

HIGHLIGHTS OF THE 2026 PRB REPORT

1. Pertinent Recommendations

1.1 Conditions of Service

- As part of **Public Sector Management Reforms**, provision has been made for:
 - (i) The Ministry of Information Technology, Communication and Innovation (MITCI) to continue invest in IT Infrastructure and Digital Literacy Training for a more efficient, data driven and transparent service.
 - (ii) Providing the necessary institutional support for the psychological well-being of officers.
 - (iii) PSBs, LAs and the RRA to be provided appropriate guidance on the setting up Reforms and Innovation Units.
- **Organisational Structures and Related Issues** – a framework has been proposed that can be adopted while designing public sector organisation structure. Provision made for Trainee Grades in certain cadres to ease recruitment constraints.
- **Results-Oriented Performance Management System and Performance Related Incentive Scheme**
 - (i) MPSAR in consultation with the Ministry of Finance should develop an Integrated Performance Management Framework for the implementation of a Results-Oriented Performance Management System (ROPMS) by synergizing the Performance-Based Budgeting and the Performance Management System.
- **Training and Development**
 - (i) Encouraging investment in Training and Development Programmes to equip employees with basic skills and knowledge to work more effectively particularly with the advent of AI Technologies.
 - (ii) MPSAR to implement measures whereby Training and Development needs of employees are aligned with long-term transformation objectives of the Public Service.
- **Review of Schemes of Service and Qualifications**

Upgrading of qualifications requirement of any grade to be based on the conduct of a proper assessment by Management of the different aspects of a grade.
- **Recruitment, Promotion and Retention**

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- (i) Incumbents in grades which have registered a vacancy rate of 75% and above after facing two unsuccessful recruitment exercises over three consecutive years, should be paid a monthly retention premium equivalent to three increments for performing relevant duties, coping with workload and ensuring service delivery. Payment of the retention premium should lapse upon filling of vacancies.
- (ii) In areas of **scarcity**, where few officers have to share additional workload and responsibilities within a tight time frame due to acute shortage of staff, they should be paid an *adhoc* allowance equivalent to two increments at salary point reached for a defined period of time not exceeding six months.

- **Employment on Contract**

To attract and retain highly specialised and experienced individuals outside the service with high professional skills, provision has been made for approval of the HPC to be sought for the payment of an *ad hoc* allowance up to a maximum of 30% of the basic salary.



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- **Retirement and Retirement Benefits in the Public Sector** - Inclusion of approval of appropriate Service Commission in all provisions with respect to retirement prior to age of 60 and new provisions made regarding the **Defined Contribution Pension Scheme**. Certain provisions have also been reviewed. For instance, the Public Pensions Advisory Committee, in consultation with the SICOM, to consider the advisability of making provision for a minimum guaranteed annual return on the fund value.
- **Digitalisation and Artificial Intelligence Readiness**
 - (i) With a view to provide a solid foundation upon which AI can be built, the MITCI to consider including people, process and technology as key pillars.
 - (ii) Emphasis has been laid on the development of KPIs to assess the success and impact of AI initiatives, capacity building and encouraging Ministries/Departments to apply for funding under the Public Sector AI Programme.
 - (iii) AI initiatives to be strategically aligned with an organisation's mission, goals and objectives to drive performance, foster innovation and increase efficiency and effectiveness.
- **Travelling and Car Benefits**
 - Duty Remission/ Loan Facilities**
 - Most of the recommendations have been maintained in their existing form, while a few improvements have been brought.
 - The maximum engine capacity to benefit from loan facilities for the purchase of autocycle/motorcycle has been reviewed from 125cc to 300cc.
 - Rates payable in respect of Car Allowance in lieu of duty remission for the different categories of eligible officers have been revised, as well as the travelling allowances, except for refund of bus fares.
- In view of the precarious state of the economy and the rapid depletion of the funds appropriated for passage due to the encashment of this benefit, the **Passage Benefit Scheme** has been revisited.
- **Maternity Leave-** Provision has been made for Management to relieve pregnant officers from extra hours or night shifts and from work involving continuous standing for at least three months before their confinement.
- Introduction of **Paternity Leave** of 10 working days on full pay for male officers holding a substantive post, in addition to the four weeks of Vacation Leave. Those



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not holding a substantive appointment to be granted up to 10 days of Paternity Leave without pay.

- **Study Leave with Pay** - Ministry/Department may grant study leave with pay to officers who have been awarded open scholarships, with the approval of the MPSAR, provided that the Ministry considers the field of study to be scarce and a priority.
- **Injury Leave** - Medical certificates from a registered and recognized private health institution would also be considered for the grant of sick leave to the injured officer, pending the findings of the Departmental Board.
- **Family Responsibility Leave** - Provision enhanced such that an officer would be granted up to a maximum of 10 days' leave to be reckoned, as per his option, against any of his paid leave entitlement to take care of his child/adopted child, spouse, parent or grandparent with healthcare related issues. Additional leave would also be granted to look after the sick/adopted child to be reckoned against the vacation leave entitlement of the officer.
- **Adoption Leave** – Adoption Leave entitlement has been enhanced from seven to eight weeks for those adopting a child aged 12 months and up to three years in line with improvement brought in Maternity Leave entitlement.
- **Leave Without Pay** – Existing provision for the grant of Leave without Pay for personal reasons enhanced and split into Personal and to look after elderly/near relative having a serious /critical health condition. Grant of Leave without Pay for Study Purposes to be time bound, until the publication of the next Report.
- **Working Week, Flexitime, Workers on Shift/Roster/Staggered Hours and Overtime**- Flexible Hours of Attendance has been extended to Office Auxiliary Cadre and employees in the Workmen's Group and provision for appropriate compensation for employees working during extreme weather condition is being made.
- **Special Duty/Extra Duty Allowance** - Officers up to the level of Deputy Permanent Secretary who are not eligible for overtime to be eligible for the grant of a monthly allowance equivalent to 10% of the monthly salary or three times the increment at salary point reached whichever is the higher.
- **Higher Qualification Incentive scheme** is maintained for higher qualification in scarcity areas only and the MPSAR in collaboration with the HEC to draw up a list of qualifications falling under scarcity areas in the Public Sector and to review same periodically.
- Grant of items of **Uniform** to officers of the Disciplined Forces/Semi-Disciplined Forces/organisations who are mandatorily required to wear uniform for identification/authority by virtue of their duties, though they have not served for an initial period of six months.



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- **Risk, Insurance and Compensation** – Provisions on Mental Wellbeing being introduced to embed both mental and physical wellbeing into organisational frameworks. Each Ministry/Department/Organisation to designate an officer to act as 'Mental Health First Aider'.
- **Foreign Service Allowance and Other Related Allowances**
 - (i) Reinstatement of the payment of a Warm Clothing Allowance in all overseas missions.
 - (ii) Provision made for the Secretary for Foreign Affairs to review Rent and Utilities beyond the prescribed ceiling, only after a procurement exercise and subject to financial clearance and same be submitted to the High Powered Committee for endorsement.
- **Statutory Boards and Committees** – With a view to avoid compromising a Member's effectiveness, provision made for full time public sector employees not to form part of more than four fee paying Boards/Committees. The Standing Committee should continue to be responsible for the determination of allowances payable to Chairpersons, Members and Secretaries and other supporting staff of *ad hoc* Committees in line with approved criteria.
- **Other Pertinent Issues and Recommendations**
 - (i) Specific provisions have been made to improve the Conditions of employees with disabilities to provide them a safe and healthy environment through enhanced leave entitlement; flexibility of 15 minutes daily to reach and leave office; and priority of consideration to work from home under the Work From Home Scheme, among others.
 - (ii) The Ministry of Finance to consider amending the Public Procurement Act to exclude consultancies in relation to pay and grading structures and conditions of employment and organisational structures of organisations governed by the PRB's Regime with a view to limiting an external party to encroach on the Bureau's mandate.
 - (iii) Stakeholders concerned to devise appropriate ways and means to instill a culture of maintaining sound industrial relations.



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- (iv) To foster scientific research, the grant of an allowance and special leave to enable officers to keep abreast of latest development in their respective scientific field has been recommended, among others.
 - (v) With a view to providing a safe and comfortable working conditions to pregnant women, they would be allowed a flexibility of 15 minutes daily over and above their normal eligibility, to reach and leave office/site of work as from at least three months before their confinement, subject to exigencies of service and approval of the Responsible Officer.
 - (vi) Emphasis has been laid on workforce discipline. In this perspective, the MPSAR should consider reviewing and updating the existing Code of Conduct of Public Officers to clearly define expected behaviours and ethical standards while focusing on the core values of integrity, impartiality and objectivity, accountability and service.
- **Some measures to curtail cost**
 - (i) Further to a few requests made from our stakeholders to review certain existing provisions/policies to curtail government expenditure given the prevailing state of the economy, namely regarding the allowance for working on shift/roster on Sundays and refund of bus fares to those entitled to free travel, the setting up of a Consultative Committee comprising relevant stakeholders has been recommended to assess whether proposed measures are appropriate, necessary and not excessive. The proposed recommendations of the Consultative Committee would be submitted to the High Powered Committee for approval. Meanwhile, provision has been made for payment of the two allowances to be stalled pending the outcome of the Consultative Committee.
 - (ii) Along the same lines, the usage of Passage Benefit has been reviewed so that only 50% of the accumulated balance may be granted for some uses other than for travel and travel related expenses, educational fees and medical treatment. This measure, however, has been recommended on a temporary basis up to January 2028.



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1.2 Civil Service

Accountancy Class

- Reviewing the structure of the Financial Operations Cadre with the creation of the grade of Trainee (Financial Operations), Trainee APSO to ease the recruitment problem at entry level.
- Provision of a compensation to officers of the Auditor and Examiner of Accounts Cadres for possessing additional auditing related Qualification.

Education Class

- **Secondary Sector** - Creation of a grade of School Counsellor and introduction of **Section Leader** with a view to tackling problems of indiscipline and misconduct. Provision for the Ministry to consider the setting up of a Centralised Provision of Hardcopy Reference Book as well as the possibility to include E-textbooks or PDF formats to ensure for teaching personnel. Consideration for debriefing sessions to **Psychologists (Education)** *formerly Educational Psychologist*.

Health Class

Medical Group

- Restyling of the grade of Medical and Health Officer/Senior Medical and Health Officer (MHO/SMHO) to General Practitioner to align with international standards.
- Provision made for Management, in consultation with the Unions/Federations, to re-examine the current work pattern of General Practitioners *formerly MHO/SMHO* and conduct a Human Resource Planning Exercise to determine staffing needs for effective service delivery.
- Certain benefits for the Medical Profession, such as allowance to acting Specialist/Senior Specialist and incremental credits for Specialist qualification, have been extended to officers of the Dental Profession.

Pharmacy Group

- Pharmacist/Senior Pharmacists have been given another option to join the grade of Pharmacist/Senior Pharmacist (Roster –Day and Night) and would be granted two increments upon implementation of the roster system.
- Provision made for Management to conduct a Human Resource Planning Exercise to address the issue of staff shortage in the Pharmacy Technician Cadre.



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Nursing Group

- The recommendation made in the 2021 Report for amendment of the scheme of Service of the grade of Nursing Supervisor (Male/Female) has been deferred to enable prompt filling of vacant posts.

Information Class

- Restyling of the grade of Assistant Director, Information Services to Deputy Director, Information Services at the Government Information Service, taking into account the duties and responsibilities devolving upon the grade.

Printing Class

- The structure for grades involved in operations at the Government Printing Department has been revisited. The grades of Phototype Setting Operator (R) and Plate Making/Finishing Operator (R) were made evanescent and a few other grades were upgraded. In the same breath, the grades of Computer to Plate/Imposition Operator (Roster), Desktop Publishing Operator (Roster) and Assistant Operator (Printing Department) (Roster) have been created.
- Special Allowance of one and a half increments at the initial of their respective salary scale to officers posted in the Production Unit of the GPD for being exposed to excessive noise levels and toxic chemicals

Welfare Class

- To address the high rate of turnover, the mode of appointment to the grade of **Social Security Officer** is being amended such that henceforth the post be filled by selection from MSOs and outside candidates.
- Additional increments granted to **Probation Officers** and **Senior Probation Officers** on conversion and the monthly allowance being paid **relating to the Children's Act** to be lapsed.

RIA Class

- Creation of a grade of Registration and Compliance Officer at the **Prime Minister's Office** to service the residence permit and citizenship sections.
- Grant of an allowance to officers in the grade of Labour and Industrial Relations and Senior Labour and Industrial Relations performing **Conciliation and Mediation** duties (CCM).
- Creation of the grade of Station Master (Roster) for monitoring of bus operations and ensuring a timely bus service in line with the free travel scheme at the NLTA.



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- Creation of a grade of Environment Warden (on Roster) at the **Ministry of Environment, Solid Waste Management and Climate Change** to provide a more effective enforcement service.

Office of the President

- Grade of Maintenance Officer (Office of the President) to work at staggered hours.
- Creation of grade of Senior Maintenance Officer (Office of the President)

Discipline Class

- **Mauritius Police Force:** Allowance granted to serving Police Officers during period of Training harmonised. Certified Pilots at the Police Helicopter Squadron who are actively flying more than one helicopter type and involved in inter-departmental flying tasks should be granted a monthly Cross-Flying Allowance.
- **Mauritius Prison Service:** Grant of Night Duty Allowance to Prisons Officers up to the rank of Assistant Superintendent of Prisons who perform day duty but are called upon to work at night. Mode of appointment to the grade of Prisons Welfare Officer aligned with counterparts in Rodrigues Prison Service.
- **Mauritius Fire and Rescue Service** - Creation of a grade of Lead Firefighter in line with what exists internationally.
- **Institutional and Plant Management - Ministry of Health and Wellness**
- Management to consider the advisability of implementing the shift system for the grade of Hospital Executive Assistant (on shift) for improved service delivery.

Works Class

Special Professional Premium

- Registered professionals serving in the fields of Engineering, Architecture, Quantity Surveying and Town planning and reckoning at least 10 years' service in their respective cadre/grade to be paid a monthly Special Professional Premium equivalent to 5% of their monthly salary.

Allowance for Extensive field duty

- Introduction of the payment of an all-inclusive monthly allowance of Rs 3000 to officers in the Civil Engineering Cadre for performing extensive field duties and to cover the cost of wear and tear arising therefrom, subject to performing a minimum of 2000 km per month during a period of at least six months.



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Ministry of Housing

Housing Division

- Creation of a grade of Deputy Chief Housing Development Officer to assist the Chief Housing Officer.

Planning Unit

- Change in appellation of the grades in the Town and Country Planning Officer Cadre to be in line with the Town Planners' Council Act and creation of a grade of Trainee Town Planner.

Technical Design Officer Cadre (Ministry of Housing and MNI)

- Structured and competency-based training programmes should be mounted by Management for officers who do not possess the relevant qualifications but are expected to perform duties involving AutoCAD and/or GIS.

Land Survey Division

- Change in appellation of the grades in the Land Surveyor Cadre *formerly Surveyor Cadre* to be in line with Land Surveyor's Commission Act.

Recruitment Problems

- The Ministry of Public Service and Administrative Reforms may, subject to the approval of the High Powered Committee, grant a higher salary point, up to a maximum of three increments on the initial salary, for new entrants in the grade of Land Surveyor *formerly Surveyor*.

Cartographer Cadre

- As from 01 January 2028, appointment to the grade of Principal Cartographer should be made by promotion of officers in the grade of Cartographer/Senior Cartographer who possess a Diploma in the field of Geomatics or Land Surveying or Information Technology or Graphic Design or Geographic Information System or an equivalent qualification and who reckon at least six years' service in a substantive capacity in the grade.

Valuation Department

- Initial Salary of Government Valuer upgraded by 2 increments owing to stringent requirements for registration with RICS.



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National Development Unit

- Creation of grades of Deputy Director (Engineering) and Director (Engineering) to establish a leadership framework at strategic level and ensure efficient delivery of infrastructure programmes and consequently the grades of Chief Project Manager and Project Assistant be made evanescent.

Ministry of Energy and Public Utilities

- Creation of a grade of Technical Officer to serve the Technical Services Unit and the Enforcement Section of the MEPU.

Water Resources Commission

- Creation of a grade of Senior Technical Officer for supervision of water resources projects and coordination of work.

Ministry of National Infrastructure

Inspectorate Cadre

- Creation of a Trainee Inspector of Works (2 years on the job training + required to follow relevant course) with a view to ease recruitment.

Solid Waste Management Division

- Creation of a grade of Lead Engineer (Department of Waste Management and Resource Recovery) to strengthen the organisation structure of the SWMD.

The Judiciary

- (i) Payment of Special Judicial Service Allowance at an enhanced rate as a retention measure.
- (ii) Management to make necessary arrangements with the Institute for Judicial and Legal Studies for the mounting of competency-based training courses for Court Officers.

Office of the Ombudsperson for Children

- Creation of a grade of Senior Investigator in view of the increase in number of children related cases.

Equal Opportunities Commission

- Creation of a grade of Senior Investigator to ensure that the Equal Opportunities Commission is properly staffed to deliver on its mandate.

Department for Continental Shelf and Maritime Zones Administration and Exploration

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- Introduction of a Continuous Professional Development scheme for officers who are actively involved in carrying out research activities

Ministry of Environment, Solid Waste Management and Climate Change

- To address issues of climate change, the grades of Climate Change Officer/Senior Climate Change Officer and Principal Climate Change Officer have been created.

Ministry of Health and Wellness

- The following changes have been brought in the Medical Physicist Cadre with a view to ensure an effective service delivery:
 - (i) Restyling of the grade of Principal Medical Physicist to Head, Medical Physics Department.
 - (ii) Creation of a grade of Principal Medical Physicist.

Data Protection Office

- Creation of a grade of Deputy Data Protection Commissioner to support the Data Protection Commissioner in view of the expansion of the activities of the office.

Workmen's Group – General

General Provisions

- Recommendations made for a Training Programme in Defensive Driving for Drivers
- Creation of a grade of Lorry Attendant in organisations equipped with vehicles categorised as Heavy Vehicles with a view to providing appropriate assistance to the Driver (Heavy Vehicles) during operations.
- The allowance for **collection and deposit of keys at police station** extended to all employees of Workmen's Group and the mode of compensation reviewed. Also, the working hours for these employees are accounted as from the time they collect the keys from the Police Station in the morning and deposit same in the afternoon.

Specific Provisions

- **Ministry of Agro-Industry, Food Security, Blue Economy and Fisheries [Blue Economy and Fisheries Division]** - Sea-Going Allowance extended to employees in the Workmen's Group-General who are required to accompany Scientific/Technical Staffs at sea.
- **Ministry of National Infrastructure** - Introduction of an allowance for employees in the Workmen's Group who are called upon to mount and dismantle tarpaulin tents.

Other Provisions



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- Allowances for: making/serving Tea/Coffee, washing of Towels/Tablecloth/Curtains/ Carpets/ Doormats; making bulk photocopies; and cleaning of Lavatories extended to employees of the Workmen's Group-General.

10.3 Parastatal Bodies

Academy of Design and Innovation

- Creation of a few key positions to facilitate the ADI in pursuing the expansion of its activities.
- Restyling of a few grades to be in line with the ADI Act or to better reflect the duties performed.

Agricultural Marketing Board

- Creation of the grades of Manager, National Wholesale Market to head the National Wholesale Market.

Beach Authority – Grades of Beach Licensing Officer and Safety and Health Officer (Part-Time) created.

Central Water Authority - Several grades were created at the CWA to reinforce the structure of the different cadres. These include, among others, Laboratory Manager, Executive Engineer/Senior Executive Engineer (Environmental/Chemical) (Water Treatment Plant), Executive Engineer/Senior Executive Engineer (Mechatronics.)

Chagossian Welfare Fund - Grade of Secretary created.

Construction Industry Authority (ex-CIDB) - Grades of General Manager (against abolition of the grade of Executive Director), Accountant, IT Analyst and Procurement and Supply Officer created based on functional needs.

Food and Agricultural Research and Extension Institute (FAREI)

- (i) Creation of a grade of Public Relations Officer.
- (ii) Provision of new allowances: Bad Road Allowance, Allowance to certain grades for performing additional duties.
- (iii) CPD Allowance to officers actively involved in carrying out research
- (iv) CPD Allowance to officers actively involved in carrying out research.



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Gambling Regulatory Authority - Salary of Chief Executive upgraded following substantial change in its roles and responsibilities.

Irrigation Authority - Grades in the Engineering Cadre restyled and salary reviewed to align with what obtains in the Civil Service.

Islamic Cultural Centre – Grades of IT Analyst and ICT Technician created to facilitate the Centre in the proper functioning of its IT system.

Land Drainage Authority

- Assistant Director Restyled Deputy Director and upgraded owing to expanded duties and responsibilities.
- Henceforth, Deputy Director *formerly Assistant Director* be appointed from Registered Professional + Master's Degree + reckoning 7 years' post qual. Exp.
- Urban Planning Officer/Senior Urban Planning Officer restyled Town Planner/Senior Town Planner
- Land Drainage Officer (Land Surveying) restyled Land Surveyor/Senior Land Surveyor
- Creation of the following grades: Lead Engineer (Civil), Principal Geographic Information System Officer, Principal Land Surveyor and Principal Town Planner to reinforce the organisation structure of the LDA for efficient delivery of service.

Mauritius Emerging Technologies Council

- Creation of an array of grades at various level to enable the METC to operate with maximum efficiency.

Mauritius Institute of Education

- Creation of a grade of Quality Assurance Officer to ensure high standards of service delivery.
- **Mauritius Institute of Training and Development** - Several new positions have been provided such as Divisional Manager, Assistant Manager, Training Coordinator and Career Guidance Officer due to expansion of activities.

Mauritius Tourism Promotion Authority

- Amendment of the scheme of service of the grade of Tourism Information Officer to facilitate recruitment



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National Heritage Fund

- Creation of a grade of Site Supervisor to ensure that works are being carried out according to conservation norms and standards

Sir Seewoosagur Ramgoolam Botanic Garden Trust Fund

- Providing a grade of Maintenance Officer for maintenance of buildings in the garden.

University of Mauritius

- Professors allowed to move incrementally in the Master Salary Scale up to a maximum of two increments for reckoning academic attainment in their capacity as Professor.
- Restyling of IT grades for harmonization with what obtains in the public sector.

University of Technology, Mauritius

- Professors allowed to move incrementally in the Master Salary Scale up to a maximum of two increments for reckoning academic attainment in their capacity as Professor.
- Restyling of the grade of Head of Information Services to Manager, Information Services
- Creation of the grades of Assistant Manager, Information Service, Visual Communication Designer, Senior Procurement and Supply Officer and Stores Attendant.
- Management to consider payment of an adhoc allowance to officers posted in the Archives Unit.

Open University of Mauritius

- Professors allowed to move incrementally in the Master Salary Scale up to a maximum of two increments for reckoning academic attainment in their capacity as Professor.
- Creation of the grades of Internal Audit Officer, Library Officer (Roster) and Library Clerk (Roster)

Mauritius Cane Industry Authority (MCIA)

- (i) Creation of new grades: Maintenance Assistant; Principal Technical Assistant (Extension); Principal Technical Assistant (Research); and Senior Terminal Operator (Civil).
- (ii) Provision of new allowances: Height Allowance to officers of the Air Monitoring Unit; Allowance to employees for performing additional and/or more complex duties.
- (iii) Provision CPD Allowance to officers actively involved in carrying out research.



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Mauritius Renewable Energy Agency

- Several grades were created, professional as well as in a support capacity to meet the strategic objectives of the MARENA. These include, among others, Chief Executive Officer, Engineer/Senior Engineer, Research Development Officer/Senior Research Development Officer and IT Analyst.

Mauritius Society of Authors - Creation of grades of: Administrative Secretary; ICT Technician; Confidential Secretary; Assistant Financial Operations Officer; and Assistant Procurement and Supply Officer.

Nelson Mandela Centre for African Culture - Creation of a grade of Curator in view of the functional importance and strategic objectives of its Gallery.

National Transport Corporation – Grades of Public Relations and Communication Officer and Internal Audit Officer created.

Road Development Authority – Grades of Manager (Procurement and Supply), Communications and Public Relations Officer and Trainee Technical Design Officer created.

Town and Country Planning Board

- **Planning Officer/Senior Planning Officer restyled Town Planner/Senior Planner in line with the Town Planners' Council Act.**

Wastewater Management Authority

- Various grades were created for the WMA to deliver on its set objectives. These include, among others, Principal Land Surveyor and Administrative Manager.

Risk and Hazard Allowance

- Pipe Cleaners (Personal), Pipe Cleaners (R – D&N), Treatment Plant Workers (Shift), General Workers (R – D&N) who are handling wastewater granted a Special Risk and Hazard Allowance
- As may be determined by Management, employees regardless of grades, who by way of posting are exposed to wastewater be granted two increments at salary point reached.
- Introduction of Special Allowance for officers of the Engineering Cadre at the WMA equivalent to two increments at salary point reached in their salary.

New PSBs

- A few grades have been created at the Mauritius Recreation Council and Taxi Operators Welfare Fund to enable them to deliver on their respective mandate. The grades would normally perform support functions.

Utility Regulatory Authority (URA)



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- Creation of the following grades: Director, Manager, Technical Regulation/Licensing, Engineer/Senior Engineer, Analyst/Senior Analyst, Accountant, IT Analyst, Administrative Officer, Compliance and Licensing Officer, Consumer Affairs and Communication Officer, ICT Technician, HRO/SHRO, Internal Audit Officer, Confidential Secretary, Accounts Clerk, Assistant Procurement and Supply Officer, Clerk/WPO, Receptionist/Telephone Operator, and Driver/Office Auxiliary to enable the URA to meet its operational needs.

10.4 Rodrigues Regional Assembly

Education (Primary) Class

- Allowance to Head Masters for overseeing pre-primary schools found on the premises of government primary schools
- Allowance to School Inspectors for carrying out inspections at pre-primary schools.

General Services

- Creation of a grade of Housing Officer to implement housing policies in RRA.

Medical Group

- Creation of the grades of Emergency Physician and Medical Superintendent for timely treatment of patients in emergency cases and enhance administration and delivery of health services.
- Certain specific conditions of service applicable to the Medical and Dental Profession of the Ministry of Health and Wellness have been extended to those on the establishment of Rodrigues.

Nursing Group

- Creation of the grades of Senior Public Health Nursing Officer and Chief Midwife for establishment of clear line of authority.

Pharmacy Group

- Provision made for an allowance to be paid to the Pharmacist/Senior Pharmacist for inspection of private pharmacies and to the seniormost Pharmacy Technician for shouldering higher responsibilities after normal working hours in the absence of a Principal Pharmacy Technician

Commission for Agriculture and others

- Creation of grades of Biometrician, Senior Field Support Officer and Senior Scientific Officer (Fisheries) to enhance service delivery.
- Payment of a Bad Road Allowance to Forest Conservation and Enforcement Officers.

Judicial and Legal Class

Judicial Services



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- Court Ushers to be paid of a monthly commuted allowance for using their private car for official travelling and a monthly allowance for serving of court papers beyond normal working hours.

Administrative Class

Chief Commissioner's Office (Central Administration)

- Grant of a monthly Duty Allowance to the Island Chief Executive for shouldering additional responsibilities.
- Creation of a grade of Senior Administrative Officer as an intermediate level between the Departmental Head and Administrative Officer with a view to improving efficiency and providing assistance to Departmental Head.

Commission for Women's Affairs and Others (Handicraft Unit)

- Creation of the grade of Enterprise Development Officer in view of functional requirement and importance of the handicraft sector.

Commission for Women's Affairs and Others (Women Affairs)

- In view of the surge in child protection cases and domestic violence, the grades of Coordinator, Senior Family Welfare and Protection Officer, Child Care Worker and Organising Officer, Recreation Centre are being created in the Commission for Women's Affairs and Others, and Social Security Division respectively at the **Rodrigues Regional Assembly**.

Commission for Women's Affairs and Others (Price Fixing Unit)

- Creation of Analyst (Commerce) and abolition of grade of Analyst (Trade) on its establishment.

Deputy Chief Commissioner's Office (Human Resource Development Centre)

- Review of qualification requirement of Head, Human Resource Development Centre considering that prior experience in training matters is essential.



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Cultural Amenities Class

Commission for Youth and Sports & Others

Arts and Culture Department

- Review of mode of appointment of the grade of Head, Arts and Culture coupled with an enrichment of duties
- Creation of a grade of Senior Culture Officer

Library Services

- The grade of Library Officer henceforth to be on the establishment of the Library Services and incumbents may be posted to relevant Departments/Units where their services are required.

Museum, Archives, Historical Sites and Buildings Division

- Creation of a grade of Heritage Protection Assistant.

Telecommunication Class

Commission for Youth and Sports & Others (Arts and Culture Department)

- Height Allowance to be paid to incumbents of the Technician (Light/Sound) Cadre, similar to the Civil Service, given that the counterparts in the RRA perform same duties.

Commission for Youth and Sports & Others (Arts and Culture Department)

- Creation of a grade of Senior Technician (Light/Sound) (Roster).
- Restyling of grade of Technician (Light/Sound) to Technician (Light/Sound) (Roster) to reflect the pattern of work.
- Height Allowance to be paid to incumbents of the Technician (Light/Sound) Cadre, similar to the Civil Service, given that the counterparts in the RRA perform same duties.

Commission for Youth and Sports & Others

- Creation of grade of Senior Technician (Youth and Sports)

Commission for Health & Others

- Creation of a grade of Trainee Biomedical Engineer (Health) and consequential amendments be brought to the mode of appointment of Biomedical Engineer/Senior Biomedical Engineer.

DISCIPLINE CLASS

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Rodrigues Fire and Rescue Service - Creation of a grade of Lead Firefighter. Grant of Trainer's Allowance and Special Duty Allowance in line with what obtain in the Mauritius Fire and Rescue Service.

Medical Technician, Technologist and Paramedic Group – Commission for Health and Others - Creation of the grades of Principal Medical Imaging Technologist and Medical Social Worker.

WORKMEN'S GROUP – GENERAL

Specific Provisions

Chief Commissioner's Office – Environment Division - Grade of Environmental Laboratory Auxiliary created to conduct environmental tests as the Commission is establishing an Environmental Laboratory.

Commission for Youth and Sports and Others

- Grade of Centre Care Attendant (Sports Division) (on roster) created with a view to curtail overtime costs and ensure smooth operations of sports training sites.

Institutional and Plant Management - Commission for Health and Others

- Grades of Hospital Executive Assistant (on shift) and Assistant Head Catering Unit created to reinforce the existing structure.

Chief Commissioner's Office – Binding Unit

- Provision for Health Surveillance introduced for officers of the Binding Unit

Chief Commissioner's Office – Management of State Lands

Survey Technician Cadre:

- Alignment of Salary of Survey Technician Cadre with counterparts in Mauritius.
- New grade of Senior Survey Technician to reinforce the organisation structure.

Cartographer Cadre

- Provision in respect of Cartographer made at the Ministry of Housing and Lands to be applicable to the grades of Senior Cartographer (Personal) and Cartographer/Senior Cartographer at the RRA.

Chief Commissioner's Office – Management of State Lands

PLANNING DIVISION

- Initial Salary of Town Planner upgraded.

Deputy Chief Commissioner's Office – Land Transport Services

- Creation of a grade of Vehicle Examiner

Commission for Health & Others – Operations Support Services

HIGHLIGHTS OF THE 2026 PRB REPORT

- Creation of a grade of Supervisor, Operations Support Services (on shift) to ensure transport arrangement in hospitals and other health institutions.

Commission for Agriculture, Food Production & Others

- Creation of a grade of Agricultural Engineer for the execution of engineering works at the ARES
- Registered professionals serving in the fields of Engineering, Architecture, Quantity Surveying and Town planning and reckoning at least 10 years' service in their respective cadre/grade to be paid a monthly Special Professional Premium equivalent to 5% of their monthly salary.

10.5 Local Authorities

Administration Department

- Assistant Chief Executives allowed to move incrementally beyond their top up to a certain salary point.
- Creation of the grades of Internal Auditor/Senior Internal Auditor and Binder on the establishment of Local Authorities where there is functional need.
- Restyling of the grades of Internal Control Officer Cadre, IT Officer/Systems Administrator and Assistant IT Officer in line with provisions made for their counterparts in the Public Sector.
- Qualifications Requirement of the grade of Management Support Officer reviewed in line with what obtains in Parastatal Bodies.
- The Ministry of Local Government, in consultation with the Ministry of Public Service and Administrative Reforms and the Local Government Service Commission to amend the scheme of service of the grade of Office Superintendent.

Public Infrastructure Department

- Creation of a grade of Quantity Surveyor on a needs basis only.

Public Health Department

- Re-instatement of the grade of Driver/Scavenging Supervisor (Roster) and provision of its salary scale for Local Authorities where the need is felt for the grade.
- **District Councils of Pamplemousses, Flacq and Moka** – A few grades restyled and salary reviewed by way of general policy.

Land Use and Planning Dept

HIGHLIGHTS OF THE 2026 PRB REPORT

- Planning and Development Officer restyled Town Planner in line with the Town Planners' Council Act.
- Special Professional Premium extended to registered professionals in the field of town planning

16 December 2025

Highlights of the 2026 PRB Report-(PM)

