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## **Errors, Omissions and Anomalies Committee Report**

### **INTRODUCTION**

1. The Committee held consultations in Rodrigues from 12 to 15 January 2013 on the representations received from staff associations, trade unions and officers of the Rodrigues Regional Assembly regarding errors, omissions and alleged anomalies arising out of the recommendations made in the PRB Report 2013.
2. The Committee received 42 representations from individuals and a memorandum from the Rodrigues Regional Assembly containing 76 issues for consideration. The Committee established a work programme in consultation with the Rodrigues Regional Assembly and the parties concerned were invited to make their case before the Committee.
3. After hearing the oral submissions, members of the Committee considered that some of the major concerns expressed were genuine. For instance, many posts created on the establishment of the different Commissions of the Rodrigues Regional Assembly have remained unfilled for a number of years due to the unavailability of candidates possessing the required qualifications, skills, and experience.
4. This has hampered the smooth functioning of the organisations and has caused frustration among the serving officers.
5. With regard to the specificities of Rodrigues, Section 26 of the Rodrigues Regional Assembly Act 2011, extracts of which are reproduced below, contains legal provisions that give lots of flexibility to the Rodrigues Central Administration to deal expeditiously with administrative and other related matters:

**“ 2 6 Responsibility of the Regional Assembly**

- (1) *Without prejudice to the provisions of Chapter VI of the Constitution and notwithstanding anything to the contrary in any other law, the Regional Assembly shall, in relation to Rodrigues, be responsible for the formulation and implementation of policy in respect of the matters set out in the Fourth Schedule.*
- (2) *For the better performance of its functions, the Regional Assembly may do all such acts and take all such steps, ..... as may be necessary for or which may be conducive to or incidental to the exercise of its powers and duties .....*”

6. Although Section 26 of the Act provides for a lot of delegation of responsibilities to the Local Administration, the real administrative autonomy has never materialised because of certain legal impediments.
7. **The Committee, therefore, recommends that the matter be looked into by the appropriate authorities, including the State Law Office, with a view to advising the proper course of action.**
8. In the meantime, in order to expedite the decision-making process and reduce red tape, the Committee considers that the Island Chief Executive and Departmental Heads should be empowered to take timely decisions in respect of certain administrative, management and operational matters.
9. After examining all the submissions received and, taking into account the specificity of Rodrigues, the Committee has made several recommendations which are set out below:-

**Delegation of Authority**

**Recommendation EOAC 1**

10. **The Committee recommends that an Administrative Reforms Committee (ARC) be set up at the level of the Rodrigues Regional Assembly under the chairmanship of the Island Chief Executive and comprising the Head, Finance, the Manager, Human Resources, and the Departmental Heads of the various Commissions to deal with those matters/issues pertaining to Rodrigues that are normally referred to the Ministry of Civil Service and Administrative Reforms and its Standing Committees. Two representatives of Unions may be co-opted on the ARC. All decisions taken by the ARC should be approved by the Chief Commissioner before implementation.**
11. **The Committee also recommends that the Ministry of Civil Service and Administrative Reforms considers the advisability of delegating powers to the Island Chief Executive for the payment of ad-hoc allowances,**

whenever warranted, in accordance with established criteria and principles.

### **Training and Capacity Building**

12. There have been major developments in the field of training and development, with the setting up of an ICT Centre for Excellence, equipped with state of the art technology and high-speed internet connectivity. This new platform has opened avenues for training of Rodriguans through interactive learning, video conferencing, and distance learning programmes. Arrangements could be made with learning institutions such as the Open University of Mauritius and the Mauritius Institute of Education for dispensing appropriate courses to serving officers through Open Distance Learning. This will expedite the continuous training and development of officers in Rodrigues itself instead of their having to wait to be trained in Mauritius.

### **Recommendation EOAC 2**

13. **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 required qualifications to allow them to progress beyond the QB, wherever appropriate, and to empower them to perform at higher levels.**

### **Recommendation EOAC 3**

14. **The Committee also recommends that appropriate training programmes be mounted with the concurrence of relevant institutions and the Civil Service College, Mauritius. Courses dispensed at the College should also be run in Rodrigues or a quota be reserved for Rodriguan Public Officers in respect of courses relevant to Rodrigues.**

**\*\*\*\*\***

## 1. OFFICE OF THE CLERK

Page 8

Reporter Cadre

To delete paragraph 1.11 and whole content

To replace by the following:

Recommendation EOAC 4

- 1.11 The Committee recommends that appointment to the grade of Reporter, Regional Assembly be henceforth made by promotion, on the basis of experience and merit, of officers in the grade of Assistant Reporter, Regional Assembly reckoning at least four years' service in a substantive capacity in the grade.

Page 9

Editor, Regional Assembly (New Grade)

To delete paragraph 1.14 and whole content

To replace by the following:

Recommendation EOAC 5

- 1.14 The Committee recommends the creation of a grade of Editor, Regional Assembly on the establishment of the Rodrigues Regional Assembly. Recruitment thereto should be made by selection from among candidates possessing a Cambridge Higher School Certificate with passes in English and French at Principal Level and a Degree in English or French.
- 1.14A However, the present workload is not sufficient to warrant the employment of a full-time Editor. The Committee, therefore, recommends that the incumbent in the grade be employed on a sessional basis and be paid an allowance of Rs 1000 per session of three hours.

Page 9

Sergeant-At-Arms

To delete paragraph 1.17 and whole content

To replace by the following:

Recommendation EOAC 6

- 1.17 The Committee recommends the payment of a revised monthly allowance of Rs 2900 to the Police Officer who is performing the duties of Sergeant-at-Arms.

## REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
OFFICE OF THE CLERK	
02 00 94	<b>Rs 95000</b> Clerk, Regional Assembly
02 62 80	<b>Rs 34175 x 1200 – 37775 x 1500 – 58775 x 1800 - 60575</b> Deputy Clerk, Regional Assembly
08 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Editor, Regional Assembly (New Grade)
08 46 64	<b>Rs 21425 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Reporter, Regional Assembly <i>formerly Reporter</i>
08 24 56	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Assistant Reporter, Regional Assembly <i>formerly Audio Typist</i>
08 38 63	<b>Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Confidential Clerk/Senior Confidential Clerk
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Executive Officer (Rodrigues) (Personal)
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Clerical Officer/Higher Clerical Officer (Personal)
08 21 53	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675</b> Word Processing Operator

Salary Code	Salary Scale and Grade
24 22 46	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Senior/Head Office Caretaker
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Office Caretaker
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 10 35	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 - 16175</b> Handy Worker
05 18 20	<b>Rs 11425 x 250 – 11925</b> Trainee Library Clerk

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## **2. CHIEF COMMISSIONER'S OFFICE**

### **2.1 Central Administration**

Page 14

To insert after paragraph 2.1.3 the following:

**Director of Finance**

**Recommendation EOAC 7**

**2.1.3A The Committee recommends that the grade of Director of Finance be restyled Head, Finance.**

**Administrative Officer**

To delete paragraph 2.1.5 and whole content

To replace by the following:

**Recommendation EOAC 8**

**2.1.5 The Committee recommends that Administrative Officers be allowed to proceed incrementally up to salary point Rs 58775 in the master salary scale through the grant of one increment every year 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.**

**Human Resource Management Section**

Page 17

To delete paragraph 2.1.21 and whole content

To replace by the following:

**Recommendation EOAC 9**

**2.1.21 The Committee recommends the creation of a three-level structure comprising the grades of Human Resource Officer/Senior Human Resource Officer; Assistant Manager, Human Resources; and Manager, Human Resources for the HRM Cadre on the establishment of the RRA.**

Page 17

**Human Resource Officer/ Senior Human Resource Officer (New Grade)**

To delete paragraphs 2.1.22 to 2.1.24 and whole content

To replace by the following:

**Recommendation EOAC 10**

- 2.1.22** The Committee recommends that appointment to the grade of Human Resource Officer/Senior Human Resource Officer should be made by selection from among officers holding a substantive appointment in the grades of Office Management Executive, Office Superintendent (Personal), Higher Executive Officer (Rodrigues) , General Services Executive (RRA) or Executive Officer (Rodrigues) (Personal) reckoning at least four years' service in the grade or an aggregate of at least four years' service in the grades of General Services Executive (RRA) and Executive Officer (Rodrigues) (Personal).
- 2.1.23** The Committee further recommends that incumbents in the grade of Human Resource Officer/Senior Human Resource Officer possessing the Diploma in Human Resource Management or Diploma with Human Resource Management as a major component or an equivalent qualification should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 39275 provided that they:
- (a) have drawn the top salary for a year;
  - (b) have been efficient and effective in their performance during the preceding year; and
  - (c) are not under report.

Page 18

**Assistant Manager, Human Resources (New Grade)**

To delete paragraph 2.1.26 to 2.1.27 and whole content

To replace by the following:

**Recommendation EOAC 11**

- 2.1.26** The Committee recommends that appointment to the grade of Assistant Manager, Human Resources should be made by promotion, on the basis of experience and merit, of officers in the grade of Human Resource Officer/Senior Human Resource Officer possessing a Degree in HRM or a Degree with Human Resource Management as a major component or an equivalent qualification and reckoning at least six years' service in a substantive capacity in the grade.

Page 21

**Principal Executive Officer (Rodrigues)**

To delete paragraph 2.1.43 and whole content

To replace by the following:

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**Recommendation EOAC 12**

**2.1.43 The Committee recommends that the Principal Executive Officer (Rodrigues) should be paid a monthly pensionable allowance of Rs 1500 for combining the duties of Head of the Executive cadre and the responsibility for personnel functions.**

**To insert after paragraph 2.1.43 the following:**

**Office Management Executive (Rodrigues) (New Grade)**

**Recommendations EOAC 13**

**2.1.43A The Committee recommends:**

- (i) the creation of a grade of Office Management Executive (Rodrigues). Appointment thereto should be made by selection from among Senior Executive Officers (Rodrigues), Higher Executive Officers (Rodrigues), General Services Executives (RRA), and Executive Officers (Rodrigues) (Personal) reckoning at least 15 years' service in a substantive capacity in the Executive Cadre, and who have sound judgement and initiative in problem solving, knowledge of work procedures in the public service and good interpersonal and communication skills, among others; and**
- (ii) that the grade of Office Superintendent should be made evanescent.**

**2.1.43B Incumbents would be required, in addition to the duties devolving on Senior Executive Officers (Rodrigues), Higher Executive Officers (Rodrigues), General Services Executives (RRA), Executive Officers (Rodrigues) (Personal), and Office Superintendents, to, inter-alia, manage office operations; monitor works undertaken by contractors and keep up-to-date inventory control and regularly update the assets register of the Rodrigues Regional Assembly.**

**2.1.43C The Committee further recommends that the incumbent in the grade of Office Superintendent be given the option to join the new grade of Office Management Executive and be granted one increment on joining the grade.**

**To insert after paragraph 2.1.43C the following:**

**70% Duty free car to Confidential Clerk/Senior Confidential Clerk**

**2.1.43D It has been reported that Confidential Clerks/Senior Confidential Clerks regularly work after normal working hours and that they have made a request for the grant of 70% duty exemption for the purchase of a car once in a career, as is the case for Confidential Secretaries in Mauritius.**

**Recommendation EOAC 14**

**2.1.43E The Committee is agreeable to this request and recommends accordingly.**

**Page 22**

**Driver (Roster)**

**To delete paragraph 2.1.51 and whole content**

**To replace by the following:**

**Recommendation EOAC 15**

**2.1.51 The Committee recommends that incumbents in the grade of Driver should be given the option to join the grade of Driver (Roster) and, on joining the grade, be granted two additional increments at the point reached in their salary scale, subject to the top salary of the grade.**

**Page 23**

**Workmen's Group Tradesman Cadre**

**To delete paragraphs 2.1.58 to 2.1.60 and whole content**

**Page 23**

**To insert after paragraph 2.1.62 the following:**

**Financial Operations Cadre**

**Recommendation EOAC 16**

**2.1.62A The Committee recommends the restyling of the grade of Financial Operations Officer as follows:**

<b>From</b>	<b>To</b>
<b>Financial Operations Officer</b>	<b>Financial Officer/Senior Financial Officer</b>

**Page 23**

**Financial Officer/Senior Financial Officer  
formerly Financial Operations Officer**

**To delete paragraphs 2.1.63 to 2.1.67 and whole content**

**To replace by the following:**

**Recommendation EOAC 17**

- 2.1.63** The Committee, recommends that officers in the grade of Senior Financial Operations Officer, in post as at 31 December 2012 should assume the supervisory role and be granted a personal salary.
- 2.1.64** The Committee also recommends that appointment to the grade of Financial Officer/Senior Financial Officer should be made by selection from among incumbents in the grades of General Services Executive (RRA) or Executive Officer (Rodrigues) (Personal) reckoning at least four years' service in the grade or an aggregate of at least four years' service in the grades of General Services Executive (RRA) and Executive Officer (Rodrigues) (Personal).
- 2.1.65** The Committee further recommends that incumbents in the grade of Financial Officer/Senior Financial Officer possessing a Diploma in Public Sector Financial Management or a Diploma in Accountancy or an equivalent qualification should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 39275 provided that they:
- (a) have drawn the top salary for a year;
  - (b) have been efficient and effective in their performance during the preceding year; and
  - (c) are not under report.

Page 25

Assistant Manager, Financial Operations

To delete paragraph 2.1.70 to 2.1.72 and whole content

To replace by the following:

**Recommendation EOAC 18**

- 2.1.70** The Committee recommends that, as from 01 July 2013, the grade of Assistant Manager, Financial Operations be filled by promotion, on the basis of experience and merit, of incumbents in the grade of Senior Financial Operations Officer (Personal) and Financial Officer/Senior Financial Officer possessing a Degree in Public Sector Financial Management or Accountancy or Finance or Mathematics or Statistics or an equivalent qualification or a Pass at the Final Examinations required for admission to Membership of a recognised professional accountancy body and reckoning at least six years' service in a substantive capacity in the cadre.
- 2.1.71** The Committee further recommends that the existing mode of appointment to the grade of Manager, Financial Operations be maintained.

Page 26

To insert after paragraph 2.1.73 the following:

**Internal Control Cadre**

**Recommendation EOAC 19**

**2.1.73A The Committee recommends the restyling of the grade in the Internal Control Cadre as follows:**

<b>From</b>	<b>To</b>
<b>Internal Control Officer</b>	<b>Internal Control Officer/Senior Internal Control Officer</b>

Pages 26 and 27

**Internal Control Officer/ Senior Internal Control Officer  
formerly Internal Control Officer**

To delete paragraphs 2.1.74 to 2.1.79 and whole content

To replace by the following:

**Recommendation EOAC 20**

**2.1.74 The Committee recommends, that officers in the grade of Senior Internal Control Officer in post as at 31 December 2012 should assume the supervisory role and be granted a personal salary.**

**2.1.75 The Committee recommends that appointment to the grade of Internal Control Officer/Senior Internal Control Officer should be made by selection from among serving officers who hold a substantive appointment and who have successfully completed all papers of Fundamentals (Knowledge) and Paper F4 of Fundamentals (Skills) or have obtained the Certificate in Business Accounting (Foundation Level) of the CIMA Examinations (New Syllabus) or possess an equivalent qualification.**

**2.1.76 The Committee also recommends that incumbents in the grade of Internal Control Officer/Senior Internal Control Officer who possess all Papers of Fundamentals (Knowledge) and have obtained passes in Papers F4, F5 and F8 of Fundamentals (Skills) or possess the Certificate in Business Accounting (Foundation Level) and have obtained passes in Papers P1, P7 and P8 of the Advanced Diploma in Management Accounting (Managerial Level) of the CIMA Examinations (New Syllabus)**

or possess an equivalent qualification be allowed to proceed beyond the QB in the salary scale of the grade.

2.1.77 The Committee further recommends that incumbents in the grade of Internal Control Officer/Senior Internal Control Officer having reached the top salary in the salary scale should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 39275 provided that they:

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

#### Procurement and Supply Officer Cadre

Page 27

To delete paragraph 2.1.81 and whole content

To replace by the following:

#### Recommendation EOAC 21

2.1.81 The Committee recommends the restyling of the grades in the Procurement and Supply Officer cadre as follows:

From	To
Assistant Procurement and Supply Officer (Personal)	Procurement and Supply Officer/ Senior Procurement and Supply Officer
Procurement and Supply Officer	

Pages 27 and 28

To delete paragraphs 2.1.82 to 2.1.84 and whole content

To replace by the following:

**Procurement and Supply Officer/ Senior Procurement and Supply Officer  
formerly Assistant Procurement and Supply Officer (Personal)  
Procurement and Supply Officer**

#### Recommendation EOAC 22

2.1.82 The Committee, also recommends, that officers in the grade of Senior Procurement and Supply Officer in post as at 31 December 2012 be granted a personal salary.

- 2.1.83 The Committee recommends that appointment to the grade of Procurement and Supply Officer/Senior Procurement and Supply Officer should be made by selection from among officers in the grades of General Services Executive (RRA) or Executive Officer (Rodrigues) (Personal) reckoning at least four years' service in the grade or an aggregate of at least four years' service in the grades of General Services Executive (RRA) and Executive Officer (Rodrigues) (Personal).
- 2.1.83A The Committee further recommends that incumbents in the grade of Procurement and Supply Officer/Senior Procurement and Supply Officer possessing the Diploma in Purchasing and Supply Management or an equivalent qualification should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 39275 provided that they:
- (a) have drawn the top salary for a year;
  - (b) have been efficient and effective in their performance during the preceding year; and
  - (c) are not under report.

#### Assistant Manager (Procurement and Supply)

- 2.1.84 The Committee recommends that the grade of Assistant Manager (Procurement and Supply) should, as from 01 July 2013, be filled by promotion, on the basis of experience and merit, of officers in the grade of Senior Procurement and Supply Officer (Personal) and Procurement and Supply Officer/Senior Procurement and Supply Officer possessing a Degree in Purchasing and Supply Management and reckoning at least six years' service in a substantive capacity in the cadre.

#### Page 28

#### Butler

- 2.1.85 The grade of Butler on the establishment of the Central Administration is vacant for quite some time and the duties devolving upon the grade are currently being carried out by the Cook, as and when required.

#### Recommendation EOAC 23

- 2.1.86 The Committee recommends that the grades of Butler and Cook be merged and restyled Housekeeper. Incumbent will, *inter alia*, be responsible for the proper running of housekeeping duties and be required to arrange for the purchase of provisions and record daily consumption; arrange for the indenting of household effects and keep an inventory of all furniture, furnishings, crockery, silverware and other household equipment and supervise all work activities related to the upkeep and cleaning of the Residency.



REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
<b>CHIEF COMMISSIONER'S OFFICE</b> CENTRAL ADMINISTRATION	
02 00 100	<b>Rs 114000</b> Island Chief Executive
02 00 94	<b>Rs 95000</b> Departmental Head
01 85 88	<b>Rs 69575 x 2425 – 72000 x 2500 – 77000</b> Head, Finance <i>formerly Director of Finance</i>
02 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Analyst, RRA <i>formerly Project Manager</i>
08 65 79	<b>Rs 37775 x 1500 – 58775</b> Manager, Human Resources (New Grade)
08 59 75	<b>Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Assistant Manager, Human Resources (New Grade)
08 45 65	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775</b> Human Resource Officer/Senior Human Resource Officer (New Grade)
02 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Administrative Officer
02 56 79	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Administrative Officer (Personal)

Salary Code	Salary Scale and Grade
18 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Safety and Health Officer/Senior Safety and Health Officer
08 60 78	<b>Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 57275</b> Principal Executive Officer (Rodrigues)
08 53 68	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Senior Executive Officer (Rodrigues)
08 45 63	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Higher Executive Officer (Rodrigues)
08 35 59	<b>Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> General Services Executive (RRA) (New Grade)
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Executive Officer (Rodrigues) (Personal)
08 33 66	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Citizen's Advice Bureau Organiser
08 51 72	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 48275</b> Office Management Executive (New Grade)
08 52 69	<b>Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> Office Superintendent (Personal)
08 41 59	<b>Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Office Supervisor
08 31 53	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675</b> Housekeeper <i>formerly Butler</i> <i>Cook</i>

Salary Code	Salary Scale and Grade
08 38 63	<p><b>Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b></p> <p>Confidential Clerk/Senior Confidential Clerk</p>
08 22 56	<p><b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b></p> <p>General Services Officer (RRA) (New Grade)</p>
08 22 54	<p><b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b></p> <p>Clerical Officer/Higher Clerical Officer (Personal)</p>
23 29 63	<p><b>Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375 QB 33275 x 900 – 34175 x1200 – 35375</b></p> <p>Social Worker, RRA (New Grade)</p>
10 24 56	<p><b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b></p> <p>Audio Visual Assistant</p>
08 31 56	<p><b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b></p> <p>Senior Word Processing Operator</p>
08 21 53	<p><b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675</b></p> <p>Word Processing Operator</p>
22 16 48	<p><b>Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b></p> <p>Receptionist/Telephone Operator</p>
24 31 50	<p><b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b></p> <p>Senior Field Supervisor <i>formerly Senior Gangman</i></p>

Salary Code	Salary Scale and Grade
16 19 52	<b>Rs 11675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925</b> Machine Minder (Bindery) (Rodrigues) (Personal)
24 25 48	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Driver (Heavy Vehicles above 5 tons) Driver (Mechanical Unit)
24 22 46	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Senior/Head Office Caretaker
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Office Caretaker
25 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Carpenter Mason
24 22 45	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Field Supervisor <i>formerly Gangman</i>
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Gardener/Nursery Attendant <i>formerly Gardener/Nurseryman</i>
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>
24 12 37	<b>Rs 9925 x 250 – 13675 x 300 – 15475 x 350 – 16875</b> Handy Worker (Special Class)
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Stone Breaker Stores Attendant Tradesman's Assistant

Salary Code	Salary Scale and Grade
24 10 35	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175</b> Handy Worker
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825</b> Lorry Loader
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker
FINANCE CADRE	
01 65 79	<b>Rs 37775 x 1500 – 58775</b> Manager, Financial Operations
01 59 76	<b>Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 54275</b> Assistant Manager, Financial Operations
01 53 72	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 48275</b> Senior Financial Operations Officer (Personal Salary to officers in post as at 31.12.12)
01 33 65	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775</b> Financial Officer /Senior Financial Officer <i>formerly Financial Operations Officer</i> <i>Assistant Financial Operations Officer</i>
INTERNAL CONTROL CADRE	
01 53 72	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 48275</b> Senior Internal Control Officer (Personal to officers in post as at 31.12.12)
01 33 65	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775</b> Internal Control Officer/ Senior Internal Control Officer <i>formerly Internal Control Officer</i>

Salary Code	Salary Scale and Grade
	PROCUREMENT AND SUPPLY CADRE
21 65 79	<b>Rs 37775 x 1500 – 58775</b> Manager (Procurement and Supply)
21 59 76	<b>Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 54275</b> Assistant Manager (Procurement and Supply)
21 53 72	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 48275</b> Senior Procurement and Supply Officer (Personal to officers in post as at 31.12.12)
21 33 65	<b>Rs 15475 x 350 – 17225x450 – 19475x600 – 20675x750 – 29675x900 – 34175x1200 – 37775</b> Procurement and Supply Officer/Senior Procurement and Supply Officer <i>formerly Assistant Procurement and Supply Officer (Personal)/ Procurement Supply Officer</i>
	ELECTORAL COMMISSION
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Clerical Officer/Higher Clerical Officer (Personal)
	ECONOMIC PLANNING & MONITORING UNIT
02 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Analyst, RRA <i>formerly Economist</i>
20 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Statistician
20 45 63	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Senior Statistical Assistant (Rodrigues)

Salary Code	Salary Scale and Grade
20 33 57	Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 Statistical Assistant (Rodrigues)

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**2.2 Civil Aviation**

**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
	CIVIL AVIATION
03 54 71	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 46775</b> Air Traffic Controller Grade I (Rodrigues) <i>formerly Air Traffic Controller Grade I</i>
03 40 64	<b>Rs 18125 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Assistant Air Traffic Controller (Rodrigues)
03 25 62	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175</b> Flight Data Officer
22 45 66	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Senior Technician
07 53 68	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Airport Fire Officer
07 43 62	<b>Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175</b> Station Officer
07 41 59	<b>Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Sub-Officer
07 28 56	<b>Rs 13975 x 300 – 15475 x 350 – 16875 QB 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Firefighter



Salary Code	Salary Scale and Grade
03 28 57	<b>Rs 13975 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Assistant Ground Supervisor (Rodrigues)
03 20 53	<b>Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675</b> Patrol Officer (Rodrigues) <i>formerly Patrolman</i>
25 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Electrician Motor Diesel Mechanic
25 21 49	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 23675</b> Electrician (Shift) Fitter (Shift)
24 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Driver (Roster)
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>
24 10 35	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175</b> Handy Worker
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825</b> Sanitary Attendant
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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### 2.3 Civil Status Division

Page 38

**Allowance to open Civil Status Offices after office time**

To delete paragraph 2.3.6 and whole content

To replace by the following:

**Recommendation EOAC 24**

**2.3.6 The Committee recommends that officers of the Civil Status Officer cadre providing emergency services from 1200 hours to 1700 hours on Saturdays, Sundays and Public Holidays be paid:**

- (a) an On-Call Allowance of Rs 220 per day;
- (b) a travelling allowance of Rs 160 or appropriate mileage allowance at approved rates for official travelling on distance travelled between residence and site of work each time they open office, inclusive of the collection from and the handing over of keys to the Police Station; and
- (c) an allowance of Rs 250 for each registration of death including the issue of burial/cremation permit.

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**Allowance for Registration of Religious Marriage to give Civil Effect**

To delete paragraph 2.3.8 and whole content

To replace by the following:

**Recommendation EOAC 25**

**2.3.8 The Committee recommends payment of the following allowances to Civil Status Officers for each registration to give civil effect to a religious marriage, provided that such registration is done outside normal working hours:**

	<i>Allowance (Rs)</i>
<b>A. <u>Where both of the intending spouses are citizens of Mauritius:-</u></b>	
<b>(i) Celebration of civil marriages at private residence</b>	<b>700</b>
<b>(ii) Celebration of civil marriages at premises other than office or private residence</b>	<b>1000</b>

	<b>Allowance (Rs)</b>
<b>B. Celebration of civil marriages at premises other than office where both intending spouses are non-citizens</b>	<b>1500</b>

**Registration of deaths for burial during cyclonic conditions Class III and Class IV**

**To delete paragraph 2.3.10 and whole content**

**To replace by the following:**

**Recommendation EOAC 26**

**2.3.10 The Committee recommends that an officer of the Civil Status Officer cadre should be on call to register deaths requiring burial permit during cyclonic conditions Class III and Class IV and should be paid:**

- (a) an On-Call Allowance of Rs 220 per day; and**
- (b) an allowance of Rs 250 for each registration of death, including the issue of burial permit.**

#### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	CIVIL STATUS DIVISION
18 53 69	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> Officer-in-Charge, Civil Status
18 41 59	<b>Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Senior Civil Status Officer
18 29 54	<b>Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Civil Status Officer
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Clerical Officer/Higher Clerical Officer (Personal)

Salary Code	Salary Scale and Grade
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Office Caretaker
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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## 2.4 Judicial (Administration)

### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	JUDICIAL (Administration)
12 45 64	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Senior Court Officer
12 30 60	<b>Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Court Officer Court Usher
12 22 24	<b>Rs 12425 x 250 – 12925</b> Trainee Court Officer
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Office Caretaker
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Clerical Officer/Higher Clerical Officer (Personal)
08 21 53	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675</b> Word Processing Operator
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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## 2.5 Legal Services

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### Allowance to Attorneys

To delete paragraph 2.5.4 and whole content

To replace by the following:

### Recommendation EOAC 27

**2.5.4** The Committee recommends that Attorneys employed on a full-time basis by the Rodrigues Regional Assembly be paid an all-inclusive yearly allowance of Rs 24400 as an assistance to cover certain items of expenditure related to the exercise of the profession.

### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	LEGAL SERVICES
	<p><b>Rs 27425</b>                      Attorney (RRA) (Part-Time)                      Legal Officer (RRA) (Part-Time)</p>
12 61 77	<p><b>Rs 33275 x 900 – 34175 x 1200 – 37775 x 1500 – 55775</b>                      Attorney (RRA) (New Grade)</p>
12 60 77	<p><b>Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 55775</b>                      Legal Officer (RRA) (New Grade)</p>

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## 2.6 Meteorological Services

### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	METEOROLOGICAL SERVICES
19 56 70	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Principal Meteorological Technician
19 55 68	<b>Rs 28175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Principal Meteorological Observer
19 30 60	<b>Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Meteorological Technician
19 51 66	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Senior Meteorological Observer
19 26 57	<b>Rs 13425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Meteorological Observer
19 18 20	<b>Rs 11425 x 250 – 11925</b> Trainee Meteorological Observer
24 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Driver (Roster)
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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## 2.7 Education (Administration)

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To insert after paragraph 2.7.7 the following:

### Senior School Inspector

2.7.8 For appointment to the grade of Senior School Inspector, one of the requirements is the obtention of a Diploma in Educational and Supervisory Inspection (DESI). The only candidate aspiring to the post of Senior School Inspector has not had the opportunity to follow the DESI course which is run in Mauritius since her appointment as School Inspector in 2007. Both Management and the Staff Association have proposed that the School Inspector be promoted Senior School Inspector and that a note be inserted to the effect that she will be required to obtain the DESI.

### Recommendation EOAC 28

2.7.9 **The Committee recommends that, in order not to block the machinery in the Primary School Inspectorate, the School Inspector presently in post be promoted Senior School Inspector and be required to obtain the DESI at the earliest opportunity and the scheme of service for the grade be amended accordingly.**

2.7.9A **The Committee also recommends that the officer should –**

- (i) **be allowed to cross QB on obtention of the DESI; and**
- (ii) **be given eligibility for consideration for the higher grade of Head of Education (Primary) only upon obtention of the DESI.**

2.7.9 B **The Committee further recommends that, in future, necessary timely arrangements be made for incumbents in the grade of School Inspector to follow the DESI to enable consideration to be given to their promotion as Senior School Inspector.**

### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
06 72 86	EDUCATION (Administration)  <b>Rs 48275 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000</b>  Director of Education (RRA) (New Grade)



Salary Code	Salary Scale and Grade
06 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Head of Education (Primary) Secondary School Inspector
06 63 76	<b>Rs 35375 x 1200 – 37775 x 1500 – 51275 QB 52775 x 1500 – 54275</b> Senior School Inspector
06 59 73	<b>Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 49775</b> School Inspector
02 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Administrative Officer
06 54 71	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 46775</b> Head Master (possessing Advanced Certificate in Educational Management or Diploma in Educational Management)
06 52 69	<b>Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> Head Master
06 49 66	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Deputy Head Master (Possessing Certificate in Educational Management)
06 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Mentor
06 47 64	<b>Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Deputy Head Master Health and Physical Education Instructor

Salary Code	Salary Scale and Grade
06 39 64	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Educator (Primary)
06 33 60	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Teacher/Senior Teacher (possessing Advanced Certificate in Education)
06 29 59	<b>Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Teacher/Senior Teacher
06 22 24	<b>Rs 12425 x 250 – 12925</b> Trainee Educator (Primary)
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Senior School Clerk
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> School Clerk
08 38 63	<b>Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Confidential Clerk/Senior Confidential Clerk
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Executive Officer (Rodrigues) (Personal)
08 18 54	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Clerical Officer/Higher Clerical Officer (Personal)

Salary Code	Salary Scale and Grade
08 21 53	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675</b> Word Processing Operator
24 22 46	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Senior/Head School Caretaker
04 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> ICT Support Officer
24 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Driver (Roster)
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
25 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Electrician
21 14 40	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18125</b> Storekeeper (Rodrigues)
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Office Caretaker School Caretaker
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>

Salary Code	Salary Scale and Grade
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Stores Attendant
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825</b> Sanitary Attendant
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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## 2.8 Arts and Culture

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To insert after paragraph 2.8.5 the following:

**Trainee Arts Officer**

**Recommendation EOAC 29**

**2.8.5A** The Committee recommends that candidates not possessing a Diploma in the specific areas will draw a monthly allowance of Rs 12175 and will be allowed to draw salary in the salary scale of Trainee Arts Officer (Rodrigues) upon obtention of the relevant Diploma.

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To insert after paragraph 2.8.8

**Technician (Light and Sound)**

2.8.9 It has been reported that, in view of the dearth of qualified candidates, the post of Technician (Light and Sound) has not been filled since its creation.

**Recommendation EOAC 30**

**2.8.10** The Committee recommends that the Scheme of Service for the grade of Technician (Light and Sound) be amended. Appointment to the grade should be made by selection from among candidates possessing either the Technician Diploma in Electronic Engineering awarded by the City and Guilds of London Institute or the "Brevet de Technicien in Electronics" awarded by the Mauritius Institute of Training and Development or an equivalent qualification acceptable to the Public Service Commission.

### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
05 64 79	ARTS AND CULTURE  Rs 36575 x 1200 – 37775 x 1500 – 58775 Senior Culture Officer
05 49 75	Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775 Culture Officer

Salary Code	Salary Scale and Grade
05 22 24	<b>Rs 12425 x 250 – 12925</b> Trainee Arts Officer (Rodrigues)
05 28 63	<b>Rs 13975 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475 QB 32375 x 900 – 34175 x 1200 – 35375</b> Arts Officer (Rodrigues)
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Executive Officer (Rodrigues) (Personal)
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Clerical Officer/Higher Clerical Officer (Personal)
08 21 53	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675</b> Word Processing Operator
22 16 48	<b>Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Receptionist/Telephone Operator
10 17 50	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Operator Video Unit (Personal)
24 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Driver (Roster)
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Office Caretaker

Salary Code	Salary Scale and Grade
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
25 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Tradesman's Assistant
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker
05 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Library Clerk (Rodrigues)
CULTURAL AND LEISURE CENTRES	
22 27 59	<b>Rs 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Technician (Light and Sound)

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## 2.9 State Lands and Town and Country Planning Unit

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To insert after paragraph 2.9.4 the following:

**Recommendation EOAC 31**

**2.9.4A** The Committee recommends that the grade of Cartographer be restyled Cartographer/Senior Cartographer.

**2.9.4B** The Committee also recommends that officers in the grade of Senior Cartographer in post as at 31 December 2012 be granted a personal salary.

**Allowance for the Principal Surveyor**

To delete paragraph 2.9.6 and whole content

To replace by the following:

**Recommendation EOAC 31A**

**2.9.6** The Committee recommends that the Principal Surveyor acting as the Officer-in-Charge of the State Lands and Town and Country Planning Unit be paid a monthly allowance of Rs 1220.

### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	STATE LANDS AND TOWN AND COUNTRY PLANNING UNIT
26 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Principal Surveyor
26 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Surveyor
26 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Surveyor
26 22 25	<b>Rs 12425 x 250 – 13175</b> Trainee Surveyor



26 53 68	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Senior Cartographer (Personal salary for officers in post as at 31.12.12)
26 35 66	<b>Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Cartographer/Senior Cartographer <i>formerly Cartographer</i>
26 22 24	<b>Rs 12425 x 250 – 12925</b> Trainee Cartographer
26 24 56	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Survey Technician
24 32 52	<b>Rs 15175 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925</b> Head Survey Field Worker
24 13 45	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Survey Field Worker/Senior Survey Field Worker
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Executive Officer (Rodrigues) (Personal)
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Clerical Officer/Higher Clerical Officer (Personal)
08 21 53	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675</b> Word Processing Operator
04 18 51	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25175</b> Plan Printing Operator

22 16 48	<b>Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Receptionist/Telephone Operator
24 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Driver (Roster)
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Office Caretaker
24 10 35	<b>Rs 9450 x 225 x 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175</b> Handy Worker
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker
PLANNING UNIT	
26 54 75	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Town and Country Planning Officer
26 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Development Control Officer
26 47 49	<b>Rs 22175 x 750 – 23675</b> Cadet Planner
26 24 56	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Planning Assistant

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## **2.10 Fire Services**

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**Bank of Fire Officers Scheme**

**To delete paragraph 2.10.6 and whole content**

**To replace by the following:**

**Recommendation EOAC 32**

**2.10.6 The Committee recommends that the allowance payable to each officer of the “Bank of Fire Officers Scheme” should be revised to Rs 610 for up to three hours work and on a pro-rata basis for all hours of work put in beyond the specified number of hours.**

**Night Duty Allowance**

**To delete paragraph 2.10.7 and whole content**

**To replace by the following:**

**Recommendation EOAC 33**

**2.10.7 The Committee recommends that a monthly Night Duty Allowance should be paid to officers of the Firefighter cadre who effectively perform night shift, equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours, including a maximum of two hours lying-in period.**

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**Maintenance and Repair Allowance**

**To delete paragraph 2.10.8 and whole content**

**To replace by the following:**

**Recommendation EOAC 34**

**2.10.8 The Committee recommends that officers of the Firefighter cadre who perform maintenance and repair duties in respect of radio telephone equipment and breathing apparatus should be paid a monthly allowance of Rs 365.**

**Rent Allowance**

**To delete paragraph 2.10.10 and whole content**

**To replace by the following:**

**Recommendation EOAC 35**

**2.10.10 The Committee recommends that the Rent Allowance payable to eligible officers, not occupying government quarters, should be revised as hereunder:**

Grade	Amount (Rs)
<b>Firefighter</b>	<b>735</b>
<b>Sub-Officer</b>	<b>790</b>
<b>Station Officer</b>	<b>815</b>
<b>Senior Station Officer</b>	<b>915</b>
<b>Divisional Officer</b>	<b>1010</b>
<b>Officer-in -Charge, Fire Services</b>	<b>1180</b>
<b>Airport Fire Officer (Civil Aviation Department)</b>	<b>1010</b>

**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
	FIRE SERVICES
07 61 75	<b>Rs 33275 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Officer-in-Charge, Fire Services
07 53 68	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Divisional Officer
07 49 65	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775</b> Senior Station Officer
07 43 62	<b>Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175</b> Station Officer
07 41 59	<b>Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Sub Officer

Salary Code	Salary Scale and Grade
07 28 56	<b>Rs 13975 x 300 – 15475 x 350 – 16875 QB 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Firefighter
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Clerical Officer/Higher Clerical Officer (Personal)
21 14 40	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18125</b> Storekeeper (Rodrigues)
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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## **2.11 Prisons and Reform Institutions (Administration)**

**Page 64**

**Special Allowance to Prisons Security Squad**

**To delete paragraph 2.11.9 and whole content**

**To replace by the following:**

**Recommendation EOAC 36**

**2.11.9 The Committee recommends that the monthly Special Allowance paid to officers of the Prisons Security Squad be revised to Rs 1400.**

**Night Duty Allowance**

**To delete paragraph 2.11.10 and whole content**

**To replace by the following:**

**Recommendation EOAC 37**

**2.11.10 The Committee recommends that a monthly Night Duty Allowance should be paid to officers of the Prisons Officer cadre who effectively perform night shift, equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours, including a maximum of two hours lying-in period.**

**Night Attendance Bonus**

**To delete paragraph 2.11.11 and whole content**

**To replace by the following:**

**Recommendation EOAC 38**

**2.11.11 The Committee recommends that Prisons Staff up to Principal Prisons Officer, who attend duty on all scheduled nights during the month should be paid a monthly Night Attendance Bonus as follows:**

<b>Grade</b>	<b>Amount (Rs)</b>
<b>Principal Prisons Officer reckoning</b>	
<b>Up to 10 years' service</b>	<b>735</b>
<b>Over 10 years' service</b>	<b>880</b>

Grade	Amount (Rs)
<b>Prisons Officer Grade I (Personal) and Prisons Officer/Senior Prisons Officer reckoning:</b>	
<b>(i) an aggregate of up to 10 years' service as Prisons Officer Grade I (Personal) and Prisons Officer/Senior Prisons Officer;</b>	<b>585</b>
<b>(ii) an aggregate of over 10 years' service as Prisons Officer Grade I (Personal) and Prisons Officer/Senior Prisons Officer.</b>	<b>735</b>

#### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	PRISONS AND REFORM INSTITUTIONS (Administration)
17 53 68	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Assistant Superintendent of Prisons
17 46 62	<b>Rs 21425 x 750 – 29675 x 900 – 34175</b> Principal Prisons Officer
17 41 59	<b>Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Prisons Officer Grade I (Personal)
17 29 59	<b>Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Female Prisons Officer/Senior Female Prisons Officer Prisons Officer/Senior Prisons Officer
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Prisons Attendant (Roster)

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
23 52 68	<b>Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Officer-in-Charge, Probation Service
23 47 65	<b>Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 37775</b> Senior Probation Officer
23 31 63	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275 QB 34175 x 1200 – 35375</b> Probation Officer
24 10 35	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175</b> Handy Worker
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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**2.12 Cooperatives**

**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
	COOPERATIVES
18 58 71	<b>Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 46775</b> Officer-in-Charge, Cooperatives
18 53 68	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Assistant Officer-in-Charge, Cooperatives
18 49 66	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Senior Cooperative Officer
18 31 63	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375 QB 33275 x 900 – 34175 x 1200 – 35375</b> Cooperative Officer
24 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Driver (Roster)
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Office Caretaker

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### 2.13 Agriculture, Food Production, Plant and Animal Quarantine

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To delete paragraph 2.13.6 and whole content:

To replace by the following:

Recommendation EOAC 39

2.13.6 The Committee recommends that Field Assistants should be allowed to proceed incrementally in the scale of Senior Field Assistant (Personal) i.e. Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 31475 provided that they:

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

#### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	AGRICULTURE, FOOD PRODUCTION, PLANT AND ANIMAL QUARANTINE
19 75 88	Rs 52775 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 Officer-in-Charge, Agriculture
19 60 75	Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 52775 Veterinary Officer
19 50 75	Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775 Scientific Officer (Agronomy) (Rodrigues) Scientific Officer (Animal Husbandry) (Rodrigues)
19 62 75	Rs 34175 x 1200 – 37775 x 1500 – 52775 Agricultural Superintendent

Salary Code	Salary Scale and Grade
19 56 70	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Senior Technical Officer (Agriculture)
19 39 65	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775</b> Apicultural Officer Technical Officer (Agriculture)
08 53 68	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Senior Executive Officer (Rodrigues)
08 45 63	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Higher Executive Officer (Rodrigues)
26 33 58	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 30575</b> Technical Design Officer <i>formerly Draughtsman</i>
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Executive Officer (Rodrigues) (Personal)
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Clerical Officer/Higher Clerical Officer (Personal)
08 38 63	<b>Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Confidential Clerk/Senior Confidential Clerk
08 21 53	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675</b> Word Processing Operator

Salary Code	Salary Scale and Grade
22 16 48	<b>Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Receptionist/Telephone Operator
19 45 61	<b>Rs 20675 x 750 – 29675 x 900 – 33275</b> Senior Technical Assistant
19 24 56	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Technical Assistant
19 18 51	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25175</b> Agricultural Assistant (Personal)
19 24 56	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Veterinary Pathological Laboratory Assistant
19 23 52	<b>Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925</b> Field Assistant (Rodrigues)
19 18 20	<b>Rs 11425 x 250 – 11925</b> Agricultural Trainee
25 36 54	<b>Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Foreman
24 31 50	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Senior Field Supervisor <i>formerly Senior Gangman</i>
24 25 48	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Driver (Heavy Vehicles above 5 tons)

Salary Code	Salary Scale and Grade
24 20 48	<p><b>Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b></p> <p>Agricultural Implement Operator</p>
24 25 47	<p><b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22175</b></p> <p>Senior Stockman (Shift)</p>
25 18 46	<p><b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b></p> <p>Carpenter Mason Panel Beater</p>
24 18 46	<p><b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b></p> <p>Driver (Roster)</p>
24 22 45	<p><b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b></p> <p>Field Supervisor <i>formerly Gangman</i> Senior Stockman</p>
24 17 45	<p><b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b></p> <p>Driver</p>
24 15 40	<p><b>Rs 10675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18125</b></p> <p>Stockman (Shift)</p>
24 31 46	<p><b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b></p> <p>Head Gardener/Nursery Attendant <i>formerly Head Gardener/Nurseryman</i></p>

Salary Code	Salary Scale and Grade
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Gardener/Nursery Attendant <i>formerly Gardener/Nurseryman</i> Insecticide Sprayer Operator <i>formerly Insecticide Sprayerman</i> Office Caretaker
21 14 40	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18125</b> Storekeeper (Rodrigues)
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Stone Breaker Stores Attendant
25 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Tradesman's Assistant (Carpenter) Tradesman's Assistant (Mason)
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825</b> Lorry Loader
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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## 2.14 Registration

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To delete paragraph 2.14.3 and whole content

To replace by the following:

Recommendation EOAC 39A

- 2.14.3** The Committee recommends that the grade of Registration Officer be restyled as Registration Officer/Senior Registration Officer.
- 2.14.3A** The Committee also recommends that officers in the grade of Senior Registration Officer in post as at 31.12.12 be granted a personal salary.
- 2.14.3B** The Committee further recommends that, in future, appointment to the grade of Principal Registration Officer should be made by promotion from among Senior Registration Officer (Personal) and Registration Officer/Senior Registration Officer who reckon at least six years' service in a substantive capacity in the cadre.

### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	REGISTRATION
18 53 67	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b> Principal Registration Officer
18 45 61	<b>Rs 20675 x 750 – 29675 x 900 – 33275</b> Senior Registration Officer (Personal salary for officers in post as at 31.12.12)
18 25 59	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Registration Officer/Senior Registration Officer <i>formerly Registration Officer</i>
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Clerical Officer/Higher Clerical Officer (Personal)

Salary Code	Salary Scale and Grade
24 14 39	Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675 Office Caretaker

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### 3. DEPUTY CHIEF COMMISSIONER'S OFFICE

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To insert the following after paragraph 3.1.11

**Risk Allowance**

**Recommendation EOAC 40**

**3.1.11 A** The Committee recommends that Family Welfare and Protection Officers working in the Gender, Family Welfare and Child Development Unit who, by the nature of their work, are exposed to very risky situations and environment be paid a Risk Allowance equivalent to one and a half increments at the initial of their respective salary scales.

#### 3.1 Gender, Family Welfare and Child Development

##### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	GENDER, FAMILY WELFARE AND CHILD DEVELOPMENT
02 00 93	<b>Rs 95000</b> Departmental Head
08 53 68	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Senior Executive Officer (Rodrigues)
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Executive Officer (Rodrigues) (Personal)
23 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Officer-in-Charge, Gender, Family Welfare and Child Development (New Grade)

Salary Code	Salary Scale and Grade
23 33 63	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Family Welfare and Protection Officer
23 29 60	<b>Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Organising Officer, Women's Centre
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Clerical Officer/Higher Clerical Officer (Personal)
23 25 55	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175</b> Matron
24 13 36	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Shelter Care Attendant (Shift)
24 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Driver (Roster)
22 16 48	<b>Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Receptionist/Telephone Operator
24 10 35	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175</b> Handy Worker
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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### 3.3 Information and Communication Technology Department

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**Assistant Systems Analyst/Senior Assistant Systems Analyst (New Grade)**

To delete paragraph 3.3.13 and whole content

To replace by the following:

**Recommendation EOAC 41**

**3.3.13 The Committee recommends that Assistant Systems Analyst/Senior Assistant Systems Analysts who possess a Degree in Computer Science or an equivalent qualification and who have reached the top of their salary scale, should be allowed to proceed incrementally up to a maximum of two increments in the master salary scale through the grant of one increment every year 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.**

#### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
04 67 83	<p>INFORMATION AND COMMUNICATION TECHNOLOGY</p> <p><b>Rs 40775 x 1500 – 58775 x 1800 – 65975</b></p> <p>ICT Manager <i>formerly Head, Information and Communication Technology</i></p>
04 50 75	<p><b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b></p> <p>Systems Analyst</p>
04 39 70	<p><b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b></p> <p>Assistant Systems Analyst/Senior Assistant Systems Analyst (New Grade)</p>

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
04 25 57	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Computer Support Officer (Roster)
04 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Data Entry Officer (Personal)

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**3.4 Industrial Development Division**

**REVISED SALARY SCHEDULE**

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
	INDUSTRIAL DEVELOPMENT DIVISION
02 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Analyst (Industry) <i>formerly Industrial Analyst</i>
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Clerical Officer/Higher Clerical Officer (Personal)
08 21 53	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675</b> Word Processing Operator

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### 3.5 Human Resource Development Centre

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Recommendation EOAC 42

To add at paragraph 3.5.1 7<sup>th</sup> line “and the Civil Service College, Mauritius” after “Ministry of Civil Service and Administrative Reforms”.

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Duty free facilities for the grade of Co-ordinator, Human Resource Development Centre

To delete paragraphs 3.5.6 and whole content

To replace by the following:

Recommendation EOAC 43

3.5.6 The Committee recommends that the grade of Co-ordinator, Human Resource Development Centre, *formerly Co-ordinator, Human Resource Centre*, be included in the list at Annex II of Chapter 18.2 of Volume I.

#### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	HUMAN RESOURCE DEVELOPMENT CENTRE
02 63 83	<b>Rs 35375 x 1200 – 37775 x 1500 – 58775 x 1800 – 65975</b> Head, Human Resource Development Centre <i>formerly Head, Human Resource Centre</i>
02 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Co-ordinator, Human Resource Development Centre <i>formerly Co-ordinator, Human Resource Centre</i>
05 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Library Officer
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Executive Officer (Rodrigues) (Personal)

Salary Code	Salary Scale and Grade
16 35 59	<b>Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Binding Supervisor
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Clerical Officer/Higher Clerical Officer (Personal)
16 18 50	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Machine Minder (Bindery) (Rodrigues)
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Office Caretaker
24 10 35	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175</b> Handy Worker
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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#### 4. COMMISSION FOR PUBLIC INFRASTRUCTURE, UTILITIES, HOUSING, TRANSPORT AND WATER RESOURCES

##### 4.1 Public Infrastructure

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Special Professional Retention Allowance

Table at paragraph 4.1.6 is being replaced by the following table

Recommendation EOAC 44

Salary	SPRA % of Monthly Salary
Rs 27425 up to Rs 58775 and reckoning at least 10 years' service in their respective grade	7
Above Rs 58775 and up to Rs 65975	7

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Security Guard

*formerly Watchman - Caverne Patate*

To delete paragraph 4.1.10 and whole content

To replace by the following:

Recommendation EOAC 45

4.1.10 The Committee recommends that the allowance of Rs 400 monthly payable to the Security Guard, *formerly Watchman*, posted at Caverne Patate be revised to Rs 500.

Multi-Skilled Tradesman (New Grade)

To insert after paragraph 4.1.10 the following:

Recommendation EOAC 46

4.1.11 The Committee recommends the creation of a polyvalent grade of Multi-Skilled Tradesman with a view to reducing the number of grades performing similar duties under different appellations and making optimum use of resources. Appointment to the grade should be made from among Tradesmen. Incumbents who will be required to undertake



tasks of more than one trade should be provided with training and re-skilling in the respective trades.

**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
	PUBLIC INFRASTRUCTURE (Administration)
02 00 93	<b>Rs 95000</b> Departmental Head
02 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Administrative Officer
08 45 63	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Higher Executive Officer (Rodrigues)
08 41 59	<b>Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Office Supervisor
08 38 63	<b>Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Confidential Clerk/Senior Confidential Clerk
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Executive Officer (Rodrigues) (Personal)
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Clerical Officer/Higher Clerical Officer (Personal)
08 21 53	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675</b> Word Processing Operator
24 25 48	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Driver (Mechanical Unit)

Salary Code	Salary Scale and Grade
22 16 48	<p><b>Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b></p> <p>Receptionist/Telephone Operator</p>
24 22 46	<p><b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b></p> <p>Senior/Head Office Caretaker</p>
24 18 46	<p><b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b></p> <p>Driver (Roster)</p>
24 17 45	<p><b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b></p> <p>Driver</p>
21 14 40	<p><b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18125</b></p> <p>Storekeeper (Rodrigues)</p>
24 14 39	<p><b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b></p> <p>Office Caretaker</p>
24 13 38	<p><b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b></p> <p>Security Guard <i>formerly Watchman</i></p>
24 12 37	<p><b>Rs 9925 x 250 – 13675 x 300 – 15475 x 350 – 16875</b></p> <p>Handy Worker (Special Class)</p>
24 11 36	<p><b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b></p> <p>Stores Attendant</p>
24 01 32	<p><b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b></p> <p>General Worker</p>

Salary Code	Salary Scale and Grade
	TECHNICAL UNIT
26 70 83	<p><b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Officer-in-Charge, Public Infrastructure</p>
26 54 77	<p><b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 49775 PB 51275 x 1500 – 55775</b> Architect/Senior Architect <i>formerly Architect</i> Engineer/Senior Engineer (Civil) <i>formerly Engineer (Civil)</i> <i>Senior Engineer (Civil)</i> Quantity Surveyor/Senior Quantity Surveyor <i>formerly Quantity Surveyor</i></p>
22 54 77	<p><b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 49775 PB 51275 x 1500 – 55775</b> Electrical Engineer/Senior Electrical Engineer <i>formerly Electrical Engineer</i></p>
26 47 49	<p><b>Rs 22175 x 750 – 23675</b> Trainee Architect Trainee Civil Engineer Trainee Engineer</p>
22 47 49	<p><b>Rs 22175 x 750 – 23675</b> Trainee Engineer</p>
26 39 66	<p><b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Technical Officer (Civil Engineering)</p>
26 56 70	<p><b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Chief Inspector of Works</p>
26 51 66	<p><b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Senior Inspector of Works</p>

Salary Code	Salary Scale and Grade
26 43 61	<b>Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275</b> Inspector of Works
26 24 56	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Assistant Inspector of Works
24 25 48	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Driver (Heavy Vehicles above 5 tons)
26 18 20	<b>Rs 11425 x 250 – 11925</b> Trainee Assistant Inspector of Works
26 33 60	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Technical Design Officer <i>formerly Draughtsman</i>
26 22 24	<b>Rs 12425 x 250 – 12925</b> Trainee Technical Design Officer <i>formerly Trainee Draughtsman</i>
25 36 54	<b>Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Chief Tradesman Foreman
18 19 57	<b>Rs 11675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Supervisor of Cemeteries
24 13 39	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Burial Ground Attendant (Rodrigues) (Roster)
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825</b> Sanitary Attendant

Salary Code	Salary Scale and Grade
13 30 49	<p><b>Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 23675</b></p> <p>Crane Driver and Mechanic</p>
25 20 48	<p><b>Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b></p> <p>Multi-Skilled Tradesman (New Grade)</p>
25 18 46	<p><b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b></p> <p>Automobile Electrician Blacksmith Cabinet Maker Carpenter Electrician Mason Painter Plumber and Pipe Fitter Tinsmith Welder</p>
24 22 45	<p><b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b></p> <p>Field Supervisor <i>formerly Gangman</i></p>
24 31 50	<p><b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b></p> <p>Senior Field Supervisor <i>formerly Senior Gangman</i></p>
25 17 45	<p><b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b></p> <p>Barbender</p>
24 17 41	<p><b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575</b></p> <p>Plant and Equipment Operator</p>
24 15 40	<p><b>Rs 10675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18125</b></p> <p>Waste Water Pipe Cleaner (Roster)</p>

Salary Code	Salary Scale and Grade
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Seamstress
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Sprayer Operator <i>formerly Sprayerman</i> Stone Breaker
25 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Tradesman's Assistant Tradesman's Assistant (Blacksmith) Tradesman's Assistant (Carpenter) Tradesman's Assistant (Cabinet Maker) Tradesman's Assistant (Electrician) Tradesman's Assistant (Mason) Tradesman's Assistant (Painter) Tradesman's Assistant (Welder)
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825</b> Lorry Loader

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## 4.2 Housing

### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	HOUSING UNIT
26 54 77	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 49775 PB 51275 x 1500 – 55775</b> Engineer/Senior Engineer (Civil)
26 24 57	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Assistant Inspector of Works
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Executive Officer (Rodrigues) (Personal)

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### 4.3 Transport

#### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	TRANSPORT
26 45 71	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 46775</b> Officer-in-Charge, Transport
26 23 54	<b>Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Transport Supervisor
08 21 54	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Transport Accounts Clerk
24 25 48	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Driver (Heavy Vehicles above 5 Tons) Driver (Mechanical Unit)
24 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Driver (Roster)
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Office Caretaker
24 10 33	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475</b> Lorry Loader



Salary Code	Salary Scale and Grade
24 22 45	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Field Supervisor <i>formerly Gangman</i>
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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**4.3.1 National Transport Authority**

**REVISED SALARY SCHEDULE**

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
	NATIONAL TRANSPORT AUTHORITY
18 39 63	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Road Transport Inspector (Roster)
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Clerical Officer/Higher Clerical Officer (Personal)
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Office Caretaker

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#### 4.4 Mechanical Workshop

#### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	MECHANICAL WORKSHOP
26 54 77	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 49775 PB 51275 x 1500 – 55775</b> Mechanical Engineer/Senior Mechanical Engineer <i>formerly Mechanical Engineer</i>
26 56 70	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Mechanical Workshop Superintendent (New Grade)
26 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Technical Officer (Mechanical)
25 44 57	<b>Rs 20075 x 600 – 20675 x 750 – 29675</b> Workshop Supervisor
22 21 53	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675</b> Automobile Electronics Technician
26 47 49	<b>Rs 22175 x 750 – 23675</b> Trainee Mechanical Engineer
25 36 54	<b>Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Chief Mechanic Chief Panel Beater Foreman
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Clerical Officer/Higher Clerical Officer (Personal)

Salary Code	Salary Scale and Grade
25 18 46	<p><b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b></p> <p>Automobile Electrician Coach Painter Diesel Fitter Mechanic Electrician Fitter Motor Diesel Mechanic Panel Beater Tinsmith Turner and Machinist Welder Upholsterer</p>
24 18 46	<p><b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b></p> <p>Vulcaniser</p>
24 17 45	<p><b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b></p> <p>Driver</p>
21 14 40	<p><b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18125</b></p> <p>Storekeeper (Rodrigues)</p>
24 14 39	<p><b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b></p> <p>Office Caretaker Toolskeeper</p>
24 13 38	<p><b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b></p> <p>Security Guard <i>formerly Watchman</i></p>
25 11 36	<p><b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b></p> <p>Tradesman's Assistant (Automobile) Tradesman's Assistant (Motor Diesel Mechanic) Tradesman's Assistant (Panel Beater) Tradesman's Assistant (Welder) Tradesman's Assistant (Fitter)</p>

Salary Code	Salary Scale and Grade
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Stores Attendant
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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**4.5 Water Resources Unit**

**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
	WATER RESOURCES UNIT
26 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Officer-in-Charge, Water Resources Unit
26 54 77	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 49775 PB 51275 x 1500 – 55775</b> Engineer/Senior Engineer (Civil) <i>formerly Engineer (Civil)</i> Mechanical Engineer/Senior Mechanical Engineer <i>formerly Mechanical Engineer</i>
26 54 75	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Hydrological Officer
26 51 66	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Senior Inspector of Works
26 43 61	<b>Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275</b> Inspector of Works
26 24 57	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Assistant Inspector of Works
26 18 20	<b>Rs 11425 x 250 – 11925</b> Trainee Assistant Inspector of Works
19 31 60	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Laboratory Technician

Salary Code	Salary Scale and Grade
26 28 63	<p><b>Rs 13975 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475 QB 32375 x 900 – 34175 x 1200 – 35375</b></p> <p>Hydrological Technician</p>
25 44 57	<p><b>Rs 20075 x 600 – 20675 x 750 – 29675</b></p> <p>Workshop Supervisor</p>
08 33 57	<p><b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b></p> <p>Executive Officer (Rodrigues) (Personal)</p>
25 36 54	<p><b>Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b></p> <p>Chief Plumber and Pipe Fitter Chief Pump Mechanic Foreman</p>
24 25 48	<p><b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b></p> <p>Driver (Heavy Vehicles above 5 tons) Driver (Mechanical Unit)</p>
25 18 46	<p><b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b></p> <p>Electrician Mason Motor Diesel Mechanic Plumber and Pipe Fitter Pump Mechanic</p>
24 31 49	<p><b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 23675</b></p> <p>Senior Field Supervisor <i>formerly Senior Gangman</i></p>
24 22 45	<p><b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b></p> <p>Field Supervisor <i>formerly Gangman</i> Senior Valve Operator (Personal)</p>

Salary Code	Salary Scale and Grade
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 15 40	<b>Rs 10675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18125</b> Operator Pumping Station (Rodrigues) (Roster) Water Supply Attendant (Roster)
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Office Caretaker
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Stone Breaker Stores Attendant
25 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Tradesman's Assistant (Electrician) Tradesman's Assistant (Mason) Tradesman's Assistant (Panel Beater)
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825</b> Filterman Lorry Loader
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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## 5. COMMISSION FOR SOCIAL SECURITY, EMPLOYMENT, LABOUR AND INDUSTRIAL RELATIONS, CONSUMER PROTECTION, TRADE, COMMERCE AND LICENSING

### 5.1 Social Security

#### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	SOCIAL SECURITY
02 00 94	<b>Rs 95000</b> Departmental Head
08 45 63	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Higher Executive Officer (Rodrigues)
08 38 63	<b>Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Confidential Clerk/Senior Confidential Clerk
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Executive Officer (Rodrigues) (Personal)
23 54 68	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Principal Social Security Officer
23 46 63	<b>Rs 21425 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Senior Social Security Officer
23 39 61	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275</b> Higher Social Security Officer
23 29 58	<b>Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 30575</b> Social Security Officer

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
09 24 56	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Community Health Rehabilitation Officer
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Clerical Officer/Higher Clerical Officer (Personal)
08 21 53	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675</b> Word Processing Operator
22 16 48	<b>Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Receptionist/Telephone Operator
24 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Driver (Roster)
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
25 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Painter
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Social Security Attendant Stores Attendant
24 14 36	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Office Caretaker
24 10 35	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175</b> Handy Worker

Salary Code	Salary Scale and Grade
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825</b> Lorry Loader
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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## 5.2 Employment

### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	EMPLOYMENT
18 53 67	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b> Officer-in-Charge, Employment
18 45 63	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Senior Employment Officer
18 25 58	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 30575</b> Employment Officer

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### 5.3 Labour and Industrial Relations

#### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	LABOUR AND INDUSTRIAL RELATIONS
18 51 69	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> Officer-in-Charge, Labour and Industrial Relations
18 39 68	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275 QB 40775 x 1500 – 42275</b> Occupational Safety and Health Officer/Senior Occupational Safety and Health Officer
18 29 63	<b>Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375 QB 33275 x 900 – 34175 x 1200 – 35375</b> Inspector of Associations Labour and Industrial Relations Officer
18 22 24	<b>Rs 12425 x 250 – 12925</b> Trainee Inspector of Associations Trainee Labour and Industrial Relations Officer Trainee Occupational Safety and Health Officer
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Clerical Officer/Higher Clerical Officer (Personal)
24 10 35	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175</b> Handy Worker

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## 5.4 Consumer Protection Unit

Page 118

To insert after paragraph 5.4.3 the following:

5.4.3A Submissions have been made to the effect that officers of the Consumer Protection Officer Cadre are called upon to conduct and coordinate consumer education programmes/campaigns and to deliver talks to the media.

### Recommendation EOAC 47

5.4.3B The Committee recommends that officers of the Consumer Protection Officer Cadre possessing specific communication skills and who are called upon to conduct and coordinate consumer education programmes/ campaigns as well as delivering talks through the media, be paid an allowance of Rs 250 per session.

### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	CONSUMER PROTECTION UNIT
18 58 73	<b>Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 49775</b> Officer-in-Charge, Consumer Protection
18 53 69	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> Senior Consumer Protection Officer
18 45 66	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 39275</b> Consumer Protection Officer
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Executive Officer (Rodrigues) (Personal)
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Clerical Officer/Higher Clerical Officer (Personal)

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Office Caretaker
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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**5.5 Trade, Commerce and Licensing**

**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
	TRADE, COMMERCE AND LICENSING
02 49 75	<p><b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b></p> <p>Analyst (Trade) <i>formerly Trade Analyst</i></p>
19 39 66	<p><b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b></p> <p>Technical Officer (Legal Metrology)</p>
08 33 57	<p><b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b></p> <p>Executive Officer (Rodrigues) (Personal)</p>
08 22 54	<p><b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b></p> <p>Clerical Officer/Higher Clerical Officer (Personal)</p>
24 01 32	<p><b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b></p> <p>General Worker</p>

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## 6. COMMISSION FOR HEALTH AND SPORTS

### 6.1 Medical and Health (Administration)

Page 121

To delete paragraph 6.1.4 and whole content

To replace by the following:

Recommendation EOAC 48

6.1.4 The Committee recommends that the Health Director should be paid an allowance of Rs 15000 and that this allowance should be taken into account when computing the disturbance allowance. The Committee further recommends that this allowance should be personal to the present holder of the post.

Page 122

Allowance to Doctors in Rodrigues

To delete paragraph 6.1.6 and whole content

To replace by the following:

Recommendation EOAC 49

6.1.6 The Committee recommends that the allowance payable to doctors in Rodrigues for certifying the cause of death 'a domicile' be revised to Rs 165 per case.

Page 122

Post Mortem/Autopsy Examination

To delete paragraph 6.1.10 and whole content

To replace by the following:

Recommendation EOAC 50

6.1.10 The Committee recommends that an allowance of Rs 285 per case be paid to doctors in Rodrigues for post mortem/autopsy examination.

Page 124

Bank Schemes

To delete paragraphs 6.1.23 and 6.1.24 and whole content

To replace by the following:

### Recommendation EOAC 51

6.1.23 The Committee recommends that:

- (i) serving Nursing Officers, Charge Nurses, Ward Managers, Midwives, Nursing Supervisors and Nursing Administrators employed on sessional basis under the Bank Nurse Scheme be paid an allowance of Rs 700 per session of four hours for day duty and Rs 800 per session of four hours for night duty.
- (ii) an all-inclusive allowance of Rs 480 per session of four hours for day duty and Rs 550 per session of four hours for night duty be paid to Health Care Assistants (General) employed on sessional basis in Government Health Institutions.
- (iii) Midwives, Senior Midwives and Principal Midwives employed on sessional basis under the Bank Midwife Scheme be paid an allowance of Rs 700 per day session of four hours and Rs 800 per night session of four hours.

6.1.24 The allowances under the Bank Schemes, as recommended at paragraph 6.1.23, should be paid on a *pro-rata* basis whenever the officer is required to work for more or for less than the specified number of hours.

To insert after paragraph 6.1.24 the following:

Allowance to Nursing Officers attending Prison on a daily basis

### Recommendation EOAC 52

6.1.24A The Committee recommends payment of an all-inclusive allowance (which will include risk and travelling) of Rs 700 daily to Nursing Officers who attend the Prison during their days off to dispense medication to detainees.

Pages 125 and 126

Night Duty Allowance

To delete paragraphs 6.1.31 and 6.1.32 and whole content

To replace by the following:

### Recommendation EOAC 53

6.1.31 The Committee recommends that officers in the Nursing Group who effectively work on night shift be paid a Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours including up to a maximum of two hours lying-in period.

**6.1.32** The Committee also recommends that the Night Duty Allowance be computed exceptionally at the rate of 25% on the basis of eight hours in respect of the present night shift of 13½ hours for officers in the Nursing Officer cadre and officers in the grades of Health Care Assistant (General), Senior Midwife, Midwife and Student Midwife.

Page 126

**Night Attendance Bonus**

To delete paragraph 6.1.34 and whole content

To replace by the following:

**Recommendation EOAC 54**

**6.1.34** The Committee recommends the payment of a monthly Night Attendance Bonus up to the publication of the next Report, to officers in the grades, as listed below, provided they attend duty on all scheduled night shifts during the month, as shown hereunder:

<b>Grade</b>	<b>Night Attendance Bonus (Rs)</b>
<b>Student Nurse</b>	<b>290</b>
<b>Nursing Officer:</b>	
Up to 10 years' service	<b>585</b>
Over 10 years' service	<b>730</b>
<b>Charge Nurse:</b>	
Up to 5 years' service	<b>730</b>
Over 5 years' service	<b>875</b>
<b>Nursing Supervisor</b>	<b>1100</b>
<b>Midwife:</b>	
Up to 10 years' service	<b>370</b>
Over 10 years' service	<b>520</b>
<b>Senior Midwife:</b>	
Up to 5 years' service	<b>520</b>
Over 5 years' service	<b>730</b>
<b>Health Care Assistant (General):</b>	
Up to 10 years' service	<b>330</b>
Over 10 years' service	<b>475</b>

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**Allowance to Charge Nurses and Nursing Officers for performing duties of ECG Technician**

To delete paragraph 6.1.37 and whole content

To replace by the following:

**Recommendation EOAC 55**

**6.1.37** The Committee recommends that Charge Nurses and Nursing Officers posted at the Accident and Emergency Department and who are required to perform the duties of ECG Technician at night, on Saturdays, Sundays and Public Holidays be paid an allowance of Rs 145 per night/Sunday/ Public Holiday and Rs 75 for Saturday from 1200 hours to 1800 hours.

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To insert after paragraph 6.1.41 the following:

**Medical Laboratory Services**

**Recommendation EOAC 56**

**6.1.41A** The Committee recommends the restyling of the grades in the Medical Laboratory Services as follows:

From	To
Student Medical Laboratory Technician	Student Medical Laboratory Technologist
Medical Laboratory Technician	Medical Laboratory Technologist/ Senior Medical Laboratory Technologist
Senior Medical Laboratory Technician	
Principal Medical Laboratory Technician	Principal Medical Laboratory Technologist

**6.1.41B** The Committee also recommends that appointment to the grade of Principal Medical Laboratory Technologist, *formerly Principal Medical Laboratory Technician*, be made from among incumbents in the grade of Medical Laboratory Technologist/Senior Medical Laboratory Technologist, *formerly Medical Laboratory Technician and Senior Medical Laboratory Technician*, who possess a Degree in Bio-Medical Science.

6.1.41C The Committee further recommends that the provisions at paragraph 34.240 (i) of Volume 2 Part I should apply to the grade of Principal Medical Laboratory Technologist in Rodrigues.

To delete paragraph 6.1.43 and whole content

To replace by the following:

Recommendations EOAC 57

6.1.43 The Committee recommends that Medical Laboratory Technologists/ Senior Medical Laboratory Technologists in Rodrigues hospital who are required to be "on-call" and attend to emergencies during nights, weekends and Public Holidays be paid allowances as hereunder:

Period	"On-Call" Allowance Rs	"In-Attendance" during on-call Rs/hour
Weekdays 1600 hours to 0900 hours the following day	270	135
Saturdays 1200 hours to 0900 hours the following day	345	135
Sundays and Public Holidays 0900 hours to 0900 hours the following day	405	135

6.1.43A The Committee also recommends that, should the services of the Medical Laboratory Technologists/Senior Medical Laboratory Technologists be required beyond their normal working hours in order to provide a 24-hour coverage of Laboratory services during nights, weekends and Public Holidays in an "In-Attendance" pattern of work, they should be paid "In-Attendance" allowance as follows:

Period	"In-Attendance" Allowance
<b>Weekdays</b> 1600 hours to 2200 hours 2200 hours to 0900 hours the following day	1000 1800
<b>Saturdays</b> 1200 hours to 2200 hours 2200 hours to 0900 hours the following day	1600 1800
Period	"In-Attendance" Allowance
<b>Sundays and Public Holidays</b> 0900 hours to 1600 hours 1600 hours to 2200 hours 2200 hours to 0900 hours the following day	1000 1000 1800

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**On-Call/In Attendance Allowance (Radiography)**

To delete paragraph 6.1.46 and whole content

To replace by the following:

**Recommendation EOAC 58**

**6.1.46 The Committee recommends that Medical Imaging Technologists and Senior Medical Imaging Technologists who are required to be "on-call" and attend to emergencies during nights, weekends and Public Holidays should be paid allowances as follows:**

<b>Period</b>	<b>“On-Call” Allowance Rs</b>	<b>“In-Attendance” during on-call Rs/hour</b>
<b>Weekdays 1600 hours to 0900 hours the following day</b>	<b>260</b>	<b>130</b>
<b>Saturdays 1200 hours to 0900 hours the following day</b>	<b>320</b>	<b>130</b>
<b>Sundays and Public Holidays 0900 hours to 0900 hours the following day</b>	<b>380</b>	<b>130</b>

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**Screening Allowance**

To delete paragraph 6.1.48 and whole content

To replace by the following:

**Recommendation EOAC 59**

6.1.48 The Committee recommends that officers of the Medical Imaging Technologist cadre in Rodrigues be paid a screening allowance of Rs 105 per case for performing screening examinations in the absence of a Radiologist.

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To insert after paragraph 6.1.50 the following:

**Change in appellation**

**Recommendation EOAC 60**

6.1.50A The Committee recommends the restyling of the grades in the Hospital Care Attendant cadre as follows:

From	To
Hospital Care Attendant (Shift)	Attendant (Hospital Services) (Shift)
Senior Hospital Care Attendant (Shift)	Senior Attendant (Hospital Services) (Shift)

**Senior Attendant (Hospital Services) (Shift)**  
*formerly Senior Hospital Care Attendant (Shift)*

To delete paragraph 6.1.52 and whole content

To replace by the following:

**Recommendation EOAC 61**

**6.1.52** The Committee recommends that a monthly non-pensionable allowance of Rs 440 be paid to Senior Attendants (Hospital Services) (Shift), *formerly Senior Hospital Care Attendants (Shift)*, posted in operation theatres for a whole month.

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**Mortuary Attendant**

To delete paragraph 6.1.54 and whole content

To replace by the following:

**Recommendation EOAC 62**

**6.1.54** The Committee recommends the payment of a commuted non-pensionable monthly allowance of Rs 735 to the Mortuary Attendant of the Rodrigues Regional Assembly in lieu of the allowance recommended for his counterpart in the Island of Mauritius.

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To insert after paragraph 6.1.55

**6.1.56** Representations have been received from officers of the Pharmacy Technician Cadre posted at Queen Elizabeth Hospital to the effect that they encounter transport difficulties to return home when their shift ends at 2200 hours.

**Recommendation EOAC 63**

**6.1.57** The Committee recommends that management considers the advisability of granting loan facilities for the purchase of autocytle/



motorcycle to officers of the Pharmacy Technician Cadre posted at Queen Elizabeth Hospital.

REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	MEDICAL AND HEALTH (Administration)
02 00 94	<b>Rs 95000</b> Departmental Head
09 00 93	<b>Rs 92000</b> Health Director
09 78 92	<b>Rs 57275 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 89000</b> Specialist/Senior Specialist
09 69 86	<b>Rs 43775 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000</b> Community Physician
09 66 83	<b>Rs 39275 x 1500 – 58775 x 1800 – 65975</b> Medical and Health Officer/Senior Medical and Health Officer
09 65 83	<b>Rs 37775 x 1500 – 58775 x 1800 – 65975</b> Dental Surgeon/Senior Dental Surgeon
09 54 77	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 49775 PB 51275 x 1500 – 55775</b> Pharmacist/Senior Pharmacist <i>formerly Pharmacist</i>
09 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Nursing Administrator (Female) Nursing Administrator (Male)
19 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Nutritionist

Salary Code	Salary Scale and Grade
09 58 73	<b>Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 49775</b> Nursing Supervisor (Female) Nursing Supervisor (Male)
09 53 69	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> Ward Manager (Female) Ward Manager (Male)
09 47 67	<b>Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b> Charge Nurse (Female) Charge Nurse (Male)
09 45 65	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775</b> Public Health Nursing Officer <i>formerly Community Health Nursing Officer</i>
09 32 63	<b>Rs 15175 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Nursing Officer
09 20 22	<b>Rs 11925 x 250 – 12425</b> Student Nurse
09 47 67	<b>Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b> Specialised Nurse (New Grade)
09 49 67	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b> Principal Midwife
09 42 63	<b>Rs 19025 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Senior Midwife

Salary Code	Salary Scale and Grade
09 40 60	<b>Rs 18125 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Senior Midwife (Personal)
09 28 58	<b>Rs 13975 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 30575</b> Midwife
09 37 63	<b>Rs 16875 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Blood Bank Officer
09 20 22	<b>Rs 11925 x 250 – 12425</b> Student Midwife
09 60 72	<b>Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 48275</b> Principal Pharmacy Technician <i>formerly Principal Pharmacy Dispenser</i>
09 55 69	<b>Rs 28175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> Pharmacy Stores Manager
09 47 67	<b>Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 35375 QB 36575 x 1200 – 37775 x 1500 – 40775</b> Senior Pharmacy Technician <i>formerly Senior Pharmacy Dispenser</i>
09 31 63	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275 QB 34175 x 1200 – 35375</b> Pharmacy Technician <i>formerly Pharmacy Dispenser</i>
09 20 22	<b>Rs 11925 x 250 – 12425</b> Student Pharmacy Technician <i>formerly Student Pharmacy Dispenser</i>

Salary Code	Salary Scale and Grade
09 60 75	<p><b>Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 51275 QB 52775</b></p> <p>Principal Medical Laboratory Technologist <i>formerly Principal Medical Laboratory Technician</i></p>
09 39 70	<p><b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b></p> <p>Medical Laboratory Technologist/Senior Medical Laboratory Technologist <i>formerly Medical Laboratory Technician Senior Medical Laboratory Technician</i></p>
09 22 25	<p><b>Rs 12425 x 250 – 13175</b></p> <p>Student Medical Laboratory Technologist <i>formerly Student Medical Laboratory Technician</i></p>
18 58 70	<p><b>Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b></p> <p>Principal Inspector (Health and Food Safety) <i>formerly Principal Health Inspector</i></p>
18 50 67	<p><b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b></p> <p>Senior Inspector (Health and Food Safety) <i>formerly Senior Health Inspector</i></p>
18 32 63	<p><b>Rs 15175 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b></p> <p>Inspector (Health and Food Safety) <i>formerly Health Inspector</i></p>
18 22 24	<p><b>Rs 12425 x 250 – 12925</b></p> <p>Trainee Inspector (Health and Food Safety) (Personal) <i>formerly Trainee Health Inspector (Personal)</i></p>
11 49 75	<p><b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b></p> <p>Hospital Administrator</p>
11 51 66	<p><b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b></p> <p>Hospital Administrative Assistant</p>

Salary Code	Salary Scale and Grade
11 28 61	<b>Rs 13975 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275</b> Head Catering Unit
11 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Executive Officer (Health Services) (Non Shift) Steward
11 25 54	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Catering Supervisor
09 21 54	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Physiotherapy Assistant
09 53 70	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275 QB 43775 x 1500 – 45275</b> Senior Medical Imaging Technologist
09 37 65	<b>Rs 16875 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375 QB 36675 x 1200 – 37775</b> Medical Imaging Technologist
09 20 22	<b>Rs 11925 x 250 – 12425</b> Student Medical Imaging Technologist
09 35 56	<b>Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Senior Medical Imaging Assistant <i>formerly Senior Radiographic Assistant</i>
09 19 52	<b>Rs 11675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925</b> Medical Imaging Assistant <i>formerly Radiographic Assistant</i>

Salary Code	Salary Scale and Grade
22 25 56	<p><b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b></p> <p>Bio-Medical Engineering Technician</p>
09 24 56	<p><b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b></p> <p>ECG Technician (Female) ECG Technician (Male)</p>
09 38 56	<p><b>Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b></p> <p>Senior Dental Assistant</p>
09 21 54	<p><b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b></p> <p>Dental Assistant</p>
09 41 62	<p><b>Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175</b></p> <p>Senior Health Records Clerk</p>
09 21 58	<p><b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 30575</b></p> <p>Health Records Clerk/Higher Health Records Clerk <i>formerly Health Records Clerk</i> <i>Higher Health Records Clerk</i></p>
09 24 56	<p><b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b></p> <p>Community Health Rehabilitation Officer</p>
09 22 54	<p><b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b></p> <p>Community Health Care Officer</p>
09 23 56	<p><b>Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b></p> <p>Health Care Assistant (General)</p>

Salary Code	Salary Scale and Grade
24 18 50	<p><b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b></p> <p>Health Laboratory Attendant <i>formerly Laboratory Attendant</i></p>
09 14 50	<p><b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b></p> <p>Linen Officer</p>
24 25 49	<p><b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 23675</b></p> <p>Ambulance Driver (Shift)</p>
24 18 46	<p><b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b></p> <p>Incinerator Operator Mortuary Attendant (Roster)</p>
24 18 45	<p><b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b></p> <p>Senior Attendant (Hospital Services) (Shift) <i>formerly Senior Hospital Care Attendant (Shift)</i></p>
24 19 43	<p><b>Rs 11675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475</b></p> <p>Cook (Roster)</p>
24 17 41	<p><b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575</b></p> <p>Ambulance Care Attendant (Shift) <i>formerly Ambulance Attendant (Shift)</i> Attendant (Hospital Services) (Shift) <i>formerly Hospital Care Attendant (Shift)</i></p>
24 13 38	<p><b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b></p> <p>Laundry Attendant (Roster)</p>
24 10 34	<p><b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825</b></p> <p>Sanitary Attendant</p>

Salary Code	Salary Scale and Grade
	<b>OTHERS</b>
08 45 63	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Higher Executive Officer (Rodrigues)
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Executive Officer (Rodrigues) (Personal)
08 38 63	<b>Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Confidential Clerk/Senior Confidential Clerk
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Clerical Officer/Higher Clerical Officer (Personal)
08 21 53	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675</b> Word Processing Operator
20 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Statistical Assistant
22 19 51	<b>Rs 11675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25175</b> Telephonist
08 17 50	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Receptionist (Health Services)
22 16 48	<b>Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Receptionist/Telephone Operator



Salary Code	Salary Scale and Grade
25 18 46	<p><b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b></p> <p>Carpenter Diesel Fitter Mechanic Electrician Mason Plumber and Pipe Filter Tinsmith</p>
24 18 46	<p><b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b></p> <p>Driver (Roster)</p>
24 22 45	<p><b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b></p> <p>Field Supervisor <i>formerly Gangman</i></p>
24 17 45	<p><b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b></p> <p>Driver</p>
21 14 40	<p><b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18125</b></p> <p>Storekeeper (Rodrigues)</p>
24 14 39	<p><b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b></p> <p>Gardener/Nursery Attendant <i>formerly Gardener/Nurseryman</i></p>
24 13 38	<p><b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b></p> <p>Security Guard <i>formerly Watchman</i></p>
25 11 36	<p><b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b></p> <p>Tradesman's Assistant (Blacksmith) Tradesman's Assistant (Mason) Tradesman's Assistant (Painter)</p>

Salary Code	Salary Scale and Grade
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825</b> Gateman Sanitary Attendant
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker
24 10 35	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175</b> Handy Worker
25 36 54	<b>Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Foreman
SANITARY SECTION	
24 22 45	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Field Supervisor <i>formerly Gangman</i>
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Insecticide Sprayer Operator <i>formerly Insecticide Sprayerman</i> Office Caretaker
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825</b> Sanitary Attendant
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

Salary Code	Salary Scale and Grade
09 66 83	FAMILY PLANNING, MATERNAL AND CHILD HEALTH SERVICES <b>Rs 39275 x 1500 – 58775 x 1800 – 65975</b> Medical and Health Officer/Senior Medical and Health Officer
09 44 60	<b>Rs 20075 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Supervisor/Senior Supervisor (Female) (Family Planning) (Personal)
09 32 63	<b>Rs 15175 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Nursing Officer
10 30 63	<b>Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Communication Officer

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6.2 Sports Division

REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	SPORTS SERVICES
06 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Officer in Charge, Sports (New Grade)
06 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Sports Officer
06 47 67	<b>Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b> Senior Coach
06 29 60	<b>Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Coach <i>formerly Coach</i> <i>Coach (Swimming)</i>
22 27 59	<b>Rs 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Technician (Youth and Sports)
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Clerical Officer/Higher Clerical Officer (Personal)
24 18 47	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22175</b> Swimming Pool Attendant (Roster) (New Grade)
24 22 45	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Field Supervisor <i>formerly Gangman</i>

Salary Code	Salary Scale and Grade
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>
24 10 35	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175</b> Handy Worker
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825</b> Filterman
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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## 7. COMMISSION FOR ENVIRONMENT, FORESTRY SERVICES, FISHERIES, MARINE PARKS AND TOURISM

### 7.1 Environment

#### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	ENVIRONMENT DIVISION
02 00 94	<b>Rs 95000</b> Departmental Head
02 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Administrative Officer
19 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Officer-in-Charge, Environment
19 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Environment Officer
19 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Technical Officer (Environment)
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Executive Officer (Rodrigues) (Personal)
18 29 58	<b>Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 30575</b> Enforcement Officer

Salary Code	Salary Scale and Grade
24 31 50	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Senior Field Supervisor <i>formerly Senior Gangman</i>
26 24 56	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Assistant Inspector of Works
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Clerical Officer/Higher Clerical Officer (Personal)
08 21 53	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675</b> Word Processing Operator
25 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Carpenter Mason
24 22 45	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Field Supervisor <i>formerly Gangman</i>
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
21 14 40	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18125</b> Storekeeper (Rodrigues)
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Office Caretaker

Salary Code	Salary Scale and Grade
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>
24 10 35	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175</b> Handy Worker
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825</b> Lorry Loader Sanitary Attendant
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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## 7.2 Forestry Services

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To insert after paragraph 7.2.4 the following:

Recommendation EOAC 64

7.2.4A The Committee recommends that the grade of Officer-in-Charge, Forestry be restyled Head, Forestry.

7.2.4B The Committee also recommends that, in future, appointment to the grade should be made from among candidates holding a Degree in Biotechnology or Botany or Plant Science or any forest-related discipline. Candidates should also have sound knowledge of forest-related laws and regulations as well as good communication, interpersonal and leadership skills.

To delete paragraph 7.2.5 and whole content

To replace by the following:

Recommendation EOAC 65

7.2.5 The Committee recommends that the undermentioned grades in the Forestry Services be restyled as follows:

From	To
(i) Forest Guard	Forest Conservation and Enforcement Officer
(ii) Forester	Senior Forest Conservation and Enforcement Officer
(iii) Deputy Forest Ranger	Principal Forest Conservation and Enforcement Officer
(iv) Forest Ranger	Chief Forest Conservation and Enforcement Officer

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To delete paragraph 7.2.8 and whole content

To replace by the following:

**Recommendation EOAC 66**

**7.2.8** The Committee recommends that eligible officers of the Forests Department not occupying government quarters be paid the following Rent Allowance:

Grade	Amount (Rs)
Forest Conservation and Enforcement Officer <i>formerly Forest Guard</i>	645
Senior Forest Conservation and Enforcement Officer <i>formerly Forester</i>	695
Principal Forest Conservation and Enforcement Officer <i>formerly Deputy Forest Ranger</i>	895
Chief Forest Conservation and Enforcement Officer <i>formerly Forest Ranger</i>	985
Head, Forestry <i>formerly Officer-in-Charge (Forestry)</i>	1010

**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
	FORESTRY SERVICES
19 57 72	<b>Rs 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Head, Forestry <i>formerly Officer-in-Charge, Forestry</i>
19 52 67	<b>Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b> Chief Forest Conservation and Enforcement Officer <i>formerly Forest Ranger</i>
19 45 61	<b>Rs 20675 x 750 – 29675 x 900 – 33275</b> Principal Forest Conservation and Enforcement Officer <i>formerly Deputy Forest Ranger</i>

Salary Code	Salary Scale and Grade
19 38 57	<b>Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Senior Forest Conservation and Enforcement Officer <i>formerly Forester</i>
19 21 54	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Forest Conservation and Enforcement Officer <i>formerly Forest Guard</i>
19 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Technical Officer
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Clerical Officer/Higher Clerical Officer (Personal)
24 18 45	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver (Roster)
24 31 46	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Head Gardener/Nursery Attendant <i>formerly Head Gardener/Nurseryman</i>
24 22 45	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Field Supervisor <i>formerly Gangman</i>
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
13 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Launch Driver

21 14 40	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18125</b> Storekeeper (Rodrigues)
13 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Boatman
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Gardener/Nursery Attendant <i>formerly Gardener/Nurseryman</i> Office Caretaker Woodcutter
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>
24 10 35	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175</b> Handy Worker
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825</b> Lorry Loader
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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### **7.3 Fisheries**

**Page 155**

**To delete paragraph 7.3.4 and whole content**

**To replace by the following:**

7.3.4 Management responsible for Fisheries has submitted that there is a need to bring professionalism at the head of the Fisheries Division and to shift from a purely enforcement role to a more economically oriented approach which is imperative for long term sustainability.

#### **Recommendation EOAC 67**

**Head, Fisheries (New Grade)**

7.3.4A **The Committee recommends the creation of a new grade of Head, Fisheries. Appointment thereto should be made from among candidates holding a Degree in Fisheries/Marine Biology/ Marine Science and a Master's Degree in the relevant field or an equivalent qualification and possessing managerial skills.**

7.3.4B **The incumbent will be responsible for the overall management of the Fisheries Sector including planning, co-ordination and supervision of all aspects of the work as well as the formulation and implementation of fisheries policy. The Head, Fisheries would also be required, among others, to carry out regular assessments of the projects and activities for the division and make recommendations as appropriate and to be responsible for the preparation of legislation related to the Fisheries Sector.**

7.3.4 C **The Committee further recommends that the grade of Officer-in-Charge (Fisheries) be restyled Controller, Fisheries Protection Service (Rodrigues).**

**Allowance to General Workers**

**To delete paragraph 7.3.6 and whole content**

**To replace by the following:**

#### **Recommendation EOAC 68**

7.3.6 **The Committee recommends that the *ad hoc* allowance payable to the General Workers for performing certain duties befalling on Fisheries Protection Officers be revised to Rs 900 monthly.**

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**Sensitisation Fee**

**To delete paragraph 7.3.10 and whole content**

**To replace by the following:**

**Recommendation EOAC 69**

**7.3.10 The Committee recommends the payment of Rs 250 monthly to those officers who are required to hold sensitisation programmes of a minimum of 1¼ to 1½ hours duration after their normal working hours.**

**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
	<i>FISHERIES</i>
19 67 81	<b>Rs 40775 x 1500 – 58775 x 1800 – 62375</b> Head, Fisheries (New Grade)
19 64 72	<b>Rs 36575 x 1200 – 37775 x 1500 – 48275</b> Controller, Fisheries Protection Service (Rodrigues) <i>formerly Officer-in-Charge (Fisheries)</i>
19 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Scientific Officer (Fisheries)
19 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Technical Officer (Fisheries)
19 52 67	<b>Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b> Assistant Controller, Fisheries Protection Service (Rodrigues)
19 45 61	<b>Rs 20675 x 750 – 29675 x 900 – 33275</b> Principal Fisheries Protection Officer

Salary Code	Salary Scale and Grade
06 28 58	<b>Rs 13975 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 30575</b> Training Instructor, Fisheries

Salary Code	Salary Scale and Grade
19 38 57	<b>Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Senior Fisheries Protection Officer
19 21 54	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Fisheries Protection Officer
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Clerical Officer/Higher Clerical Officer (Personal)
13 30 50	<b>Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Motorman/Engine Driver <i>formerly Artificer</i> Second-Hand Fishing (Limited) <i>formerly Coxswain</i>
25 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Carpenter (Marine) Motor Diesel Mechanic Outboard Motor Mechanic
13 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Launch Driver
13 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Boatman
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Office Caretaker
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>



Salary Code	Salary Scale and Grade
24 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Driver (Roster)
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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**7.4 Marine Parks**

**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
	<b>MARINE PARKS</b>
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Clerical Officer/Higher Clerical Officer (Personal)
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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**7.5 Tourism Division**

**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
	TOURISM DIVISION
10 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Officer-in-Charge, Tourism
10 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Tourism Promotion Officer
10 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Tourism Planner
18 39 64	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Tourism Enforcement Officer
23 27 63	<b>Rs 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275 QB 34175 x 1200 – 35375</b> Leisure Officer
10 23 57	<b>Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Tourism Information Officer
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Executive Officer (Rodrigues) (Personal)
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Clerical Officer/Higher Clerical Officer (Personal)

Salary Code	Salary Scale and Grade
24 22 46	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Senior/Head Office Caretaker
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Office Caretaker

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## 8. COMMISSION FOR YOUTH, COMMUNITY DEVELOPMENT, LIBRARY SERVICES, ARCHIVES AND MUSEUM

### 8.1 Youth Division

#### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	YOUTH DIVISION
02 00 93	<b>Rs 95000</b> Departmental Head
02 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Administrative Officer
23 29 61	<b>Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275</b> Organising Officer (Youth Counselling Centre)
08 38 63	<b>Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Confidential Clerk/Senior Confidential Clerk
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Executive Officer (Rodrigues) (Personal)
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Clerical Officer/Higher Clerical Officer (Personal)
08 21 53	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675</b> Word Processing Operator

Salary Code	Salary Scale and Grade
24 18 46	<p><b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b></p> <p>Driver (Roster)</p>
24 17 45	<p><b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b></p> <p>Driver</p>
24 10 35	<p><b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175</b></p> <p>Handy Worker</p>
26 43 61	<p><b>Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275</b></p> <p>Inspector of Works</p>
21 14 40	<p><b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18125</b></p> <p>Storekeeper (Rodrigues)</p>
24 14 39	<p><b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b></p> <p>Office Caretaker</p>
24 11 36	<p><b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b></p> <p>Stores Attendant</p>
24 10 34	<p><b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825</b></p> <p>Lorry Loader</p>
YOUTH SERVICES	
23 60 75	<p><b>Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b></p> <p>Officer in Charge, Youth Services (New Grade)</p>
23 52 69	<p><b>Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b></p> <p>Principal Youth Officer</p>

Salary Code	Salary Scale and Grade
23 47 65	<b>Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 37775</b> Senior Youth Officer
23 30 63	<b>Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375 QB 33275 x 900 – 34175 x 1200 – 35375</b> Youth Officer
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Clerical Officer/Higher Clerical Officer (Personal)
24 15 40	<b>Rs 10675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18125</b> Youth Centre Attendant (Roster)
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Office Caretaker
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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## 8.2 Community Development

### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	COMMUNITY DEVELOPMENT
19 54 75	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Psychologist
23 30 63	<b>Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375 QB 33275 x 900 – 34175 x 1200 – 35375</b> Social Welfare Officer Community Development Officer

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### 8.3 Library Services

#### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	LIBRARY SERVICES
05 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Officer-in-Charge, Library Services
05 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Librarian (Rodrigues)
05 38 57	<b>Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Senior Library Clerk (Rodrigues)
05 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Library Clerk (Rodrigues)
05 18 20	<b>Rs 11425 x 250 – 11925</b> Trainee Library Clerk
21 14 40	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18125</b> Storekeeper (Rodrigues)
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Library Attendant Office Caretaker
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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**8.4 Archives**

**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
05 49 75	ARCHIVES Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775 Archivist
05 22 57	Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 Archives Officer /Senior Archives Officer <i>formerly Archives Officer</i>

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## SPECIFIC CONDITIONS

Page 175

### Walking Allowance

To delete paragraph 17 and whole content

To replace by the following:

#### Recommendation EOAC 70

17. The Committee recommends that the Walking Allowance payable to Rodriguan officers who are required to walk in the performance of their duties be revised to Rs 250 monthly.

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### Walking Allowance to Attend Duty

To delete paragraph 19 and whole content

To replace by the following:

#### Recommendation EOAC 71

19. The Committee recommends that the walking allowance payable, wherever applicable, to Rodriguan officers to attend duty be revised to Rs 250 per month.

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### Night Duty Allowance

To delete paragraphs 21 and 22 and whole content

To replace by the following:

#### Recommendation EOAC 72

- 21 The Committee recommends that a Night Duty Allowance equivalent to 25% of the normal rate per hour, should be paid to officers who effectively work on night shift for the hours between 2300 hours and 0500 hours including up to a maximum of two hours lying-in period.

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## PERTINENT ISSUES

1. Several requests were made to the Committee for the creation of new grades in the context of re-organisation of some sectors, *inter-alia*, the Agricultural Services, ICT Department, Emergency Radiography Service, Inspectorate Cadre, Housing Unit, Water Resources Unit, Fire Services, Fisheries sector and Forestry Services. The Committee was made aware that an Independent Consultant would be appointed with, *inter-alia*, the following Terms of Reference:
  - (i) to receive representations from Trade Unions and Public Officers of the Rodrigues Regional Assembly (RRA) regarding the restructuring of the various divisions of the RRA and merging of grades;
  - (ii) to examine such representations and propose a new organisation structure for the different divisions of the RRA that would enable the Regional Assembly to discharge its functions under the RRA Act more efficiently and effectively, taking into account the specificities of Rodrigues; and
  - (iii) to determine the minimal establishment in respect of each grade/cadre/class to be recommended in the new grading structures.
2. In view thereof, the Committee recommends that the requests for the creation of new grades in the abovementioned sectors be looked into by the proposed Public Sector Re-engineering Bureau.
3. Most of the issues raised by Management, unions and individuals have been addressed. However, the Committee considers that some of the issues which have not been addressed can be dealt with administratively.

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**EOAC Master Conversion Table**

**ANNEX 1**

Row	Salary Point	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
1	Gross Pay Dec 2012	7496	7673	7880	8087	8294	8501	8708	8915	9122	9329	9536	9743	9950	10157	10364	10571	10778	10985
2	2013 PRB Basic Pay	7825	8050	8275	8500	8750	9000	9250	9500	9750	10000	10250	10500	10750	11000	11250	11500	11750	12000
3	1 Jan 2013	9000	9225	9450	9675	9925	10000	10100	10200	10340	10590	10840	11090	11340	11590	11840	12090	12340	12590
4	1 Jan 2014	9000	9225	9450	9675	9925	10075	10200	10380	10630	10880	11130	11380	11630	11880	12130	12380	12630	12880
5	1 Jan 2015	9000	9225	9450	9675	9925	10175	10425	10675	10925	11175	11425	11675	11925	12175	12425	12675	12925	13175
<b>Row</b>	<b>Salary Point</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>	<b>32</b>	<b>33</b>	<b>34</b>	<b>35</b>	<b>36</b>	<b>37</b>	<b>38</b>	<b>39</b>	<b>40</b>	<b>41</b>	<b>42</b>	<b>43</b>
1	Gross Pay Dec 2012	11192	11399	11658	11917	12175	12434	12708	12967	13270	13370	13670	13970	14270	14570	14870	15270	15670	16070
2	2013 PRB Basic Pay	12250	12500	12800	13100	13400	13700	14000	14300	14650	15000	15350	15700	16050	16500	16950	17400	17850	18300
3	1 Jan 2013	12840	13090	13390	13690	13990	14290	14590	14890	15240	15590	15940	16290	16640	17090	17540	17990	18440	18890
4	1 Jan 2014	13130	13380	13680	13980	14280	14580	14880	15180	15530	15880	16230	16580	16930	17380	17830	18280	18730	19180
5	1 Jan 2015	13425	13675	13975	14275	14575	14875	15175	15475	15825	16175	16525	16875	17225	17675	18125	18575	19025	19475
<b>Row</b>	<b>Salary Point</b>	<b>44</b>	<b>45</b>	<b>46</b>	<b>47</b>	<b>48</b>	<b>49</b>	<b>50</b>	<b>51</b>	<b>52</b>	<b>53</b>	<b>54</b>	<b>55</b>	<b>56</b>	<b>57</b>	<b>58</b>	<b>59</b>	<b>60</b>	<b>61</b>
1	Gross Pay Dec 2012	16570	17070	17670	18270	18870	19470	20070	20670	21270	21870	22470	23070	23670	24270	25070	25870	26670	27470
2	2013 PRB Basic Pay	18900	19500	20250	21000	21750	22500	23250	24000	24750	25500	26250	27000	27750	28500	29400	30300	31200	32100
3	1 Jan 2013	19490	20090	20840	21590	22340	23090	23840	24590	25340	26090	26840	27590	28340	29090	29990	30890	31790	32690
4	1 Jan 2014	19780	20380	21130	21880	22630	23380	24130	24880	25630	26380	27130	27880	28630	29380	30280	31180	32080	32980
5	1 Jan 2015	20075	20675	21425	22175	22925	23675	24425	25175	25925	26675	27425	28175	28925	29675	30575	31475	32375	33275
<b>Row</b>	<b>Salary Point</b>	<b>62</b>	<b>63</b>	<b>64</b>	<b>65</b>	<b>66</b>	<b>67</b>	<b>68</b>	<b>69</b>	<b>70</b>	<b>71</b>	<b>72</b>	<b>73</b>	<b>74</b>	<b>75</b>	<b>76</b>	<b>77</b>	<b>78</b>	<b>79</b>
1	Gross Pay Dec 2012	28270	29070	30070	30420	31670	32920	34170	35420	36670	37920	39170	40420	41670	42920	44170	45420	46670	47920
2	2013 PRB Basic Pay	33000	34200	35400	36600	38100	39600	41100	42600	44100	45600	47100	48600	50100	51600	53100	54600	56100	57600
3	1 Jan 2013	33590	34790	35990	37190	38690	40190	41690	43190	44690	46190	47690	49190	50690	52190	53690	55190	56690	58190
4	1 Jan 2014	33880	35080	36280	37480	38980	40480	41980	43480	44980	46480	47980	49480	50980	52480	53980	55480	56980	58480
5	1 Jan 2015	34175	35375	36575	37775	39275	40775	42275	43775	45275	46775	48275	49775	51275	52775	54275	55775	57275	58775
<b>Row</b>	<b>Salary Point</b>	<b>80</b>	<b>81</b>	<b>82</b>	<b>83</b>	<b>84</b>	<b>85</b>	<b>86</b>	<b>87</b>	<b>88</b>	<b>89</b>	<b>90</b>	<b>91</b>	<b>92</b>	<b>93</b>	<b>94</b>			
1	Gross Pay Dec 2012	49170	50420	51920	53420	54920	56420	58420	60420	62420	64420	66420	68420	70420	72920	75420			
2	2013 PRB Basic Pay	59400	61200	63000	64800	66600	68400	70800	73200	75600	78000	81000	84000	87000	90000	93000			
3	1 Jan 2013	59990	61790	63590	65390	67190	68990	71400	73850	76300	79000	82000	85000	88000	91000	94000			
4	1 Jan 2014	60280	62080	63880	65680	67480	69280	71700	74175	76650	79500	82500	85500	88500	91500	94500			
5	1 Jan 2015	60575	62375	64175	65975	67775	69575	72000	74500	77000	80000	83000	86000	89000	92000	95000			
<b>Master Salary Scale: Rs 7425 X 225 - 9675 X 250 - 13675 X 300 - 15475 X 350 - 17225 X 450 - 19475 X 600 - 20675 X 750 - 29675 X 900 - 34175 X 1200 - 37775 X 1500 - 58775 X 1800 - 69575 X 2425 - 72000 X 2500 - 77000 X 3000 - 95000</b>																			