CHAPTER 5

REVIEW OF SCHEMES OF SERVICE AND QUALIFICATIONS

Page 91
Qualifications Requiring Registration with Recognised Bodies
To delete paragraph 10.28 and whole content
To replace by the following:

Recommendation EOAC 17
10.28 The Committee recommends that:

(i) an officer who is required to be a registered member of a professionally recognised Institutes/Bodies according to the relevant prescribed scheme of service, should be refunded the full amount of annual subscription fee payable to one of the relevant professional bodies; and

(ii) an officer drawing salary in a scale, the maximum of which is not less than Rs 52775 who, though not required to be registered with recognised Institutes/Bodies according to the relevant prescribed scheme of service but has opted to register himself to keep abreast of latest developments in his specific field of activities, may be granted, subject to the approval of the Responsible Officer, an assistance of 50% of the annual subscription fee subject to a maximum of Rs 2860, provided that the knowledge/knowhow derived from being a member of the Institutes/Bodies is of relevance to the duties of the officer.

Pages 94 and 95
Special Provisions for Graduates and Professionals
To delete paragraphs 10.45 to 10.48 and whole content
To replace by

Recommendation EOAC 18
10.45 The Committee recommends that officers in entry or promotional grades requiring a University Degree or an equivalent recognised professional qualification, drawing salary in a scale the maximum of which is not less than Rs 52775 and having reached the top of their respective salary scale should be allowed to move incrementally in the master salary scale up to salary point Rs 57275, provided they:

(i) have drawn the top salary for a year;
(ii) have been efficient and effective in their performance during the preceding year; and
(iii) are not under report.

10.46 The Committee further recommends that officers drawing salary in a scale the maximum of which is not less than Rs 58775 and not more than Rs 83000 and having reached the top of their respective salary scales should be allowed to move incrementally up to a maximum of two increments in the master salary scale, provided they:

(i) have drawn the top salary for a year;
(ii) have been efficient and effective in their performance during the preceding year; and
(iii) are not under report.

10.47 For the purpose of implementation of paragraphs 10.28, 10.45 and 10.46 above, the qualifying salary for eligibility should be the relative salary at Row 5 of the EOAC Master Conversion Table.

10.48 The foregoing recommendation should also apply to corresponding flat salaries in the same range.

Recommendation EOAC 19

10.49 The Committee recommends that the Authorities consider gradually raising the minimum qualification requirements for entry to grades requiring a degree with salary in a scale the maximum of which is Rs 52775 to a post-graduate Degree or equivalent post-graduate qualification in the respective fields, except in scarcity areas.

Trainee Grades in the Public Sector

Recommendation EOAC 20

10.50 The Committee recommends that the Authorities should consider the advisability of enlisting the services of trainees, over and above establishment, in entry grades requiring at least the Cambridge Higher School Certificate or equivalent, wherever the need is felt in the public sector, in order to ensure that candidates with the right skills and competencies are subsequently appointed to the relevant grades. During the period of traineeship, trainees should undergo a period of training at the Civil Service College, Mauritius or at any other approved institutions and be paid a monthly allowance equivalent to two thirds of the initial salary recommended for the relevant grades. The Ministry of Civil Service and Administrative Reforms should, after consultations with parties concerned, identify areas where such trainees are required
and set up schemes for the mode of enlistment and the terms and conditions of enlistment.

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