



**MINISTRY OF CIVIL SERVICE AFFAIRS
AND ADMINISTRATIVE REFORMS
MAURITIUS**

Circular Note No 5 of 2000
E/260/73/01

23 November 2000

From: Permanent Secretary, Ministry of Civil Service Affairs and A.R.

To: Supervising Officers i/c Ministry/Department
Heads of Parastatal Bodies and Local Authorities

**Report of Ad Hoc Committee to look into "alleged" anomalies
arising out of the PRB Reports 1998**

The Ad hoc Committee which was set up by Government in August 1999 to look into representations from Trade Unions and individuals regarding "alleged anomalies" arising out of the 1998 Reports of the Pay Research Bureau (PRB) on the Review of Pay and Grading Structures and Conditions of Service in the Public Sector (Civil Service, Parastatal and other Statutory Bodies and Local Authorities) and the Private Secondary Schools, and the PRB (Errors, Omissions and Clarifications) Report 1999, has submitted its Report which has now been released.

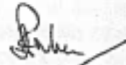
2. The recommendations contained therein have been approved by Government for implementation as follows:-

- (i) Recommendations regarding adjustment of salaries should take effect as from 01 July 1998;
- (ii) consequential changes related to salary (e.g. overtime) and other recommendations not related to salary (e.g. rent allowance) as well as those recommendations concerning travelling should take effect as from 01 November 2000.

3. Major recommendations contained in the Report are listed in the Appendix. Attention is, however, drawn to the fact that the list is not exhaustive. It is, therefore, advisable to consult the Report itself for greater details.

4. With regard to officers who retired between 01 July 1993 and 30 June 1998 and whose salaries need to be adjusted in line with the recommendation at paragraph 9.23 of the Report, their pensions should be revised as from 01 July 1998.

5. Officers who retired on or after 01 July 1998 should, where applicable, have their salaries revised in accordance with the new salary scales provided in the Report and their retiring benefits adjusted accordingly.
6. Attention is also drawn to paragraph 7.2 of the Report to the effect that officers who have not opted for the revised emoluments and terms and conditions of service of the 1998 PRB Reports should be given a fresh option on the implementation of the Ad hoc Committee's Report. In this connexion, it has been decided that the specific approval of this Ministry should be sought before any officer is authorised to exercise a fresh option.
7. With regard to arrears arising out of the adjustment of salaries with effect from 01 July 1998, payment should be effected in one instalment as from January 2001.
8. Any problem arising out of the interpretation of the recommendations of the Ad hoc Committee's Report should be referred to this Ministry. Parastatal Bodies/Local Authorities should channel such correspondence through their respective parent Ministries.
9. Copies of the Report may be obtained on requisition from the Government Printer. The latter has been requested to issue to each organisation in the Public Sector an adequate number of copies of the Report.



(D. P. Ruhee)
Permanent Secretary

Copy to:- Secretary to Cabinet &
Head of the Civil Service

**APPENDIX TO MINISTRY OF CIVIL SERVICE AFFAIRS &
ADMINISTRATIVE REFORMS CIRCULAR NOTE NO 5 OF 2000**

Major Recommendations

1. **Adjustment of salaries for grade-to-grade and class-to-class promotion where appointment is made from officers in a single grade**

The Ad hoc Committee has recommended that the rules in paragraphs 12.7.5 and 12.7.6 of the PRB Report should apply hypothetically to an officer promoted during the period 01 July 1993 to 30 June 1998. That officer should then progress hypothetically up to 30 June 1998 in the salary scale of the post to which he was promoted. The hypothetical salary point so arrived at should then be used for conversion in the normal manner on 01 July 1998 as set out at paragraph 1.15(i) of the PRB Report.

2. **Refund of travelling to officers performing field duties by car and who are eligible for travel grant**

The Ad hoc Committee has recommended that paragraph 12.2.59 (ii) and (iii) of the PRB Report be deleted and replaced by the following new sub-paragraph:-

- 12.2.59(ii) Officers who are eligible for travel grant and who perform official travelling (in any month either occasionally or regularly) should be refunded the travelling on the distance covered from home to site of work/office by the most economical route at the rate of -
Rs 5.55 per km for the first 800 kms; and
Rs 2.15 per km for over 800 kms
or
be paid a monthly travel grant of Rs 3575, whichever is the higher.

3. **Refund of accumulated sick leave at time of resignation**

The Ad hoc Committee has recommended that in the case of resignation of employment, the value of accumulated sick leave should be paid at the rate of 100% instead of 75% as stated in paragraph 12.4.57 of the PRB Report.

4. **Passage Benefits - Other Uses**

The Ad hoc Committee has recommended that the words "at the rate of 75%" appearing in paragraphs 12.3.16 and 12.3.19 should be deleted.

5. Uniforms

The Ad hoc Committee has recommended that the question of provision of uniforms to eligible officers needs to be studied with a fresh approach bearing in mind the cost/benefit implications and this exercise could best be carried out by a team headed by the Management Audit Bureau.

The Committee has further recommended that, pending the findings of that study, payment of a cash allowance in lieu of uniforms should continue.

6. Rent Allowance

The Ad hoc Committee has recommended that the distance requirement for eligibility for rent allowance be removed, wherever it exists.

attn Mrs Jamburo