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**MINISTRY OF CIVIL SERVICE AND ADMINISTRATIVE REFORMS
MAURITIUS**

20 June 2014

Ministry of Civil Service and Administrative Reforms
Circular Note No. 10 of 2014
E/264/1/2/2 TF1

From: Senior Chief Executive, Ministry of Civil Service and Administrative Reforms

To: Supervising Officers i/c Ministries/Departments

Implementation of Errors, Omissions, Anomalies and Clarifications (EOAC) Report 2013 Recommendations

The Central Implementation and Monitoring Committee, at its last meeting held on 13 May 2014, has considered the representations made by unions and officers regarding implementation of paragraphs 18.8.8 (ii), 18.9.11 and 18.9.12 of the EOAC Report and grant of increment beyond top salary to officers who were due for same under the Pay Research Bureau (PRB) Report 2008 on 01 January 2013.

2. The decisions of the Committee are as specified hereunder:

<u>Issues</u>	<u>Decision of Committee</u>
<p>(i) Recommendation EOAC (64)</p> <p><u>Paragraph 18.8.8(ii) provides that:-</u></p> <p><i>"where a senior officer has been promoted directly and an officer junior to him has subsequently been promoted indirectly to the same grade i.e. after having obtained another promotion, the salary of the senior officer(s) should be adjusted so that the senior officer(s) as well as the junior officer draw the same salary as from the date the officer junior to him has been appointed in that grade. The Committee also recommends that the salary of officers falling in a similar situation prior to the date of implementation of this Report, should be adjusted accordingly"</i></p>	<p>The following conditions should apply:-</p> <ul style="list-style-type: none"> • Appointment to the higher office should have been made from same source grade. • For cases prior to the date of implementation of this Report, the effective date of implementation should be with effect from 01 July 2008 as decided by the Committee. • Salary should be adjusted hypothetically and be payable with effect from 01 January 2013.
<p>(ii) Recommendation EOAC (65)</p> <p><u>Paragraph 18.9.11/18.9.12 provides that:-</u></p> <p><i>"Where an officer has been appointed to act/assigned duties in a higher office and is subsequently appointed to the same office after a selection exercise and his appointment takes effect as from the date of assumption of duty, the officer should be granted one incremental credit for each completed year of actingship/assignment of duties provided that:</i></p>	<p>(i) Movement in the Master Salary Scale by one or more incremental points should be allowed for, in the hypothetical adjustment of salary, in those cases where provisions have been made in the PRB/EOAC Report 2013 for incremental movement beyond top notwithstanding the attached conditions thereto.</p>

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<p>(a) such actingship/assignment of duties is continuous;</p> <p>(b) the adjusted salary is not higher than what the officer would have drawn had he been appointed in a substantive capacity on the date he was appointed to act/ assigned higher duties; and</p> <p>(c) such incremental credit is payable as from the date the officer is appointed substantively in the post".</p> <p>Paragraph 18.9.12 provides that:- <i>"The salary of officers falling in a similar situation prior to the date of implementation of this Report, should be adjusted hypothetically."</i></p>	<p>(ii) Salary to be adjusted hypothetically and payable with effect from 01 January 2013.</p>
<p>(iii) Following the publication of EOAC Report 2013, whereby a new master salary scale was introduced and the mode of conversion of salary was reviewed with retrospective effect on 01 January 2013, the salaries of officers who were due for increment beyond top under the PRB 2008 Report prior to conversion to PRB 2013 salary scale have been adjusted accordingly due to elongated salary scales.</p> <p>Representations have been received from trade unions and officers concerned to the effect that the increments due beyond top salary in the master salary scale under PRB Report 2008 should be restored.</p>	<p>Legal advice has been obtained to the effect that officers cannot retain the benefits of an elongated salary scale whilst, at the same time, rejecting the consequence of the related master conversion table and claiming the right to an additional increment arising from previous salary scale and previous master conversion table.</p>

3. Ministries/Departments are advised to stand guided by the above and are requested to ensure compliance thereto. The content of the Circular Note should be brought to the attention of Parastatal Organisations falling under the aegis of respective ministries.


 (S. Seebaluck)
 Senior Chief Executive

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 Secretary to Cabinet and Head of the Civil Service

or/circular/EOAC

