



Republic of Mauritius

PAY RESEARCH BUREAU

**ADDENDUM TO THE
2021 PRB REPORT**

August 2022

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1. INTRODUCTION

- 1.1 The Pay Research Bureau (PRB) submitted its ninth Report on the Overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector (Civil Service, Parastatal and other Statutory Bodies, Local Authorities and Rodrigues Regional Assembly) and the Private Secondary Schools on 14 October 2021. Government gave its approval for the implementation, *in toto*, of the recommendations contained therein.
- 1.2 The Bureau recommended that the implementation of the recommendations concerning emoluments be phased over two calendar years as follows: from 01 January 2021 to 31 December 2021 the salary increases in excess of Rs1,000 be effected at the discounted rate of 75%. Thereafter, as from 01 January 2022, payment be effected in full. However, Government agreed that the new recommended salaries of the PRB be implemented in full as from 01 January 2021. The quasi-totality of public sector employees opted for the revised emoluments and terms and conditions of service and signed the option forms.
- 1.3 At paragraph 20.39 of Volume 1 of the 2021 PRB Report, attention is drawn to the fact that a pay review exercise of such a magnitude and complexity may contain certain genuine omissions/errors. Hence, for successful implementation of the Report, the Bureau has elaborated at paragraph 20.41 on the steps that need to be followed which are:
- (a) Cases of genuine omissions/errors should be submitted through the MPSAIR for consideration by the Bureau within three months as from the date of approval of the Report.
 - (b) The Bureau would then scrutinise all such cases and expeditiously provide its recommendations thereon by way of letter.
 - (c) Thereafter, all recommendations in respect of omissions/ clarifications would be compiled as an addendum to the 2021 Report, within nine months from the date of publication and shall be available on the website of the Bureau.
- 1.4 This Addendum Report has been prepared to consider genuine omissions/errors of the 2021 PRB Report and to clarify those recommendations considered ambiguous. It has also enabled the introduction of a few provisions on certain pertinent issues following the obtention of additional information. The amendments in respect of the Pay and Conditions of Service in the Public Sector (Civil Service, Parastatal and other Statutory Bodies, Local Authorities and Rodrigues Regional Assembly) and the Private Secondary Schools have all been included in **one volume** and should be read as an integral part of the 2021 PRB Report.

Representations

- 1.5 Following the publication of the 2021 PRB Report, the Bureau received some 275 memoranda from employees, staff associations as well as Management. More than 50% were received after the set deadline. We continued to receive representations until the eve of the publication of the Addendum to the 2021 Report. These can broadly be categorised as follows:-
- Replication of representations already submitted in the context of the main Report and which could not be entertained.
 - Late submissions in the context of the main Report.
 - Changes in relativities.
 - Review of different aspects of schemes of service e.g. mode of appointment, duties, etc.
 - Alleged downgrading further to the deliberate upgrading of a grade or a whole cadre following a fresh evaluation.
 - Upgrading based on workload.
 - Changes in the grading structure e.g. creation of grades, merging or demerging of grades.
 - Payment of new allowances.
 - Request for amendments based on erroneous interpretation of the Report.
 - Identification of genuine omissions/errors.
- 1.6 It is relevant to point out that when we invited representations concerning genuine omissions/errors, many new requests were submitted. In several instances despite clearly explaining to the Unions/Federations the technical reasons for not acceding to their requests, yet they forwarded anew those same representations which were already submitted for the main Report. Nevertheless, we thoroughly studied and analysed all representations. This exercise was indeed time consuming. On the other hand, we have also received a few requests which could not be entertained for want of relevant information up to the publication date of this Report.

Approach and Methodology

- 1.7 All the representations received have been thoroughly examined and, where necessary, additional information were sought. Obviously, only those representations considered as valid within the framework of genuine omissions/errors for re-examination in the context of this Addendum Report have been retained. These refer particularly to cases occurring as a result of incomplete/wrong information, technical errors or through oversight, among others.
- 1.8 Recommendations have been made in respect of all genuine omissions/errors identified in the course of our examination. To facilitate implementation, we have,

in a number of cases, deleted the whole content of certain recommendations and reproduced them anew with necessary amendments.

- 1.9 Corrective recommendations have also been made to facilitate implementation/interpretation of our Report although some of these cases have already been dealt with by way of letter.

Effective Date

1.10 The recommendations contained in this Addendum Report should, in principle, be read as an integral part of the main 2021 PRB Report and should take effect as from 01 January 2021 except where otherwise specified.

1.11 Except for omissions/errors identified in the Addendum Report, no piecemeal adjustment of salary should be effected until the next Review of Pay and Grading Structures and Conditions of Service in the Public Sector in order to avoid distortion of established pay relativities.

PERTINENT ISSUES

Travelling and Car Benefits

1.12 In the context of the Addendum Report requests were received from officers for inclusion of their grades in the list eligible for the grant of 70%/100% duty remission for the purchase of a car. A scrutiny of these representations has shown that the majority of these requests had already been submitted to the Bureau in the context of the main Report (2021). After careful consideration, the requests were not retained and same have been submitted anew.

1.13 Other requests pertain to new representations made. It should be highlighted that for the Addendum Report, the focus is on genuine errors and omissions. Hence, some new cases could not be dealt with appropriately in the short time span, particularly in the absence of relevant information. **Nevertheless, should there be genuine cases for inclusion under Annex I/Annex II such cases may be treated on an *ad hoc* basis. Requests related thereto may be submitted together with all necessary information/justification for consideration by the Bureau, through the proper channel.**

Management Support Assistant (New Grade)

1.14 The Bureau would like to highlight a particular request submitted for consideration in the Addendum Report. Citing, among others, the need for flatter structures and delayering of levels in Ministries/Departments/Organisations, the MPSAIR has requested the Bureau to consider the recommendations made by the Standing Committee on the Creation of Grades under the Chairmanship of the Secretary for Public Service to: backtrack on the creation of the grade of Management Support Assistant (MSA); maintain the existing scheme of service of the grade of

Management Support Officer (MSO); and allow the grade of MSO to remain the feeder grade for other grades in the Civil Service.

1.15 Besides advocating for flatter structures for improved effectiveness and efficiency in service delivery, the Bureau, through the recommended pay and grading structures provides a framework within which public sector pay policies can be implemented. Hence, as detailed out in the 2021 PRB Report, given that the salary of the grade of MSO was massively uplifted with the 2013 EOAC Report, the establishment of a proper benchmark grade at HSC level was imperative due to market realities. Recommendation for a new level of MSA in the Civil Service has been made after a thorough study carried out by the Bureau which consisted, among others, of a "job's approach" survey carried out in the Private Sector, consultations with various stakeholders as well as feedback received from Parastatal Bodies and Local Authorities where alike provision has successfully been implemented since the 2016 PRB Report. Moreover, with new recruits in the grade of MSO holding much higher qualifications than the prescribed one, voluntary turnover is expected which in turn entails additional costs of recruitment and training.

1.16 Acceding to the request of the MPSAIR, though it does not fall within the parameters of genuine omissions/errors would imply:

- (i) changing a major recommendation of national importance approved by the Cabinet;
- (ii) unnecessary additional recruitment cost implications for the Government;
- (iii) paying a high premium for skills that are in excess supply;
- (iv) having discriminatory regimes for the General Services grades in the Parastatal Bodies/Local Authorities compared to the Civil Service;
- (v) serious distortion in a number of salary structures across the public sector;
- (vi) **need for a review of the salary scale of the grade of MSO;** and
- (vii) major disruption in many grading structures across the public sector leading to the necessity for rewriting large segments throughout the whole Report.

1.17 The Bureau, therefore, upholds the recommendation regarding the creation of the grade of MSA as well as the consequential amendments that should be brought to the scheme of service of the grade of MSO. The qualms of the MPSAIR may best be looked into in the context of the next Overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector.

Acknowledgement

1.18 We wish to express our thanks to all parties who have been of assistance to the Bureau in the conduct of this exercise.

2. GENERAL BACKGROUND & RELATED ISSUES AND CONDITIONS OF SERVICE

APPROACH AND METHODOLOGY

Page 21

Paragraph 2.33

1st Line

To delete the words "A six-digit" and replace by "An eight-digit"

TRAVELLING AND CAR BENEFITS

Page 191

Under Subtitle "Auto Cycle to Field Supervisors (Scavenging) – District Councils"

To delete : the appellation "**Field Supervisors (Scavenging)**" wherever it appears

To replace by : **Field Supervisors (Scavenging)(Roster)**

Page 207

Paragraph 16.2.115

To delete whole content and replace by:

16.2.115 We recommend that requests from eligible officers for duty exemption for the purchase of a car of up to 2250 cc for private use, renewable every seven years together with loan facilities, over and above their present entitlement to an official car, should be looked into by the HPC on a case-to-case basis.

Paragraph 16.2.116

To delete whole content and replace by:

16.2.116 Judges and Officers at this level and above, should be allowed to renew the duty exempted car of up to 2250 cc purchased for private use every five years together with loan facilities, subject to the approval of the HPC.

Page 208

Paragraph 16.2.119

To delete whole content and replace by:

16.2.119 We also recommend that an officer appointed in a temporary capacity in a grade carrying the benefit of an official car may be allowed to opt for the payment of a monthly car allowance, in lieu of the official car, together with the payment of a monthly fuel allowance which is determined by the HPC and 100% duty exemption for the purchase of a car of up to 2000 cc together with loan facilities up to the corresponding ceiling value reimbursable in

60 monthly instalments. The officer would also be eligible for the monthly driver's allowance as recommended by the HPC.

ANNEX I

List of grades, at Annex I of the main Report, eligible for loan to purchase a 100% duty-free car for official travelling is being updated with the following addition/amendment:

Page 218

To add

Legal Officer

Page 221

To delete subtitle "Mauritius Qualifications Authority" and replace by "Mauritius Research and Innovation Council"

ANNEX II

CIVIL SERVICE

List of grades, at Annex II of the main Report, eligible for loan to purchase a 70% duty-free car for official travelling is being updated with the following additions/amendments:

Page 223

To add under The Judiciary

Head, Court Usher (New Grade)

Page 225

To add under Ministry of Land Transport and Light Rail, and Foreign Affairs, Regional Integration and International Trade

Traffic Management and Road Safety Unit

Principal Technical Officer (Civil Engineering)

Senior Technical Officer (Civil Engineering)

Technical Officer (Civil Engineering)

Senior Inspector of Works

Technical Officer (Electrical and Electronics)

Page 227

To add under Ministry of Industrial Development, SMEs and Cooperatives

Assay Office

Senior Gemmologist (New Grade)

Page 229

Ministry of National Infrastructure and Community Development

National Infrastructure Division

To delete : Technical Officer (Civil Engineering)
 Technical Officer (Electrical and Electronics)

Page 231-232

To add under Ministry of Health and Wellness

Medical Physicist/Senior Medical Physicist
formerly Hospital Physicist/Senior Hospital Physicist

Page 232

To add under Ministry of Blue Economy, Marine Resources, Fisheries and Shipping

Technical Officer (Competent Authority)

Page 233

To add under Ministry of Gender Equality and Family Welfare

Principal Family Welfare and Protection Officer

RODRIGUES REGIONAL ASSEMBLY

List of grades, at Annex II of the main Report, eligible for loan to purchase a 70% duty-free car for official travelling is being updated with the following additions/amendments:

Page 237

To add under Commission for Agriculture, Environment, Fisheries, Marine Parks and Forestry

Environment Division

Technical Officer (Environment)

PARASTATAL BODIES

List of grades, at Annex II of the main Report, eligible for loan to purchase a 70% duty-free car for official travelling is being updated with the following additions/amendments:

Page 240

To insert after Employees Welfare Fund

Fashion and Design Institute Lecturer

To insert after Food and Agricultural Research and Extension Institute

Gambling Regulatory Authority Gambling Regulator and Investigator

Page 241

To add under Mauritius Cane Industry Authority

Mechanical Workshop & Transport Officer /Senior Mechanical Workshop & Transport Officer
Supervisor (Sugar Industry Project)

Technical Officer/Senior Technical Officer (Control and Arbitration)

Page 244

To add under Road Development Authority

Technical and Mechanical Officer

Page 245

To insert after Town and Country Planning Board

Trust Fund for Specialised

Medical Care (Cardiac Centre) Specialised Perfusionist/Senior Specialised Perfusionist

ANNEX III

LOCAL AUTHORITIES

CITY AND MUNICIPAL COUNCILS

DISTRICT COUNCILS

List of grades eligible for loan to purchase an autocyce/motorcycle for official travelling:

Page 258

To delete : Field Supervisor (Scavenging)

 Gangman (Scavenging)

To add : Field Supervisor (Scavenging)(Roster)

PASSAGE BENEFIT SCHEME

Page 262

Paragraph 16.3.6

To delete whole content and replace by:

16.3.6 In view of the adverse effect that the COVID-19 Pandemic has had on the country's economy, the Minister of Finance, Economic Planning and Development has, in the Budget Speech 2020/2021 announced that encashment of passage benefits will be limited to travelling abroad and local tourism, meeting medical expenses and for educational purposes.

Paragraph 16.3.10(i)

To delete whole content and replace by:

- (i) for travel purposes for themselves and for the immediate members of their families namely spouse, children, brother, sister, parents, father-in-law and mother-in-law.

Page 263

Paragraph 16.3.11(iv)

To delete whole content and replace by:

- (iv) officers be allowed to cash up to 90% of their accumulated passage benefit for any other purpose other than travel and those mentioned at paragraph 16.3.10, provided that the balance standing to their credit is not less than Rs 10000. The remaining 10% would be kept as the balance standing to their credit;

SUBSISTENCE ALLOWANCE

Page 343

Paragraph 16.12.5 (a) should read as:

“short training of up to five days from Rodrigues to Mauritius;”

FOREIGN SERVICE ALLOWANCE AND OTHER RELATED ALLOWANCES

Page 378

Paragraph 16.19.17(i)

1st Line

To delete : “officers”

To replace by : “home-based staff”

STATUTORY BOARDS AND COMMITTEES

Fees for Members and Secretary of Boards

Page 405

Under Paragraph 17.23

To delete whole table and replace by:

| Category of SB & C | Fees (Rs) |
|--------------------|--|
| A | 1350 per sitting |
| B | 1240 per sitting |
| C | 1125 per sitting |
| Sessional Basis | 1125 per sitting subject to a maximum of Rs 4500 a month |

Under Paragraph 17.25

To delete whole table and replace by:

| Category of SB & C | Fees (Rs) |
|-------------------------------|---|
| A | 1530 per sitting |
| B | 1430 per sitting |
| C | 1350 per sitting |
| Sessional Basis | 1350 per sitting subject to a maximum of Rs 5400 a month |

3. CIVIL SERVICE

VOLUME 2 – PART I

EMPLOYMENT RELATIONS TRIBUNAL

Page 59

Under Salary Code 12 067 089

To delete : Registrar, Employment Relations Tribunal

To replace by : Registrar, Employment Relations Tribunal (Personal)

To insert after Salary Code 12 067 089

12 053 081 : Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 50900

Registrar, Employment Relations Tribunal (Future Holder)

PRIME MINISTER'S OFFICE, MINISTRY OF DEFENCE, HOME AFFAIRS AND EXTERNAL COMMUNICATIONS, MINISTRY FOR RODRIGUES, OUTER ISLANDS AND TERRITORIAL INTEGRITY

GOVERNMENT INFORMATION SERVICE

Page 88

To add after paragraph 16.66

On-Call Allowance

Recommendation 16A

16.66A We recommend that officers concerned of the GIS or posted at the GIS, as per the Table below, should be paid an On-Call Allowance for being on call after normal working hours from 1600 hours to 2100 hours on weekdays and from 0900 hours to 2100 hours on Saturdays, Sundays and Public Holidays:

| Grade | On-Call Allowance per day (Rs) | |
|---|--------------------------------|---------------------------------------|
| | Weekdays | Saturdays/Sundays/ Public Holidays |
| Information Officer | 145 | 350 |
| Principal Information Officer | 225 | 545 |
| Publicity/Documentation Officer | 80 | 195 |
| Information Support Officer/Senior Information Support Officer (Personal) | 110 | 265 |
| Assistant Systems Analyst/Senior Assistant Systems Analyst | 155 | 365 |

16.66B As per decision already conveyed, the officers concerned whose grades are mentioned in the above table should continue to be paid a monthly *adhoc* allowance equivalent to two increments at salary point reached for working from home beyond their normal working hours.

Allowance for working from home after normal working hours

Recommendation 16B

16.66C We recommend that provision made at paragraph 16.66B above for the payment of a monthly *adhoc* allowance for working from home beyond normal working hours should be extended to:

- (i) officers of the Information Officer Cadre who are required to write and vet news items; and**
- (ii) officers of the Audio-Visual Production Officer Cadre who are required to edit and upload video contents on the social media platforms of the GIS and select, edit and send photos of official events, among others.**

EXTERNAL COMMUNICATIONS – DEPARTMENT OF CIVIL AVIATION

Page 109

Paragraph 16.1.38

To delete whole content and replace by:

16.1.38 We recommend that the monthly allowance payable to graduates in Engineering under the training scheme be revised to Rs 26050.

DEPUTY PRIME MINISTER’S OFFICE, MINISTRY OF HOUSING AND LAND USE PLANNING

Page 206

Paragraph 17.20

To delete whole content and replace by:

17.20 We recommend that the monthly fee payable to trainees undergoing training in Land Surveying be revised to Rs 26050.

MINISTRY OF LAND TRANSPORT AND LIGHT RAIL

Page 307

To delete Salary Code 20 041 072 and whole content and replace by:

20 041 073 : Rs 19850 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 40300

Senior Traffic Census Officer

MINISTRY OF FINANCE, ECONOMIC PLANNING AND DEVELOPMENT

Page 332

Paragraph 23.20

To delete whole content and replace by:

23.20 We recommend that Registered Accountants and Engineers appointed to the grade of Analyst/Senior Analyst should continue to draw a higher initial salary point in the salary scale provided for the grade as hereunder:

| Grade | Initial Salary (Rs) |
|-------------------|--------------------------------|
| Accountant | 30700 |
| Engineer | 33175 |

Page 333

Paragraph 23.22

To delete whole content and replace by:

23.22 We recommend that Lead Analysts, *formerly Assistant Directors in post as at 30 June 2008* at the Ministry of Finance, Economic Planning and Development, be allowed to move incrementally up to salary point Rs 103875 in the Master Salary Scale provided they satisfy the performance criteria as per the Introductory Chapter of this Volume.

THE TREASURY

Page 368

Under Salary Code 01 075 092

To delete Salary Scale and replace by:

Rs 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800

MINISTRY OF SOCIAL INTEGRATION, SOCIAL SECURITY AND NATIONAL SOLIDARITY**SOCIAL SECURITY AND NATIONAL SOLIDARITY DIVISION**

Page 413

To insert after Salary Code 23 080 097

23 073 092 : Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800

Manager, Recreation Centre (Future Holder)

MINISTRY OF INDUSTRIAL DEVELOPMENT, SMEs AND CO-OPERATIVES

INDUSTRIAL DEVELOPMENT DIVISION

Page 422

To delete sub heading "Office Clerk"

To delete paragraph 26.33 and whole content

To delete "Recommendation 5"

To delete paragraph 26.34 and whole content

CO-OPERATIVES DIVISION

Page 426

To insert after paragraph 26.57:

Office Clerk

26.57 A Provision has been made for the Ministry of Public Service, Administrative and Institutional Reforms in collaboration with the relevant authorities to mount work oriented Award Course for Office Clerks in order to equip them with relevant skills to perform clerical duties effectively. Upon successful completion of the Award Course, the Office Clerks are allowed to move incrementally. We are upholding the present provision for which union members expressed their appreciation.

Recommendation 5

26.57 B We recommend that:

- (i) the Ministry of Public Service, Administrative and Institutional Reforms (MPSAIR) should in collaboration with the relevant authorities, continue to organise work oriented Award Course for Office Clerks;**
- (ii) Office Clerks who have successfully completed the course be allowed to move incrementally in the Master Salary Scale up to salary point Rs 33175;**
- (iii) Office Clerks who have successfully completed the Award Course and who have attained compulsory retirement age or have attained compulsory retirement age while opting to cash their accumulated Vacation Leave in full before or on reaching the top salary of the scale should be granted an additional increment at the point reached for the computation of their pensionable emoluments; and**
- (iv) the MPSAIR should ensure that the level of the course set should also take into consideration the level of the duties as well as the profile of the Office Clerks.**

Page 430

Under Salary Code 24 026 059

"Driver (Roster)" **should read as** "Driver (on roster)"

To delete the subheading "HANDICRAFT SECTION"

To delete Salary Code 06 062 083 and whole content

SME REGISTRATION UNIT

Under Salary Code 18 077 094

To delete : Registrar, SMEs

To replace by : Registrar, Small and Medium Enterprises

ATTORNEY GENERAL'S OFFICE

OFFICE OF THE DIRECTOR OF PUBLIC PROSECUTIONS

Page 469

Paragraph 29.85

1st and 2nd Lines

To delete : "Asset Recovery Unit"

To replace by : "Drug and Asset Recovery Unit"

4th Line

To add after the words "Combating Financing of Terrorism Unit;": Cybercrime Unit

MINISTRY OF AGRO-INDUSTRY AND FOOD SECURITY

AGRICULTURAL SERVICES

Page 483

Paragraph 30.53 (i)

To delete whole content and replace by:

(i) Trainees in Engineering should be paid a monthly allowance of Rs 26050; and

Page 501

Under Salary Code 24 023 053

To delete Salary Scale and replace by:

Rs 14975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 24475

**MINISTRY OF NATIONAL INFRASTRUCTURE AND COMMUNITY DEVELOPMENT
NATIONAL INFRASTRUCTURE DIVISION**

Page 527

Paragraph 32.22

To delete whole content and replace by:

32.22 We recommend that the fee payable to graduates in Civil Engineering, Mechanical Engineering and Architecture, who are required to undergo pre-registration practical training in order to be registered in accordance with legislation in force to be able to practice, be revised to Rs 26050 monthly.

ENERGY SERVICES DIVISION

Page 541

Paragraph 32.64

3rd Line

To delete "Rs 840" and replace by "Rs 855"

Page 542

Paragraph 32.66

To delete whole content and replace by:

32.66 We recommend that the monthly allowance payable to graduates in Engineering under the training scheme be revised to Rs 26050.

MINISTRY OF HEALTH AND WELLNESS

MEDICAL GROUP

Page 603

Paragraph 36.56

3rd Line

To add after the word incremental: credits

PHARMACY DIVISION

Page 621

Paragraph 36.141(i)

To delete whole content and replace by:

36.141 (i) the monthly allowance payable to graduates in Pharmacy undergoing pre-registration training in Public Hospital Pharmacies should be revised to Rs 26050; and

NURSING GROUP

Page 654

Under Salary Code 09 040 077

To delete Salary Scale and replace by:

Rs 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 41250 QB 42200 x 1300 - 44800

Page 717

Paragraph 36.597 (ii)

Last Line

To add after the word warning: class

Page 721

Under Salary Code 19 071 088

To delete Salary Scale and replace by:

Rs 38400 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700

ENVIRONMENTAL HEALTH ENGINEERING UNIT

Page 727

To delete Salary Code 26 085 099 and whole content

To replace by:

26 085 100 : Rs 57600 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250

Deputy Director, Environmental Health Engineering Unit

MINISTRY OF GENDER EQUALITY AND FAMILY WELFARE

HOME ECONOMICS UNIT

Page 768

To insert after Salary Code 23 080 098

23 072 096 : Rs 39350 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 X 2000 - 75800 X 2150 - 77950

Head, Home Economics Unit (Future Holder)

4. PARASTATAL & OTHER STATUTORY BODIES AND THE PRIVATE SECONDARY SCHOOLS

VOLUME 2 – PART II

CENTRAL WATER AUTHORITY

Page 52

Paragraph 6.9

To delete whole content and replace by:

6.9 Presently, the duties pertaining to quality assurance are being performed by officers in the grade of Technical Officer/Senior Technical Officer (Laboratory). As per existing provision, an allowance of Rs 1550 is granted to the officers designated to perform these duties. We are, therefore, maintaining the provision and revising the quantum of the allowance.

Paragraph 6.10

To delete whole content and replace by:

6.10 We recommend that Technical Officer/Senior Technical Officers (Laboratory) who are designated on a rotational basis to perform the duties related to quality assurance should be granted a monthly allowance of Rs 1630.

Page 60

Under Salary Code CWA 53

To delete : Surveyor

Under Salary Code CWA 54

To add : Surveyor

FASHION AND DESIGN INSTITUTE

Pages 113 -120

Under Header

To delete : *Ministry of Labour, Human Resource Development and Training, and Commerce and Consumer Protection*

To replace by : *Ministry of Industrial Development, SMEs and Co-operatives*

Page 115

To insert after paragraph 16.16

Duty Free Facilities for Senior Lecturers

Recommendation 3A

16.16A We recommend that Senior Lecturers reckoning at least 14 years' service in the Cadre should be entitled to car benefits as per provision made at paragraph 16.2.15 (No. 2) under the Chapter Travelling and Car Benefits of Volume 1 of this Report though drawing salary in a scale the maximum of which is less than Rs 94500.

FOOD AND AGRICULTURAL RESEARCH AND EXTENSION INSTITUTE (FAREI)

Page 143

Under Salary Code FAREI 25

To delete Salary Scale and replace by:

Rs 23025 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 44800

MAURITIUS CANE INDUSTRY AUTHORITY

Page 264

To insert after paragraph 38.39

Recommendation 5A

38.39A We recommend that officers in the grade of Senior Test Chemist (Personal) should be allowed to proceed incrementally in the Master Salary Scale up to salary point Rs 47675 on the same conditions prevailing previously, provided they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.

Page 268

Paragraph 38.59

1st and 2nd Lines

To delete the words: "grade of Technical Officer/Senior Technical Officer (Control and Arbitration)"

To replace by: "grades of Technical Officer/Senior Technical Officer (Control and Arbitration) and Senior Test Chemist (Personal)".

4th Line

To add after the words “salary scale”

However, officers in post as at the eve of the publication of the 2021 Report drawing a higher quantum than the recommended allowance should continue to draw same on a personal basis.

MAURITIUS INSTITUTE OF EDUCATION

Page 305

Paragraph 42.2

3rd and 4th Lines

To delete the words “Higher Education Cell” and replace by “Higher Studies Cell”.

Pages 307 - 308

Paragraph 42.14

4th Line

To delete : “Instructional Designers are being called upon to prepare and upload materials for online teaching, monitoring and ensuring the quality assurance mechanism for the effective delivery of pedagogical courses.”

To replace by : “Instructional Designers are being called upon to assist lecturers in uploading materials for online teaching, monitoring and ensuring that quality assurance mechanism is in place for the effective delivery of pedagogical courses”.

MAURITIUS STANDARDS BUREAU

Page 385

Paragraph 54.2

5th Line

To delete : “Documentation and Information Centre”

To replace by : “Standards Information Centre”

MAURITIUS TOURISM PROMOTION AUTHORITY

Page 398

Recommendation 5

Paragraph 57.22 (i)

2nd Line:

To add after the word “years”: post qualification

Pages 399 - 400

Recommendation 7

Paragraph 57.29 (b) (ii)

3rd Line

To add after the word "years": post qualification

ROAD DEVELOPMENT AUTHORITY

Page 537

To delete Salary Code RDA 52 and whole content

To replace by:

**RDA 52A : Rs 33175 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100
x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 66200
Manager (Civil Engineering)**

Under Salary Code RDA 55

To add : Senior Surveyor

SUGAR INDUSTRY LABOUR WELFARE FUND

Pages 563 to 570

Under Header

To delete : *Ministry of Social Integration, Social Security and National Solidarity*

To replace by : *Ministry of Gender Equality and Family Welfare*

UNIVERSITY OF MAURITIUS

Page 635

Paragraph 95.3

Last Line

To delete : "the Registrar is responsible for non-academics".

To replace by : "the Registrar is responsible for the administration of all student matters of the University".

5. LOCAL AUTHORITIES

VOLUME 2 – PART III

INTRODUCTION

Page 5

To add under paragraph 26

- 26A Prior to the publication of the Report, the grades of Driver (Personal), Driver, Heavy Mechanical Unit (Personal), Driver (Roster) and Driver, Heavy Mechanical Unit (Roster) were not inserted in the salary schedule of the respective Councils as they appeared under different departments among the Local Authorities.
- 26B During consultative meetings, the Ministry of Local Government and Disaster Risk Management was, therefore, advised to write to the Bureau for obtention of the appropriate salary code of the grades after consultation with the Unified Local Government Service Board and Management of the different Councils regarding their postings under different departments.
- 26C On request, a letter in this regard has already been issued to the Ministry of Public Service, Administrative and Institutional Reforms.

MUNICIPAL COUNCILS

ADMINISTRATION DEPARTMENT

Page 18

To insert after paragraph 1.32

- 1.32A We further recommend that officers in the grade of Library Clerk/Senior Library Clerk possessing the Certificate in Information & Library Studies of the University of Mauritius or the Certificate in Library & Information Science of the City & Guilds of the London Institute or the Certificate in Librarianship and Information Science of the Mauritius College of Air or an equivalent qualification acceptable to the Local Government Service Commission, should be allowed to move beyond the Qualification Bar (QB) inserted in the recommended salary scale of the grade.**

THE CITY COUNCIL OF PORT LOUIS

ADMINISTRATION DEPARTMENT

Page 40

Under Salary Code PL AM 12

To delete Salary Scale and replace by:

Rs 16785 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 QB 36550 x 900 - 37450

THE MUNICIPAL COUNCIL OF BEAU BASSIN-ROSE HILL

ADMINISTRATION DEPARTMENT

Page 56

Under Salary Code BH AM 12

To delete Salary Scale and replace by:

Rs 16785 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 QB 36550 x 900 - 37450

THE MUNICIPAL COUNCIL OF CUREPIPE

ADMINISTRATION DEPARTMENT

Page 71

Under Salary Code CE AM 12

To delete Salary Scale and replace by:

Rs 16785 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 QB 36550 x 900 - 37450

THE MUNICIPAL COUNCIL OF QUATRE BORNES

ADMINISTRATION DEPARTMENT

Page 83

Under Salary Code QB AM 14

To delete Salary Scale and replace by:

Rs 16785 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 QB 36550 x 900 - 37450

THE MUNICIPAL COUNCIL OF VACOAS-PHOENIX

ADMINISTRATION DEPARTMENT

Page 97

Under Salary Code VP AM 13

To delete Salary Scale and replace by:

Rs 16785 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 QB 36550 x 900 - 37450

DISTRICT COUNCILS

THE DISTRICT COUNCIL OF BLACK RIVER

ADMINISTRATION DEPARTMENT

Page 112

Under Salary Code BR AM 8

To delete Salary Scale and replace by:

Rs 16785 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 QB 36550 x 900 - 37450

THE DISTRICT COUNCIL OF FLACQ

ADMINISTRATION DEPARTMENT

Page 123

Under Salary Code FQ AM 9

To delete Salary Scale and replace by:

Rs 16785 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 QB 36550 x 900 - 37450

THE DISTRICT COUNCIL OF GRAND PORT

ADMINISTRATION DEPARTMENT

Page 132

Under Salary Code GP AM 8

To delete Salary Scale and replace by:

Rs 16785 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 QB 36550 x 900 - 37450

THE DISTRICT COUNCIL OF MOKA

ADMINISTRATION DEPARTMENT

Page 142

Under Salary Code MA AM 7

To delete Salary Scale and replace by:

Rs 16785 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 QB 36550 x 900 - 37450

THE DISTRICT COUNCIL OF PAMPLEMOUSSES

ADMINISTRATION DEPARTMENT

Page 152

Under Salary Code PS AM 11

To delete Salary Scale and replace by:

Rs 16785 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 QB 36550 x 900 - 37450

THE DISTRICT COUNCIL OF RIVIERE DU REMPART

ADMINISTRATION DEPARTMENT

Page 163

Under Salary Code RR AM 10

To delete Salary Scale and replace by:

**Rs 16785 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 -
23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 QB 36550 x 900 - 37450**

THE DISTRICT COUNCIL OF SAVANNE

ADMINISTRATION DEPARTMENT

Page 172

Under Salary Code SE AM 8

To delete Salary Scale and replace by:

**Rs 16785 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 -
23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 QB 36550 x 900 - 37450**

6. RODRIGUES REGIONAL ASSEMBLY

VOLUME 2 – PART IV

CHIEF COMMISSIONER’S OFFICE

EDUCATION (ADMINISTRATION)

Page 51

Under Salary Code 08 041 070

To delete Salary Scale and replace by:

Rs 19850 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450

LEGAL SERVICES UNIT

Page 52

Paragraph 2.7.4

To delete the last sentence from 4th to 6th lines and replace by:

“We are equally revising the all-inclusive monthly allowance (excluding travelling) being paid to Attorneys and Legal Officers employed on a part-time basis who are required to put in a minimum of 10 hours weekly”.

RODRIGUES REGIONAL ASSEMBLY

TRAVELLING AND CAR BENEFITS

List of grades, at Annex II of the main Report, eligible for loan to purchase a 70% duty-free car for official travelling is being updated with the following additions/amendments:

Page 216

To add under Commission for Agriculture, Environment, Fisheries, Marine Parks and Forestry

Environment Division

Technical Officer (Environment)

Master Salary Conversion Table

| Row | Salary point | 008 | 009 | 010 | 011 | 012 | 013 | 014 | 015 | 016 | 017 | 018 | 019 | 020 | 021 | 022 | 023 | 024 | 025 | 026 | 027 | 028 | 029 | 030 | 031 |
|-----|---------------------------------|--------|--------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1 | Basic salary 2020 | 7800 | 8000 | 8205 | 8410 | 8615 | 8820 | 9050 | 9280 | 9510 | 9740 | 9970 | 10200 | 10450 | 10700 | 10950 | 11200 | 11450 | 11710 | 11970 | 12230 | 12490 | 12750 | 13010 | 13270 |
| 2 | Gross salary Dec 2020 | 9700* | 9700* | 9700* | 9700* | 9875 | 10080 | 10310 | 10540 | 10770 | 11000 | 11230 | 11460 | 11710 | 11960 | 12210 | 12460 | 12710 | 12970 | 13230 | 13490 | 13750 | 14010 | 14270 | 14530 |
| 3 | Converted basic salary Jan 2021 | 11575 | 11775 | 11980 | 12185 | 12390 | 12595 | 12825 | 13055 | 13285 | 13515 | 13745 | 13975 | 14225 | 14475 | 14725 | 14975 | 15225 | 15485 | 15745 | 16005 | 16265 | 16525 | 16785 | 17045 |
| Row | Salary point | 032 | 033 | 034 | 035 | 036 | 037 | 038 | 039 | 040 | 041 | 042 | 043 | 044 | 045 | 046 | 047 | 048 | 049 | 050 | 051 | 052 | 053 | 054 | 055 |
| 1 | Basic salary 2020 | 13530 | 13790 | 14050 | 14325 | 14600 | 14875 | 15150 | 15450 | 15750 | 16075 | 16400 | 16725 | 17050 | 17375 | 17700 | 18075 | 18450 | 18825 | 19200 | 19575 | 20050 | 20525 | 21000 | 21475 |
| 2 | Gross salary Dec 2020 | 14790 | 15050 | 15310 | 15585 | 15860 | 16135 | 16335 | 16635 | 16935 | 17260 | 17585 | 17910 | 18235 | 18560 | 18885 | 19260 | 19635 | 20010 | 20385 | 20760 | 21235 | 21710 | 22185 | 22660 |
| 3 | Converted basic salary Jan 2021 | 17305 | 17565 | 17825 | 18100 | 18375 | 18650 | 18925 | 19225 | 19525 | 19850 | 20175 | 20500 | 20825 | 21150 | 21475 | 21850 | 22225 | 22625 | 23025 | 23425 | 23950 | 24475 | 25000 | 25525 |
| Row | Salary point | 056 | 057 | 058 | 059 | 060 | 061 | 062 | 063 | 064 | 065 | 066 | 067 | 068 | 069 | 070 | 071 | 072 | 073 | 074 | 075 | 076 | 077 | 078 | 079 |
| 1 | Basic salary 2020 | 21950 | 22575 | 23200 | 23975 | 24750 | 25525 | 26300 | 27075 | 27850 | 28625 | 29400 | 30175 | 30950 | 31725 | 32500 | 33425 | 34350 | 35275 | 36200 | 37125 | 38350 | 39575 | 40800 | 42325 |
| 2 | Gross salary Dec 2020 | 23135 | 23760 | 24385 | 25160 | 25935 | 26710 | 27485 | 28260 | 29035 | 29810 | 30585 | 31360 | 32135 | 32910 | 33685 | 34610 | 35535 | 36460 | 37385 | 38310 | 39535 | 40760 | 41985 | 43510 |
| 3 | Converted basic salary Jan 2021 | 26050 | 26725 | 27400 | 28225 | 29050 | 29875 | 30700 | 31525 | 32350 | 33175 | 34000 | 34825 | 35650 | 36550 | 37450 | 38400 | 39350 | 40300 | 41250 | 42200 | 43500 | 44800 | 46100 | 47675 |
| Row | Salary point | 080 | 081 | 082 | 083 | 084 | 085 | 086 | 087 | 088 | 089 | 090 | 091 | 092 | 093 | 094 | 095 | 096 | 097 | 098 | 099 | 100 | 101 | 102 | 103 |
| 1 | Basic salary 2020 | 43850 | 45375 | 46900 | 48425 | 49950 | 51575 | 53200 | 54825 | 56450 | 58075 | 59700 | 61325 | 62950 | 64800 | 66650 | 68500 | 70450 | 72400 | 74350 | 77175 | 80000 | 83000 | 86000 | 89000 |
| 2 | Gross salary Dec 2020 | 45035 | 46560 | 48085 | 49610 | 50835 | 52335 | 53960 | 55585 | 57210 | 58835 | 60460 | 62085 | 63710 | 65560 | 67410 | 69260 | 71210 | 73160 | 75110 | 77935 | 80760 | 83760 | 86760 | 89760 |
| 3 | Converted basic salary Jan 2021 | 49250 | 50900 | 52550 | 54200 | 55900 | 57600 | 59300 | 61000 | 62700 | 64400 | 66200 | 68000 | 69800 | 71800 | 73800 | 75800 | 77950 | 80100 | 82250 | 85250 | 88250 | 91375 | 94500 | 97625 |
| Row | Salary point | 104 | 105 | 106 | | | | | | | | | | | | | | | | | | | | | |
| 1 | Basic salary 2020 | 92000 | 95000 | 98000 | | | | | | | | | | | | | | | | | | | | | |
| 2 | Gross salary Dec 2020 | 92760 | 95760 | 98760 | | | | | | | | | | | | | | | | | | | | | |
| 3 | Converted basic salary Jan 2021 | 100750 | 103875 | 107000 | | | | | | | | | | | | | | | | | | | | | |

Master Salary Scale :

10250 x 175 - 10775 x 200 - 11775 x 205 - 12595 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 107000

*includes salary top up to comply with National minimum wage

Pay Review 2021