and from Mauritius, for himself, his spouse and up to three dependent children below the age of 21; and two additional free tickets to Rodrigues to married officers in case the tour of service is extended for another 12 months; and
 - (ii) one additional free return ticket to Rodrigues to single officers in case the tour of service is extended for another 12 months.

Special Leave

10. At present, officers who proceed officially to Mauritius to participate in international/special events are required to apply to the Island Chief Executive for the grant of special leave. **This arrangement should continue to prevail.**

Walking Allowance

11. A monthly Walking Allowance of Rs 300 is paid to officers who are required to walk extensively in the performance of their duties because their places of work are not accessible by vehicles. The allowance is also paid to those officers who have to walk long distances for attending duty due to the fact that their residences are inaccessible by bus or car. This provision is being maintained.

Recommendation 4

12. We recommend that the Walking Allowance payable to certain Rodriguan officers be revised to Rs 345 per month.

Shift, Roster, Staggered Hours

13. A number of officers are required to work on shift, roster or staggered pattern of work. **This element has been taken into account in arriving at the recommended salary of the corresponding grades.**

Night Duty Allowance

Recommendation 5

14. **We recommend that officers who effectively work on night shift should continue to be paid a Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours to 0500 hours including up to a maximum of two hours lying-in period.**

Miscellaneous

Recommendation 6

15. **We recommend that:**
- (a) officers domiciled in Rodrigues and coming to Mauritius on training should continue to be paid an allowance equivalent to 50% of monthly salary for the duration of the course together with rent-free quarters;**
 - (b) those officers who cannot be provided with quarters should be paid an allowance of Rs 3185 monthly as an assistance towards payment of rent;**
 - (c) where the salaries of identical/comparable grades in the Rodrigues Regional Assembly are aligned on those of the Civil Service, the scheme of service of those grades should, wherever relevant be amended on the same lines as those of their counterparts in the Civil Service. However, the RRA as well as the MPSAR should ensure that the specific duties devolving on grades concerned are reflected in their schemes of service during their alignment exercise;**
 - (d) subject to the approval of the Ministry of Public Service and Administrative Reforms, revised conditions in respect of grades of the Island of Mauritius would, in principle, be applicable to similar grades of the Rodrigues Regional Assembly; and**
 - (e) all Conditions of Service specified in Volume 1 of this Report should equally be applicable to the RRA.**

Temporary Appointment/Traineeship

16. **Officers on temporary appointment or trainees who have been appointed under the terms of the previous schemes of service should be considered for appointment in their respective grade on satisfactory completion of their temporary period or traineeship, even though they may not qualify under the revised scheme of service.**

Training and Development

Recommendation 7

17. We recommend that:

- (i) appropriate training and development facilities through Open Distance Learning, including video conferencing, should be provided to officers in Rodrigues to enable them to acquire the qualifications required to progress beyond the Qualification Bar (QB), wherever appropriate, and to empower them to perform at higher levels;**
- (ii) appropriate training programmes be mounted with the concurrence of relevant institutions; and**
- (iii) Heads of Departments should provide training and development courses, both in-house and abroad, to their staff in collaboration with Ministry of Public Service and Administrative Reforms and other relevant authorities, subject to the concurrence of the Ministry of Finance.**

