



REPUBLIC OF MAURITIUS

Ministry of Public Service and Administrative Reforms

Circular Note No. 30 of 2025

E/260/72/04/37

19 December 2025

From: Secretary for Public Service

**To: Supervising Officers i/c of Ministries/Departments
Heads of Parastatal and other Statutory Bodies and Local Authorities
Island Chief Executive, Rodrigues Regional Assembly**

Review of Pay and Grading Structures and Conditions of Service in the Public Sector: Implementation of the 2026 Pay Research Bureau Report

Government approval has been obtained for the implementation of the recommendations contained in the 2026 Pay Research Bureau (PRB) Report (Report) on the Review of Pay and Grading Structures and Conditions of Service in the Civil Service, Parastatal and other Statutory Bodies, Local Authorities, the Rodrigues Regional Assembly (RRA), and the Private Secondary Schools, subject to appropriate legislation being enacted, where necessary.

2.0 General Recommendations and Conditions of Service

The highlights relating to the General Recommendations and Conditions of Service (other than salary) contained in the Report are at **Appendix A**. The list is not exhaustive. Public Sector employees are advised to consult the full Report on the website of the Pay Research Bureau at <https://prb.govmu.org>. A link has also been provided on this Ministry's website at <https://civilservice.govmu.org> to access the documents.

3.0 Implementation of the Report and Conversion of Salaries

3.1 Government has decided that the Report will be implemented in two phases, that is, 50 percent as from January 2026 and 100 percent as from January 2027.

3.2 Consequently, Public Sector employees in post as at 31 December 2025 should, subject to eligibility, be granted their normal annual increment before conversion. A copy of the Master Conversion Table is at **Appendix B**.

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4.0 Options

4.1 All Public Sector employees are required to exercise their option by signing the Option Form at **Appendix C**, in two originals.

4.2 With a view to enabling the implementation of the Report, it has been decided that the option should be exercised and submitted to the respective Supervising Officers/Heads of Organisations within a delay of three months as from date of publication of this Report and **not later than 18 March 2026**.

4.3 In special circumstances, such as prolonged illness or hospitalisation, Public Sector employees may be allowed to exercise their option after 18 March 2026. However, each case will have to be submitted to the Ministry of Public Service and Administrative Reforms for consideration and approval.

4.4 All Public Sector employees who will decide **NOT** to accept the salaries and conditions of service recommended in the Report will, subject to eligibility be granted the annual salary compensation for the year 2026, as approved by the Government.

4.5 Public Sector employees who have accepted the revised emoluments and conditions of service recommended in the Report cannot consider any related remuneration or allowance to be the subject of an industrial dispute, as stipulated in the Employment Relations Act.

5.0 Payment of Allowances

With the implementation of the 2026 PRB Report, any previous authority for the payment of allowances will lapse, except for those allowances specifically mentioned in the Report. The approval of the Ministry of Public Service and Administrative Reforms will have to be sought for the payment of any allowance not covered in the Report, but which may still be justified.

6.0 Effective Date

6.1 The Report will be effective as from **01 January 2026**.

7.0 Implementation/ Interpretation

7.1 Any difficulty in relation to conversion of salary should be referred to the Ministry of Public Service and Administrative Reforms immediately.

7.2 Any difficulty in relation to implementation/interpretation of the Report, other than salary, should be referred to the Standing Committee on Implementation of PRB Recommendations at the level of the Ministry of Public Service and Administrative Reforms.

8.0 Cases of genuine omissions/errors should be submitted through the Ministry of Public Service and Administrative Reforms for consideration by the Pay Research Bureau within three months as from the date of approval of the Report.



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9.0 This Circular Note and its appendices are also available on the Ministry's website as specified at paragraph 2 above.

10.0 Supervising Officers i/c Ministries/Departments and Heads of Parastatal and other Statutory Bodies and Local Authorities and the Island Chief Executive are requested to ensure that the contents of this Circular Note as well as relevant extracts of specific recommendations pertaining to their organisations are communicated, as soon as possible, to **all** members of their staff, including those on approved leave/mission as well as those under interdiction together with the information necessary to enable them to exercise their option.



Dr. D. Kawol
Secretary for Public Service

Copy to: Secretary to Cabinet and Head of the Civil Service