

113. UNIVERSITE DES MASCAREIGNES

- 113.1 The Université des Mascareignes (UDM) falls under the *aegis* of the Ministry of Tertiary Education, Science and Research. It was set up under the UDM Act of 2012 as a body corporate and took over the functions of the former Institut Supérieur de Technologie and Swami Dayanand Institute of Management.
- 113.2 As objectives, the UDM shall, *inter alia*, provide a transformative educational experience that connects with the need of the job market and increases the employability of all the grades; encourage the development and review the academic programmes, teaching methods as well as assessment for continued excellence in teaching and learning; drive research which is in line with the economic development of the country; promote international collaboration in research; and disseminate research results and network with other researchers in similar fields. Courses at undergraduate and postgraduate levels are run by the University along with research degrees which are offered at the Doctoral School.
- 113.3 Being at the apex of the organisation, the Director-General is responsible for the control and management of the day-to-day activities of the University. He is assisted by a Deputy Director-General and Registrar in the performance of his duties and supported by a complement of staff comprising academics/non-academics. The academic functions are clustered into three different Faculties, namely the Sustainable Development and Engineering; Business and Management; and Information and Communication Technology under the responsibility of a Dean of Faculty and/or Head of Department.
- 113.4 In the context of this review exercise, the Union representing the non-academic staff requested, among others, to: provide for merged level of existing grades; reinstate the evanescent grade of Workshop Assistant; create a few grades; and review the salary scales. Proposals from the academic staff were mainly geared towards the review of the salary scale of grades taking into consideration economic factors such as inflation; grant of sabbatical leave and incentive schemes; creation of the grade of Professor; review of allowances payable to academics designated as Head of Department and Head of Faculty; and establishment of a Research and Industry Innovation Hub within the UDM.
- 113.5 Management, on the other hand, requested to, *inter alia*: align the scheme of service of the grade of Senior Lecturer with other Higher Education Institutions; and create the grade of Assistant Maintenance Officer. The views of Management were also sought on some of the requests of the Unions. During meeting, stakeholders were apprised of certain requests which cannot be acceded to and informed that implementation issues rest with Management. Additionally, a few requests could not be examined for want of information.
- 113.6 The Bureau considers that the existing structure is appropriate. As regards the Sabbatical Leave Scheme, we are making provision for same.

Private Work for Registered Professionals.**Recommendation 1**

113.7 We recommend that academic staff who are registered professionals should continue to be allowed to exercise their profession, provided it is done outside their working hours and is not in conflict with their work at the University.

Sabbatical Leave Scheme

113.8 Sabbatical Leave is granted to academics to enable them to devote time on scholarly research and keep abreast of new developments in their field as well as for staff development, which may be spent abroad and/or locally.

113.9 Provision was made in our previous Reports for the University to consider the advisability of setting up a Sabbatical Leave Scheme for its academic staff. During consultations, the staff side submitted that Management has not yet set up the scheme. Management was of the view that the scheme should be aligned with what obtains in other Higher Education Institutions.

113.10 The Bureau considers that it is important for academics to be able to avail of sabbatical leave for their personal and professional development. We are, therefore, making appropriate recommendations.

Recommendation 2

113.11 We recommend that the Université des Mascareignes should set up a Sabbatical Leave Scheme for its academic staff on permanent and pensionable establishment.

Consultancy Services**Recommendation 3**

113.12 We recommend that the distribution ratio of the net income between the academics and supporting staff and the University in respect of Research and Consultancy Services should be as hereunder:

- (i) 2 : 1 for Research and Consultancy; and
- (ii) 4 : 1 for short courses, seminars and workshops.

Allowance to Head of Department and Dean of Faculty**Recommendation 4**

113.13 We recommend that academics who have been assigned duties of Head of Department and Dean of Faculty should be paid a revised monthly allowance of Rs 2200 and Rs 2420 respectively.

Special provision for Academics

113.14 Academics in the grades of Lecturer, Senior Lecturer and Associate Professor are presently allowed to move by two increments in the Master Salary Scale subject to certain criteria. We are maintaining the provision while revising the salary points.

Recommendation 5

113.15 We recommend that academics in the grades of Lecturer, Senior Lecturer and Associate Professor drawing salary in a scale the maximum of which is not less than Rs 86750 and not more than Rs 122000 should be allowed to move incrementally up to a maximum of two increments in the Master Salary Scale provided they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

Academic Attainment

113.16 Presently, provision exists for the grant of additional increments to academics for academic attainment through published research, teaching, administrative contribution and publications subject to satisfying set criteria. The guidelines provided in the 2021 PRB Report for a uniform implementation of the provision in all Higher Education Institutions are being reiterated.

Recommendation 6

113.17 We recommend that Lecturers, Senior Lecturers and Associate Professors holding a PhD Degree and reckoning academic attainment through teaching, research and publications, and administrative contributions and having stayed on top of their revised salary scales for at least 12 months should be allowed to move incrementally up to a maximum of two increments to be read from the Master Salary Scale.

113.18 For an effective and uniform implementation of the above recommendation in all Higher Education Institutions, the following should serve as guidelines when assessing academic attainment:

- (i) Management should initiate action for the grant of additional increments upon receipt of written request from eligible officers;**
- (ii) academics in the grades of Lecturer, Senior Lecturer and Associate Professor should be assessed on all the three measures of academic attainment i.e. teaching, research and publications, and administrative contributions as per the criteria for assessment recommended by the Higher Education Commission, to be eligible for the grant of additional increments;**
- (iii) for the purpose of earning increments, academic attainment in one grade shall not be transferable on promotion to a higher grade in the same cadre; and**

- (iv) Management should decide whether the assessment should be quantitative or qualitative or a combination of both quantitative and qualitative, and the decision should be communicated to the academics well before the conduct of the assessment exercise. In this regard, the Higher Education Commission should ensure a consistent implementation thereof in all the Higher Education Institutions.

113.19 We additionally recommend that for implementation of the recommendations on academic attainment, the new salary point reached by virtue of the provision made at paragraph 113.15 above shall deem to be the new top salary.

Duty Free Facilities for Senior Lecturers

Recommendation 7

113.20 We recommend that Senior Lecturers reckoning at least 14 years' service in the Cadre should be entitled to car benefits as per provision at paragraph 16.2.17 (No. 2) of Volume 1 of this Report though drawing salary in a scale maximum of which is less than Rs118000.

Movement for Administrative Officer

Recommendation 8

113.21 We recommend that officers in the grade of Administrative Officer should be allowed to move incrementally up to salary point Rs 86750 provided they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

Political Activities

Recommendation 9

113.22 We recommend that full-time employees of the Université des Mascareignes should not be allowed to participate in active politics.

Abolition of Grades

113.23 Management has submitted that the grades of Trainer (Personal), Assistant Manager (Personal) and Manager (Personal) are vacant. **We are, therefore, abolishing these grades.**

113. UNIVERSITE DES MASCAREIGNES SALARY SCHEDULE

UDM 1 : 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

113. UNIVERSITE DES MASCAREIGNES (Contd)

- UDM 2 : Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765**
Handyworker
- UDM 3 : Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615**
Stores Attendant
- UDM 4 : Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040**
Surveillant
- UDM 5 : Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600**
Gardener
Library Auxiliary
formerly Library Attendant
Workshop Assistant (Personal)
- UDM 6 : Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280**
Office Auxiliary/Senior Office Auxiliary
formerly Office Attendant
- UDM 7 : Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290**
Driver
- UDM 8 : 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**
Binder
Electrician
Handyworker (Skilled)
- UDM 9 : Rs 23945 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**
Receptionist/Telephone Operator
- UDM 10 : 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 - 39140 x 970 - 42050**
ICT Laboratory Auxiliary
formerly Computer Laboratory Attendant

113. UNIVERSITE DES MASCAREIGNES (Contd)

UDM 11 : 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

Word Processing Operator

UDM 12 : Rs 25745 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 - 45930

Clerical Officer

formerly Clerical Officer/Higher Clerical Officer

Library Clerk

UDM 13 : 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

Technical Assistant

UDM 14 : 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

UDM 15 : 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 Financial Operations Officer

Assistant Procurement and Supply Officer

UDM 16 : Rs 30265 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 - 55950

Usher (Personal)

UDM 17 : 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

UDM 18 : 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 - 55950

Technician

UDM 19 : Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950

Financial Operations Officer

Procurement and Supply Officer

113. UNIVERSITE DES MASCAREIGNES (Contd)

- UDM 20 : 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**
 ICT Technician
formerly Computer Technician
 Library Officer
 Maintenance Officer
- UDM 21 : 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**
 Safety and Health Officer/Senior Safety and Health Officer
- UDM 22 : 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
 Examinations Officer
 Human Resource Management Officer
 Public Relations Officer
 Quality Assurance Officer
 Sports Officer
- UDM 23 : 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
formerly IT Officer/Systems Administrator
 Systems Engineer
- UDM 24 : 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 - 86750**
 Accountant/Senior Accountant
 Internal Auditor/Senior Internal Auditor
 Student Affairs Officer/Senior Student Affairs Officer
- UDM 25 : 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**
 Lecturer
- UDM 26 : 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**
 Assistant Registrar (Future Holder)
- UDM 27 : 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 - 102500**
 Assistant Registrar (Personal)

113. UNIVERSITE DES MASCAREIGNES (Contd)

UDM 28 : Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500

Head of Finance
 Head of Information Services
 Head of International Affairs, Student Welfare and Support
 Head of Projects, Estates and Endowment
 Head of Quality Assurance
 Head of Research, Consultancy and Innovation
 Senior Lecturer

UDM 29 : Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000

Registrar

UDM 30 : Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 122000

Associate Professor

UDM 31 : Rs 140000

Deputy Director-General

UDM 32 : Rs 150000

Director-General

EX-INSTITUT SUPERIEUR DE TECHNOLOGIE**SALARY SCHEDULE**

IST 1 : 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 (Personal)

IST 2 : Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600

Library Auxiliary (Personal)
formerly Library Attendant (Personal)

IST 3 : Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280

Office Auxiliary/Senior Office Auxiliary (Personal)
formerly Office Attendant (Personal)

IST 4 : Rs 25745 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 - 45930

Clerical Officer/Higher Clerical Officer (Personal)
Library Clerk (Personal)

EX-INSTITUT SUPERIEUR DE TECHNOLOGIE (Contd)

- IST 5** : **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**
Technical Assistant (Personal)
- IST 6** : **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 (Personal)
Assistant Financial Operations Officer (Personal)
- IST 7** : **Rs 30265 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 - 55950**
Usher (Personal)
- IST 8** : **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)
- IST 9** : **Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**
Financial Operations Officer (Personal)
- IST 10** : **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**
Computer Technician (Personal)
- IST 11** : **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**
Assistant Lecturer/Lecturer (Personal)
- IST 12** : **Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000**
Assistant Manager (Personal)
- IST 13** : **Rs 69800 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500**
Manager (Personal)

EX-SWAMI DAYANAND INSTITUTE OF MANAGEMENT

- SDIM 1** : **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 (Personal)

EX-SWAMI DAYANAND INSTITUTE OF MANAGEMENT (Contd)

SDIM 2 : Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600

*Library Auxiliary (Personal)
formerly Library Attendant (Personal)
Workshop Assistant (Personal)*

SDIM 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 - 44960

Word Processing Operator/Receptionist (Personal)

SDIM 4 : Rs 25745 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 - 45930

Clerical Officer/Higher Clerical Officer (Personal)

SDIM 5 : 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 Financial Operations Officer (Personal)
Assistant Procurement and Supply Officer (Personal)*

SDIM 6 : Rs 30265 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 - 55950

Usher (Personal)

SDIM 7 : 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)

SDIM 8 : Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950

Financial Operations Officer (Personal)

SDIM 9 : 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

Computer Technician (Personal)

SDIM 10 : 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 QB 66050 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750

Trainer (Personal)

SDIM 11 : 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

Assistant Lecturer/Lecturer (Personal)

EX-SWAMI DAYANAND INSTITUTE OF MANAGEMENT (Contd)

SDIM 12 : Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000

Assistant Manager (Personal)

SDIM 13 : Rs 69800 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500

Manager (Personal)

