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MASTER SALARY CONVERSION TABLE

Annex

1. INTRODUCTION

- 1.1 The Addendum Report has been written with the primary objective of identifying and correcting genuine errors, omissions and alleged anomalies arising out of the 2016 PRB Report while keeping in view the theme of the main Report – “Transformation of the Public Sector to meet citizens’ needs, non-citizens’ needs as well as other stakeholders’ needs”. This theme has been aligned with the 2030 vision of the Government for a modern and professional public sector serving the interest of the citizens and making governance vibrant and effective.
- 1.2 The Pay Research Bureau which is mandated to carry out periodic reviews on Pay and Grading Structures and Conditions of Service in the Public Sector (Civil Service, Parastatal Bodies and other Statutory Bodies and the Private Secondary Schools, Local Authorities and Rodrigues Regional Assembly) published its 8th Report in March 2016. Government gave its approval on 01 April 2016 for the implementation, *in toto*, of the recommendations contained therein. The effective date of the implementation of the Report is 1st January 2016.
- 1.3 It is noteworthy that for the first time a Report of such magnitude and complexity was published within a period of three years and that two Reports (EOAC & the Committee set up to look into representations arising out of the EOAC Report 2013) followed after the publication of the 2013 PRB Report. Given the context in which the 8th Report was written, it was observed at Paragraph 21.20 of Volume 1 that genuine errors and omissions and particular issues involuntarily left out or excluded are likely to occur and that same would be corrected, compiled and integrated in a separate Addendum Report which would be published within a period of 12 months from the date of implementation of the 2016 PRB Report.
- 1.4 During the preparation of the 2016 PRB Report, the input of all stakeholders were sought. All Federations, Unions and even individuals deponing at the Bureau were apprised of the main philosophy of the Report. Their attention was also drawn on the unpredictability of the world economy, the new challenges, the current global and difficult local economic situation in which the Report was being prepared and the theme put in place to achieve the objectives set by Government in its 2030 vision programme.
- 1.5 Despite clear explanations given to all stakeholders during consultative meetings on the very challenging and demanding context within which the review was being conducted, there was an outcry among certain categories of public sector employees following the publication of the 2016 PRB Report.

While some Federations and Unions acknowledged the good work of the Bureau others protested and made representations on issues like, *inter alia*, salary ratio, size of increment, retention allowance, number of teaching periods, Higher Qualifications Incentive, top to top conversion policy and duty remitted car to all employees once in a life time. They also made strong representations to the Government for the correction of errors, omissions and alleged anomalies to be undertaken by an Independent Body/ Commission rather than the PRB.

- 1.6 It is worth mentioning that in spite of the protests from various quarters, the quasi-totality of public sector employees opted for the revised emoluments and terms and conditions of service and signed the option forms. Some officers who initially expressed their intentions to sign the option forms under protest finally exercised their options before 30 April 2016.
- 1.7 On 07 April 2016, the Ministry for Civil Service and Administrative Reforms (MCSAR) through Circular Note No. 6 invited concerned parties to submit all cases considered to be genuine errors or omissions or alleged anomalies to the PRB through the MCSAR by 30th June 2016 at latest. Thereafter, the PRB would examine the cases and publish an Addendum to the 2016 PRB Report within a period of three months, as decided by Government. Given the tight time frame, the Bureau had to review its strategy for the timely publication of the Addendum Report.
- 1.8 At Paragraph 21.24 of Volume 1 of the 2016 PRB Report, all parties concerned were invited to submit cases they consider to be genuine errors/omissions to the Bureau through the MCSAR within a time frame of three months as from the date of approval of the Report.
- 1.9 During that period of three months, the Bureau, in line with provision made at paragraph 21.23 of Volume 1 of the 2016 PRB Report, mobilised its human resources and arranged for Communication Desks to receive and provide information to all parties concerned on any problem arising out of interpretation and/or implementation of the Report. Officers of the Bureau equally participated in Workshops organised by Federations/Unions to explain the philosophy of the Report and to attend to their queries. During explanatory sessions, emphasis was laid on the role of the Departmental Implementation and Monitoring Committee (DIMC) as well as the Central Implementation and Monitoring Committee (CIMC) in dealing with implementation problems. Stakeholders were also apprised of new recommendations contained in the 2016 PRB Report such as the Medical Insurance Scheme for public officers, Commuted Pension to heirs of a

demised officer while in service, reviewed Passage Benefit Scheme and longer Maternity Leave in case of twins or more, among others.

- 1.10 The Bureau subsequently received some 678 representations from Federations, Staff Associations, individuals, retirees, as well as Management within the date limit and some 199 representations thereafter. It is to be noted that many submissions, both from Management and Unions, continued to flow in even after the deadline up till the month of publication of the Addendum Report. All of them were scrupulously examined.
- 1.11 The MCSAR has also made representations to the Bureau regarding omission and implementation problems arising out of the recommendations of the 2016 PRB Report. As far as conditions are concerned representations have been made regarding the grant of Higher Qualification Incentives, Passage Benefits and Leave, among others. The Bureau has examined all the issues in depth and wherever justified made appropriate changes to facilitate implementation.
- 1.12 While numerous representations were in fact replications of those already submitted and examined in the context of the main Report, others related to issues which can be broadly classified as hereunder:
- Salary increase as compared to others.
 - Salary alignment of similar grades.
 - Changes in relativities which have been systematically established.
 - Increased workload.
 - Alleged downgrading following the deliberate upgrading of a grade or a whole cadre.
 - Erroneous interpretation of the Report.
 - Creation of grades.
 - Restyling of posts.
 - Payment of new allowances.
 - Quantum of allowances.
 - Stagnation on top salary.
 - Re-introduction of retention allowance which was time bound in preceding Reports.
 - Late submission in the context of the main Report.
 - Management failing to submit a complete list of grades.

- Claims for duty remission on cars.
- Extension of Risk Allowance to other grades.

- 1.13 As spelt out above, a great number of the representations received were almost the same as those submitted for the main Report and on which the Federations as well as Unions were given ample time to discuss during meetings held. At times, more than one meeting was held to thrash out issues. In the context of this Report, it was not possible to hear management of organisations, representatives of Federations, Unions and individual employees, in view of the tight time frame on hand which was insufficient to accommodate the large number of hearings that had to be scheduled. However, despite no meeting was held, the Bureau carefully examined all memoranda submitted and even permitted oral representations through the representatives of these stakeholders and wherever expedient, further clarifications and explanations were communicated upon request. Moreover, the *modus operandi* was already spelt out in the MCSAR Circular Note No. 6 of 7th April 2016.
- 1.14 All the representations have been thoroughly scrutinised and only those considered as genuine errors, omissions and alleged anomalies have been retained, examined and corrected where justified. In many instances, the representations did not fall to be looked into by the Bureau as they were either more related to matters devolving upon management or had to be examined on an *ad hoc* basis. In such cases, parties concerned have been informed accordingly.
- 1.15 In examining the representations, the Bureau has taken into consideration the established framework, the pay policy adopted and the main components of the theme of the Report: effective recruitment, career path, importance and use of technology and innovation, continual training and development of employees, a healthy working environment as well as the need for good governance, transparency and responsibility to enhance the performance culture.
- 1.16 Errors and omissions that would have impeded the smooth implementation of recommendations, were expeditiously addressed by way of letter. These decisions together with other corrective measures have been compiled and integrated in the Addendum Report.

- 1.17 The Bureau also carried out, after the publication of the 2016 PRB Report, *ad hoc* exercises to report on new organisations such as the Gambling Regulatory Authority (GRA), the Bagged Sugar Storage and Distribution Unit as well as several Speaking Unions. Since the Mauritius Broadcasting Corporation is still in the process of re-engineering, it has not been possible for the Bureau to report on it.
- 1.18 The recommendations contained in this Addendum Report should in principle be read as an integral part of the 2016 PRB main Report and should take effect as from 01 January 2016 except where otherwise specified.
- 1.19 Except for errors, omissions and alleged anomalies 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.**
- 1.20 We wish to place on record the co-operation and collaboration of both the staff and the official sides and express our thanks to all parties who have been of invaluable assistance to the Bureau in the completion of the whole 2016 PRB Report.

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**2. GENERAL BACKGROUND & RELATED ISSUES  
AND CONDITIONS OF SERVICE  
VOLUME 1 - GENERAL**

**Introduction**

**Page 4**

**Paragraph 1.15**

**2<sup>nd</sup> Line**

**To add after the word “emphasis”:** on

**Page 5**

**Paragraph 1.17**

**11<sup>th</sup> Line**

**To delete the word “ground” and replace by “quality”**

**Paragraph 1.21**

**1<sup>st</sup> Line**

**To add after the words “public sector”:** employees

**Page 6**

**Paragraph 1.25**

**To delete whole content and replace by:**

Those Public Sector employees who have not opted for the revised salaries and conditions of service as recommended by the 2016 PRB Report should be paid compensation in accordance with the Additional Remuneration (2016) Act 2015.

**Review of Schemes of Service and Qualifications**

**Page 77**

**Paragraph 10.32**

**4<sup>th</sup> Line**

**To add after the word “earned”:** prior to this Report

## **Employment on Contract and Alternative Modes of Employment**

Page 112

Paragraph 13.14

3<sup>rd</sup> Line

To delete “para 13.14” and replace by “paragraph 13.13”

## **Retirement and Retirement Benefits – Pension Scheme for the Public Sector**

Page 131

Under Subtitle:

Special Provision for officers drawing salary in scales not exceeding Rs 36575 and at Recommendation 25, paragraph 15.68(a)

To delete the salary point “Rs 36575” and replace by “Rs 39575”

## **Travelling and Car Benefits**

Page 167

To insert after paragraph 18.2.17(h)

Recommendation 2A

18.2.17A We recommend that:

- (i) officers who would have drawn a monthly salary of Rs 75600 and up to Rs 81000 and those who would have drawn a monthly salary in a scale the maximum of which was not less than Rs 75600 with effect from 01.01.13, 01.01.14 and 01.01.15 with the 2013 PRB Report should continue to be eligible for 100% duty exemption on a car of up to 1601 cc as per paragraph 18.2.16 (No. 2) together with payment of travelling allowance as at paragraph 18.2.68 (No. 2) and loan facilities as at paragraphs 18.2.43 (a) and (b); and
- (ii) officers who would have drawn a monthly salary of Rs 50100 or more, with effect from 01.01.13, 01.01.14 and 01.01.15 with the 2013 PRB Report should continue to be eligible for 100% duty exemption on a car of up to 1500 cc as per paragraph 18.2.16 (No. 3) together with a monthly travelling allowance as at paragraph 18.2.68 (No. 2) and loan facilities as at paragraphs 18.2.43 (a) and (b).

**Page 170**

**To insert after paragraph 18.2.20(vi)**

**18.2.20A** We recommend that officers, though less than 50 years, who have never benefitted from duty exemption on a car but drawing a monthly salary of Rs 48600 (2013 PRB Report) with effect from 01.01.15 and those drawing a monthly salary of Rs 36600 or more in a salary scale the maximum of which is not less than Rs 54600 (2013 PRB Report) with effect from 01.01.15 would be eligible, once, for the purchase of a 70% duty exempted car with engine capacity of up to 1400 cc on the same terms and conditions as per relevant provisions at paragraphs 18.2.16 (No. 4) and 18.2.43, except for renewal of a car, provided outstanding loan, if any, is reimbursed

or

opt for a monthly car allowance of Rs 2100 in lieu of duty exemption.

**Page 179**

**Paragraph 18.2.52**

**To delete whole content and replace by:**

**18.2.52** We recommend that:

- (i) officers whose grades are listed at Annex III to this Chapter and who are drawing either a monthly salary of Rs 27850 and above or a salary in a scale the minimum of which is not less than Rs 17050 would be eligible for loan facilities to purchase a car of up to eight years old on the same terms and conditions as at paragraph 18.2.43 (g);
- (i)(A) officers whose grades are listed at Annex III to this Chapter drawing either a monthly salary of Rs 21750 and above (2013 PRB Report) with effect from 01.01.13, 01.01.14 and 01.01.15 or a monthly salary in the scale the minimum of which is not less than Rs 14000 (2013 PRB Report) with effect from 01.01.13, 01.01.14 and 01.01.15 would be eligible for loan facilities to purchase a car of up to eight years old on the same terms and conditions as at para 18.2.43(g); and

- (ii) officers in the above categories would be eligible for refund of mileage and renewal of loan as per provisions at paragraphs 18.2.68 (No. 5) and 18.2.43 (i) respectively and would not be entitled to any duty exemption on the car.

Page 186

To insert after paragraph 18.2.69

- 18.2.69A We recommend the payment of a monthly travel grant of Rs 7250 along with loan facilities to purchase a car on terms and conditions as at paragraph 18.2.43 to officers who would have drawn a monthly salary of Rs 35400 or more, with effect from 01.01.13, 01.01.14 and 01.01.15 with the 2013 PRB Report.
- 18.2.69B We recommend that officers drawing a monthly salary of Rs 33000 (2013 PRB Report) and Rs 34200 (2013 PRB Report) with effect from 01.01.13, 01.01.14 and 01.01.15 as well as those drawing a monthly salary of Rs 35400 or more (2013 PRB Report) with effect from 01.01.13, 01.01.14 and 01.01.15 and who are not in receipt of a travel grant or travelling/petrol allowance, would continue to benefit from a monthly travelling allowance of Rs 2350 or refund of bus fares, whichever is higher.

## **Annex I**

Page 207

### **Under Mauritius Cane Industry Authority**

**To delete** : Field Manager

**To replace by** : Operations Manager (Agricultural Mechanisation)  
*formerly Field Manager*

### **To insert after Financial Reporting Council**

#### **Central Water Authority**

Executive Engineer/Senior Executive Engineer  
*formerly Senior Engineer*  
*Executive Engineer*

Executive Engineer/Senior Executive Engineer (Electrical)  
*formerly Executive Engineer (Electrical)*

## **Annex II**

### **Page 210**

#### **To delete:**

**Civil Aviation Services**

Maintenance Supervisor

Senior Maintenance Supervisor

#### **To replace by:**

**Civil Aviation Department**

Maintenance Supervisor

Senior Maintenance Officer

### **Page 211**

#### **To add under Ministry of Public Infrastructure and Land Transport**

Principal Technical and Mechanical Officer

### **Page 214**

#### **To add under Ministry of Health and Quality of Life**

Senior Specialised Nurse

#### **Under Forestry Services**

**To delete** : Assistant Conservator of Forests

**To replace by** : Assistant Conservator of Forests/ Senior Assistant  
Conservator of Forests  
*formerly Assistant Conservator of Forests*

### **Page 215**

#### **To add under Assay Office**

Scientific Officer (Assay and Gemmology)

### **Page 219**

#### **Chief Commissioner's Office**

##### **Central Administration**

**To delete** : Systems Analyst

**To add** : Assistant Manager, Human Resources (Personal to officers in  
post as at 31.12.15)

**Page 220**

**Deputy Chief Commissioner's Office**

To add:

**Information and Communication Technology Department**                      Systems Analyst

**Gender, Family Welfare and Child Development**                      Family Welfare and Protection Officer

**Commission for Social Security, Employment, Labour and Industrial Relations, Consumer Protection, Trade, Commerce and Licensing**

To add:

**Social Security**                      Principal Social Security Officer  
Senior Social Security Officer

**Page 221**

**Commission for Health and Sports**

**Medical and Health**

To add:                      Principal Inspector (Health and Food Safety)  
Senior Inspector (Health and Food Safety)  
Nursing Supervisor

**Commission for Youth, Community Development, Library Services, Archives and Museum**

**Arts and Culture**

To add:                      Senior Culture Officer  
Culture Officer

To add:

**Community Development**                      Social Welfare Officer

**Page 225**

**To add under Private Secondary Schools Authority**

Safety and Health Officer/Senior Safety and Health Officer

**Page 227**

**To add under Wastewater Management Authority**

Safety and Health Officer/Senior Safety and Health Officer

## **Annex III**

### **CIVIL SERVICE**

#### **Page 231**

#### **To add under Ministry of Social Security, National Solidarity and Reform Institutions the following grades:**

Principal Officer, Rehabilitation Youth Centre

Senior Officer, Rehabilitation Youth Centre

Officer, Rehabilitation Youth Centre

Principal Woman Officer, Rehabilitation Youth Centre

*formerly Principal Female Officer, Rehabilitation Youth Centre*

Senior Woman Officer, Rehabilitation Youth Centre

*formerly Senior Female Officer, Rehabilitation Youth Centre*

Woman Officer, Rehabilitation Youth Centre

*formerly Female Officer, Rehabilitation Youth Centre*

#### **To add under the Mauritius Police Force the following grades:**

Inspector of Police

Band Inspector

Woman Police Inspector

Sub-Inspector of Police

Band Sub-Inspector

Woman Police Sub-Inspector

Police Sergeant

Band Sergeant

Woman Police Sergeant

Police Corporal

Band Corporal

Woman Police Corporal

Police Constable

Band Constable

Woman Police Constable

#### **To add under Mauritius Prisons Services the following grades:**

Principal Woman Prisons Officer

*formerly Principal Female Prisons Officer*

Principal Prisons Officer

Prisons Officer Grade I (Personal)

Woman Prisons Officer/Senior Woman Prisons Officer

*formerly Female Prisons Officer/ Senior Female Prisons Officer*

Prisons Officer/Senior Prisons Officer

Page 232

**RODRIGUES REGIONAL ASSEMBLY**

**To add the following grades:**

- Insecticide Sprayer Operator
- Community Health Rehabilitation Officer
- Senior Coach
- Mortuary Attendant (Roster)
- Ambulance Care Attendant (Shift)
- Cook (Roster)
- Principal Prisons Officer
- Prisons Officer Grade I (Personal)
- Prisons Officer/Senior Prisons Officer
- Woman Prisons Officer/Senior Woman  
Prisons Officer  
*formerly Female Prisons Officer/Senior  
Female Prisons Officer*

**VACATION LEAVE**

Page 247

**To insert after paragraph 18.4.32**

**18.4.32A We also recommend that, in case of demise of an officer holding a substantive appointment, the balance of vacation leave standing to the credit of the deceased officer should be refunded at the rate of 1/30 of the last monthly salary per day to the heirs.**

**SICK LEAVE**

Page 253

**To add after Paragraph 18.4.54**

**Sick Leave on Saturday for employees working on a six-day week basis**

**Recommendation 10A**

**18.4.54A We recommend that absence on account of sickness on a Saturday should be reckoned as half-day sick leave for employees working on a six-day week basis and scheduled to work up to a maximum of four hours on a Saturday.**

**18.4.54B In the event a Supervising Officer or any officer acting on his behalf suspects malingering, he may require the employee to submit a Medical Certificate from a Government Medical Officer.**

## LEAVE WITHOUT PAY

Page 259

Paragraph 18.4.82C

Last Line

**To add** : The initial contract refers to the first contract of the spouse irrespective of the fact that the latter is a public officer or not. In the event the spouse, who is a public officer, leaves the public sector and is offered employment under a new contract, whether by the same or a different employer, the initial contract remains the first contract.

Page 260 – 261

Paragraph 18.4.88(i)

**To delete whole content and replace by:**

(i) **An officer who has been granted leave without pay for one purpose should not be granted extension of leave without pay for another purpose unless and until he/she resumes duty at the expiry of the leave.**

Page 270

Paragraph 18.5.19(vii)

**To delete whole content and replace by:**

(vii) “Refund of lateness may be allowed by working beyond 4.00 p.m. and up to 4.30 p.m. **(on five-day week basis)** and beyond 3.30 p.m. and up to 4.00 p.m. **(on six-day week basis)** with the approval of the Supervising Officer”.

Page 272

**To insert after paragraph 18.5.21**

18.5.21A In the context of this Report, we have received representations that the provision made at paragraph 18.5.19 (vi) for the deduction of late arrivals from casual leave entitlement in the first instance, is causing prejudice to officers for whom all their casual leave entitlement will be used to compensate for tardiness which is beyond their control. As such, it has been proposed that officers should be left with the choice to deduct their hours of tardiness either from the vacation leave or casual leave entitlement. ***We have analysed the representation and consider that an in-depth study needs to be carried out to enable the formulation of appropriate recommendations.***

**Recommendation 3A**

**18.5.21B** We recommend that the Ministry of Civil Service and Administrative Reforms should mandatorily conduct a survey to gauge the extent to which the recommendation made at paragraph 18.5.19 (vi) Volume I of the 2016 PRB Report has been implemented in the Public Sector. In the light of the survey results and the views of the MCSAR thereon, appropriate measures would be taken on *ad hoc* basis, subject to the approval of the High Powered Committee.

**INCREMENT AND INCREMENTAL CREDIT**

**Page 293**

To add after paragraph 18.9.5

**18.9.5A** We further recommend that incremental credit for experience under paragraph 18.9.5 should be payable as from the date of application.

**Page 297**

**Paragraph 18.9.17**

**3<sup>rd</sup> Line**

To delete : “hierarchy”

To insert after paragraph 18.9.18

**18.9.18A** We additionally recommend that the Standing Committee should devise such regulations or principles as may be necessary to deal with the award of HQI as well as the smooth transition from the grant of Incremental Credit for Additional Qualifications to HQI.

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3. CIVIL SERVICE

VOLUME 2 - PART I

TABLE OF CONTENTS

Under Chapter 15

“Civil Aviation Services” should read “Civil Aviation Department”

THE JUDICIARY

Page 31

Under Salary Code 12 054 081

To delete: Legal Research Assistant

Page 34

To insert after Salary Code 16 025 062

**25 023 052 : Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 –
17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 –
23975**

Plumber and Pipe Fitter

**24 016 043 : Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 –
15750 x 325 – 17700 x 375 – 19200**

Stores Attendant

PUBLIC AND DISCIPLINED FORCES SERVICE COMMISSIONS

Page 37

To delete Salary Code 12 066 085 and whole content

To replace by:

**12 065 085 : Rs 34350 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x
1625 – 62950**

Legal Officer (New Grade)

LOCAL GOVERNMENT SERVICE COMMISSION

Page 53

To delete Salary Code 24 015 040 and whole content

To replace by :

**24 015 041 : Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 –
15750 x 325 – 17700 x 375 – 18450**

Handy Worker

NATIONAL HUMAN RIGHTS COMMISSION

Page 55

To delete Salary Code 12 000 102

To replace by Salary Code 12 000 107

PRIME MINISTER'S OFFICE

Page 66

To delete Salary Code 02 079 094 and Salary Scale

To replace by :

**02 079 095 : Rs 53200 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350 x
2825 – 80000 x 3000– 86000**

STRATEGIC POLICY AND PLANNING DEPARTMENT

Page 76

Subparagraph 14.57 (ii)

To delete whole content and replace by:

- (ii) appointment to the grade of Lead Strategic Policy and Planning Officer should, in future, be made by selection from among officers in the grade of Strategic Policy and Planning Officer/Senior Strategic Policy and Planning Officer possessing a Degree in Economics or an equivalent qualification and reckoning at least six years' experience in strategic policy and planning issues;**

Page 77

To delete whole content and replace by:

**STRATEGIC POLICY AND PLANNING DEPARTMENT
SALARY SCHEDULE**

<i>Salary Code</i>	<i>Salary Scale and Grade</i>
01 000 107	Rs 140000 Director-General, Strategic Policy and Planning (New Grade)
01 000 105	Rs 119000 Director, Strategic Policy and Planning <i>formerly Director, Strategic Policy Unit</i>
01 086 095	Rs 64800 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000 Lead Strategic Policy and Planning Officer <i>formerly Lead Analyst Strategic Policy Unit</i>
01 054 085	Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Strategic Policy and Planning Officer/Senior Strategic Policy and Planning Officer <i>formerly Analyst/Senior Analyst, Strategic Policy Unit</i>

GOVERNMENT INFORMATION SERVICE

Page 84

To delete Salary Code 10 029 062 and whole content

To replace by:

10 028 060 : Rs 14325 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175

Publicity/Documentation Officer

FORENSIC SCIENCE LABORATORY

Page 92

To add after paragraph 14.101

14.101A We also recommend that officers of the Forensic Technologist cadre in post as at 31.12.15, drawing a higher quantum as Risk Allowance than what is recommended at paragraph 14.101 above, should continue to draw same on a personal basis.

CIVIL STATUS DIVISION

Page 99

Under Salary Code 18 027 060

To delete Salary Scale and replace by:

**Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 –
21950 x 625 – 23200 x 775 – 30175**

To delete Salary Code 24 001 038 and whole content

NATIONAL DEVELOPMENT UNIT

Page 104

**To delete paragraph 14.1.13 and whole content and ensuing paragraph numbers
be amended accordingly**

Page 106

Under Salary Code 26 096 098

**To delete : Chief Project Manager (Personal to holder in post as at
31.12.15)**

To replace by: Chief Project Manager

To delete Salary Code 26 085 095 and whole content

MAURITIUS POLICE FORCE

Page 111

Paragraph 14.2.13

2nd Line

**To delete the words “the abolition of both positions” and replace by: both positions
to be listed for abolition.**

3rd Line

To delete the word: “with” and replace by: upon

Page 112

Recommendation 4

Paragraph 14.2.15(i)

2nd Line

To delete the word “abolished” and replace by: listed for abolition.

Paragraph 14.2.15(ii)

To delete whole content and to replace by:

- (ii)** in future, the grade of Police Constable should be filled by appointment of Trainee Police Constables (Male) who have successfully completed their training OR by selection from among candidates aged not less than 18 years and not more than 28 years, possessing a Cambridge School Certificate with at least a pass in English and Mathematics or Principles of Accounts or an equivalent qualification acceptable to the Disciplined Forces Service Commission. Candidates should also possess a good physique, have a normal eyesight (without glasses or contact lenses), be able to undergo strenuous physical exercise and be computer literate.
- (ii)A** in future, the grade of Woman Police Constable should be filled by appointment of Trainee Police Constables (Female) who have successfully completed their training OR by selection from among candidates aged not less than 18 years and not more than 28 years, possessing a Cambridge School Certificate with at least a pass in English and Mathematics or Principles of Accounts or an equivalent qualification acceptable to the Disciplined Forces Service Commission. Candidates should also possess a good physique, have a normal eyesight (without glasses or contact lenses), be able to undergo strenuous physical exercise and be computer literate.

Paragraph 14.2.15(iii)

To delete whole content and replace by:

- (iii)** in future, the grade of Band Constable should be filled by appointment of Trainee Band Constables who have successfully completed their training OR by selection from among candidates aged not less than 18 years and not more than 35 years, possessing a Cambridge School Certificate in at least five subjects including English Language or an equivalent qualification acceptable to the Disciplined Forces Service Commission. Candidates should also possess a good physique, have a normal eyesight (without glasses or contact lenses), be able to undergo strenuous physical exercise and be computer literate.

Page 113

To delete subheading: “Extension of Trade Pay” and whole content of paragraphs 14.2.18 and 14.2.19 and replace by:

Allowance to drive Specialised Vehicles

14.2.18 The Federation has submitted that a few Police Officers posted at the Special Mobile Force and Special Supporting Unit possessing specific licences, are required on a regular basis to drive specialised vehicles. In this context request has been made for the grant of an allowance on account of this additional competency. The Bureau views that there is some merit in the case and is, therefore, making provision for the payment of an allowance to these officers.

Recommendation 5

14.2.19 **We recommend that a monthly allowance of Rs 400 should be paid to Police Officers of the Special Mobile Force and Special Supporting Unit who are regularly required to drive specialised vehicles in respect of which they possess a specific driving licence.**

Page 114

After paragraph 14.2.24

Subheading “Trainee Police Constable (Personal)” should read “Trainee Police Constable”

Recommendation 8

Paragraph 14.2.27

2nd Line

To delete the word “(Personal)”

Page 117 - 118

Risk Allowance

To add after paragraph 14.2.46

14.2.46A **We further recommend that in the event the quantum of allowance payable to Police Officers for Risk Allowance as per Category III above is lower than that drawn as at 31 December 2015, incumbents should continue to be paid the higher quantum on a personal basis.**

Page 122

Driving Allowance

To add in 2nd column of Table:

- (iii) in the event the quantum of allowance payable to Police Officers for Driving Allowance as per (i) and (ii) above is lower than that drawn as at 31 December 2015, incumbents should continue to be paid the higher quantum on a personal basis.

Diving Allowance

To delete part (ii) and replace by:

- (ii) Police Officers acting as Dive Leader during official underwater interventions should be paid a Diving Allowance of Rs 735 per dive.

To insert:

- (iii) For implementation purpose, the qualified diver acting as Dive Leader in an official underwater intervention should be paid only the Diving Allowance as provided at (ii) above.

Page 122 - 123

Duty Allowance

To delete whole content in 2nd and 3rd columns of Table and replace as follows:

In 2nd column : **Police Officers of the Special Mobile Force and National Coast Guard for shouldering higher responsibilities.**

In 3rd column : **Rs 250 per month.**

Page 124

Special Allowance

2nd column

6th Line

To delete the word “private” and replace by “pirate”

Page 125

To delete paragraph 14.2.59 and whole content

To replace by:

- 14.2.1 **We further recommend that Trainee Police Medical Officer, Police Medical Officer/Senior Police Medical Officer, Principal Police Medical Officer and Chief Police Medical Officer be respectively**

paid an in-attendance allowance of Rs 285, Rs 665, Rs 775 and Rs 825 per hour inclusive of travelling time when they are required to perform medico-legal examination while on call.

Page 126

Paragraph 14.2.61

1st Line

To delete : 24.81

To replace by : 23.81

To insert after paragraph 14.2.63

Provision for Smart Phones

Recommendation 25A

14.2.63A We recommend that the provision made at paragraph 23.67 under Ministry of Health and Quality of Life in respect of smart phones be extended to members of the Medical and Dental Professions in the Police Medical and Scientific Unit.

Page 129

Under Salary Code 14 024 026

**To delete : Trainee Band Constable (Personal)
Trainee Police Constable (Personal)**

**To replace by : Trainee Band Constable
Trainee Police Constable**

GOVERNMENT PRINTING

Page 137

**To delete : Salary Code 16 043 066
Salary Scale Rs 19200 x 375 – 19575 x 475 –21950 x 625 –
23200 x 775 –32500 x 925 –35275 and whole content**

Under Salary Code 16 043 067, after Pre-Press Operator (Roster)

To insert : Senior Printer's Mechanic (Roster)

METEOROLOGICAL SERVICES

Page 148

To delete paragraph 14.4.54 and whole content

To replace by:

14.4.54 We recommend that the Chief Meteorological Telecommunications Technician, Deputy Chief Meteorological Telecommunications Technician and the Principal Meteorological Telecommunications Technician who are required to provide formal as well as classroom training to new recruits of the Meteorological Services, be paid a fee of Rs 340 per session of 1¼ and 1½ hours.

MAURITIUS PRISON SERVICE

Page 156

After paragraph 14.5.23

To delete subheading “Confinement Allowance” and replace by “Special Allowance”

Page 170

Under Salary Code 24 024 050

To delete Salary Scale and replace by:

Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 - 22575

DEPUTY PRIME MINISTER’S OFFICE, MINISTRY OF TOURISM AND EXTERNAL COMMUNICATIONS

EXTERNAL COMMUNICATIONS - CIVIL AVIATION SERVICES

Page 175

The title “Civil Aviation Services” should read Civil Aviation Department

Paragraph 15.13

1st Line

To delete the word “Leisure”

Page 183

Paragraph 15.57

To delete from 3rd row of table: Chief Officer

To replace by : Senior Engineer (CNS)

Pages 184 and 185

Shift Work

Paragraph 15.66

- To delete** : General Worker
- To delete** : Senior Technician (Mechanical)
- To delete** : Telephonist
- To insert** : Aviation Telephonist

MINISTRY OF FINANCE AND ECONOMIC DEVELOPMENT

Page 218

SALARY SCHEDULE

To delete Salary Code 01 095 097 and whole content

ASSESSMENT REVIEW COMMITTEE

Page 222

- To delete** : Salary Code 12 054 081
- To replace by** : 12 054 079

INDEPENDENT REVIEW PANEL

Page 225

Recommendation 7

Paragraph 18.29

To delete whole content and replace by:

- 18.29** We recommend the creation of a grade of Secretary, Independent Review Panel on the establishment of the Independent Review Panel. Appointment thereto should be made by selection from among candidates possessing a Degree in Management or Business Administration or Public Administration or Law from a recognised institution or an equivalent qualification; and reckoning at least three years' experience in administrative/managerial duties.

Page 226

To delete Salary Code 12 000 107 and whole content

To delete Salary Code 12 000 102 and whole content

FINANCIAL OPERATIONS CADRE

Page 228

Recommendation 9

Paragraph 18.39

To delete whole content and replace by:

18.39 We recommend that the grade of Assistant Manager, Financial Operations (Future Holder) should be filled by promotion, on the basis of merit and experience, of officers in the grade of Principal Financial Operations Officer (New Grade) possessing a Degree in Public Sector Financial Management or Accountancy or Finance or Mathematics or Statistics from a recognised institution or an equivalent qualification or a pass at the final examination required for admission to membership of a recognised professional accounting body and reckoning at least four years' service in a substantive capacity in the grade or an aggregate of four years' service in a substantive capacity in the grades of Financial Officer/Senior Financial Officer and Principal Financial Operations Officer (New Grade).

INTERNAL CONTROL CADRE

Page 232

Recommendation 12

Paragraph 18.51

To delete whole content and replace by:

18.51 We recommend that appointment to the grade of Assistant Manager, Internal Control (Future Holder) should be filled by promotion, on the basis of merit and experience, of officers in the grade of Principal Internal Control Officer (New Grade) possessing a Degree in Public Sector Financial Management or Accountancy or Finance or Mathematics or Statistics from a recognised institution or an equivalent qualification or a pass at the final examination required for admission to membership of a recognised professional accounting body and reckoning at least four years' service in a substantive capacity in the grade or an aggregate of four years' service in a substantive capacity in the

grades of Internal Control Officer/Senior Internal Control Officer and Principal Internal Control Officer (New Grade).

PROCUREMENT AND SUPPLY CADRE

Page 238 - 239

Paragraph 18.75

To delete whole content and replace by:

18.75 We recommend that the grade of Assistant Manager (Procurement and Supply) (Future Holder) should be filled by promotion, on the basis of merit and experience, of officers in the grade of Principal Procurement and Supply Officer (New Grade) possessing a Degree in Purchasing and Supply Management and reckoning at least four years' service in a substantive capacity in the grade or an aggregate of four years' service in a substantive capacity in the grades of Procurement and Supply Officer/Senior Procurement and Supply Officer and Principal Procurement and Supply Officer (New Grade).

CENTRAL PROCUREMENT BOARD

Page 245

To delete Salary Code 01 095 097 and whole content

To replace by:

01 000 100 : Rs 101000

Chief Executive, Central Procurement Board (New Grade)

Page 246

Under Salary Code 01 075 089

To add : Deputy Secretary, Central Tender Board (Personal)

CORPORATE AND BUSINESS REGISTRATION DEPARTMENT

Page 262

To delete Salary Code 18 054 074 and replace by 18 058 074

MINISTRY OF TECHNOLOGY, COMMUNICATION AND INNOVATION

Page 281

Paragraph 19.68

6th and 11th Lines

To add after the words "Information Technology": or Software Engineering

Page 285

To delete Salary Code 04 044 069 and whole content and replace by:

04 030 069 : Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 –
19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 –
37125 x 1225 – 38350

Computer Support Officer/Senior Computer Support Officer
(Roster)

formerly Computer Support Officer (Roster)

Senior Computer Support Officer (Roster)

MINISTRY OF YOUTH AND SPORTS

Page 292

To insert after paragraph 20.26

Provision for Smart Phones

Recommendation 7A

20.26A We recommend that the provision made at paragraph 23.67 under
Ministry of Health and Quality of Life in respect of smart phones be
extended to the Sports Medical Officers.

Page 295

To delete Salary Code 09 042 070 and whole content

To replace by:

09 042 071 : Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 –
32500 x 925 - 37125 x 1225 – 38350 QB 39575 x 1225 – 40800

Sports Nursing Officer

**MINISTRY OF PUBLIC INFRASTRUCTURE AND LAND TRANSPORT
ENERGY SERVICES DIVISION**

Page 324

Under Salary Code 22 047 069

To delete Salary Scale and replace by:

**Rs 21000 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 –
38350**

Under Salary Code 22 032 062

To delete Salary Scale and replace by:

**Rs 15450 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 –
23200 x 775 – 31725**

LAND TRANSPORT DIVISION

Page 330

Under Salary Code 20 038 063

To delete Salary Scale and replace by:

Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500

NATIONAL TRANSPORT AUTHORITY

Page 333

Paragraph 21.87

3rd Line

To delete : Senior

To replace by : Principal

**MINISTRY OF EDUCATION AND HUMAN RESOURCES, TERTIARY
EDUCATION AND SCIENTIFIC RESEARCH**

Page 346

To insert after Paragraph 22.41

22.41A The Ministry has submitted that with the above mentioned provisions, an anomalous situation may arise whereby officers who would be promoted to the post of DHM/DHT in 2016 would draw a higher salary than those DHMs/DHTs already in post as at 31.12.15. **The Bureau has carefully examined the matter and is of the view that, in the event such a situation arises, this matter, which is an**

implementation issue, should be looked into by the Departmental Implementation and Monitoring Committee and, if unresolved, it should be forwarded to the Central Implementation and Monitoring Committee as stipulated at paragraph 21.35 of the 2016 PRB Report (Volume 1).

Page 350

Paragraph 22.62

2nd Line

To add after “*Educator (Primary)*”: Primary School Educator (Oriental Languages) (Personal) *formerly Teacher/Senior Teacher (Oriental Languages) and Teacher/Senior Teacher (Oriental Languages) (ACE)*;

Paragraph 22.63

3rd Line

To add after “*Educator (Primary)*”: Primary School Educator (Oriental Languages) (Personal) *formerly Teacher/Senior Teacher (Oriental Languages) and Teacher/Senior Teacher (Oriental Languages) (ACE)*;

Page 350 - 351

Paragraph 22.64

To delete last sentence from 8th to 12th Lines

Page 351

To insert after paragraph 22.64

22.64A We further recommend that following appointment of Primary School Educators and Primary School Educators (Oriental Languages) (Personal) on secondment at the Specialised Schools to the grade of Educator (SEN), incumbents should be granted:

- (i) EITHER the next incremental salary point obtained on integration of the monthly allowance of Rs 3255 into their salary which should then lapse OR**
- (ii) increments in accordance with paragraph 18.8.9 in Volume 1 of the 2016 PRB Report; whichever is the higher, subject to the revised top salary of the grade.**

Page 369

To delete:

06 085 095 : **Rs 89000 x 3000 – 95000**
Director Quality Assurance
Director (Health and Wellness)
formerly Director (Health and Welfare)

Under Salary Code 06 000 100

To add : Director, Quality Assurance
Director (Health and Wellness)
formerly Director (Health and Welfare)

Page 371

Under Salary Code 06 061 077

To add : Head, SEN Resource Centres [Possessing Diploma (SEN)]

Page 372

Under Salary Code 06 034 070

To delete : Educational Social
To replace by : Educational Social Worker

Page 373

To delete Salary Code 02 075 087 and whole content

To replace by:

02 075 089 : **Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450**
Principal Human Resource Analyst

To delete Salary Code 02 069 083 and whole content

To replace by:

02 069 085 : **Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Senior Human Resource Analyst

Page 377

Under Salary Code 24 019 045

To add : Office Helper (Ex SPI)

Page 378

Under Salary Code 24 001 038

To add : General Worker (Ex SPI)

MINISTRY OF HEALTH AND QUALITY OF LIFE

Page 387

To insert after paragraph 23.32

23.32A However, should the quantum of the allowances recommended at Paragraph 23.32 above be lower than what officers of the medical group in post as at 31.12.15 are currently drawing, they should continue to draw, on a personal basis, the amount to which they were entitled prior to this Report.

Page 393

To delete : (i) and whole content

To replace by :

(i) paid a maximum allowance of Rs 11550 annually and be cumulative over a period of maximum three years to meet the expenses towards their professional development on presentation of documentary evidence and the counter for eligibility to continuing professional development be reset to zero every four years or once they have benefited from same, whichever the earlier; and

Page 396

Paragraph 23.86

2nd Line

To delete : Rs 89000

To replace by : Rs 86000

Pages 401 and 402

The appellation "Diploma in Pharmacy Technician" wherever it appears should read "**National Pharmacy Technician Diploma**".

Pages 410 to 418

The appellation "Health Care Attendant/Senior Health Care Attendant" wherever it appears should read "**Health Care Assistant/Senior Health Care Assistant**".

Page 414

Paragraph 23.179

To delete whole content and replace by:

23.179 We recommend that the Ministry of Health and Quality of Life should effect the payment of travelling allowance to eligible Trainee Nurses *formerly Student Nurses* for at least ten working days monthly.

Page 425

To delete Salary Code 09 042 069 and whole content

To replace by:

09 042 071 : Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350 QB 39575 x 1225 – 40800

Blood Bank Officer

Page 437

To delete Salary Code 09 046 067 and whole content

To replace by:

09 046 068 : Rs 20525 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125

Senior Health Records Clerk

Page 439

To insert after paragraph 23.259

Recommendation 78A

23.259A However, should the quantum of the allowance recommended at paragraph 23.259 above be lower than what Officers of the Medical Laboratory Technologist Cadre in post as at 31.12.15 are currently drawing, they should continue to draw, on a personal basis, the amount to which they were entitled prior to this Report.

Page 443

To insert after paragraph 23.282

Recommendation 86A

23.282A However, should the quantum of the allowance recommended at paragraph 23.282 above be lower than what Officers of the Medical Imaging Technologist Cadre in post as at 31.12.15 are currently drawing, they should continue to draw, on a personal basis, the amount to which they were entitled prior to this Report.

Page 455

To delete Salary Code 09 032 065 and whole content

To replace by:

**09 032 067 : Rs 15450 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475
– 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200**

Senior Speech and Hearing Therapy Assistant (New Grade)

To add after paragraph 23.335

Allowance to Telephonist

Recommendation 98A

23.335A We recommend that the seniormost officer in the grade of Telephonist who shoulders additional responsibilities as well as exercises general supervision of Telephonists, besides performing the duties of the grade, should continue to be paid an allowance equivalent to one increment at the point reached in the scale or Rs 460 whichever is the higher. This recommendation should equally apply to the seniormost Telephonist posted at Brown Sequad Mental Health Care Centre and the Subramaniam Bharati Eye Hospital.

Page 458 - 459

Paragraph 23.355

7th Line

To delete : Chapter 22

To replace by : Chapter 11

Page 459

Paragraph 23.362

4th Line

To delete : 18.15.23

To replace by : 18.15.30

Page 464

Subparagraph 23.391(i)

4th Line

To delete : 18.15.23

To replace by : 18.15.30

OPERATIONS SUPPORT SERVICES

Page 482

Under Salary Code 25 041 060

To add : Chief Tradesman

MINISTRY OF LOCAL GOVERNMENT

MAURITIUS FIRE AND RESCUE SERVICE

Page 494

Recommendation 6

Paragraph 24.1.20

2nd and 3rd Lines

To delete the words “equivalent to one increment”

To replace by : equivalent to one increment at the point reached in their respective salary scale.

Risk Allowance

To add after paragraph 24.1.23

24.1.23A We further recommend that in the event the quantum of allowance payable to eligible officers as per paragraph 24.1.23 is lower than that drawn as at 31 December 2015, incumbents should continue to be paid the higher quantum on a personal basis.

Page 495

Recommendation 9

Paragraph 24.1.28

5th Line

To delete “Rs 640 per hour” and replace by:

“Rs 640 for the first three hours and on a pro-rata basis for any additional hour of work put in”.

Page 496

Allowance to drive heavy specialized vehicles

To add after paragraph 24.1.34

24.1.34A We further recommend that in the event the quantum of allowance payable to eligible officers as per paragraph 24.1.34 is lower than that drawn as at 31 December 2015, incumbents should continue to be paid the higher quantum on a personal basis.

MINISTRY OF FOREIGN AFFAIRS, REGIONAL INTEGRATION AND INTERNATIONAL TRADE

Page 513

To delete Salary Code 18 050 068 and whole content

To replace by:

18 050 069 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350

Industrial Property Officer

ATTORNEY-GENERAL’S OFFICE

Page 520

To insert after paragraph 27.27

27.27A We also recommend that the present Director of Public Prosecutions continues to be paid, on a personal basis, a monthly pensionable allowance to bring his salary at par with the Senior Puisne Judge.

Page 524

To delete paragraph 27.56 and replace by:

27.56 These allowances have, however, not been extended to the officers of the Attorney-General's Office who are likewise required to work outside normal working hours, during weekends and public holidays, as well as undertaking specialized tasks in the specialized units of the Attorney-General's Office.

Page 525

Recommendation 12

To delete paragraph 27.59 and replace by:

27.59 **We recommend that officers of the Attorney-General's Office who are effectively required to work over and above their normal working hours, during weekends and public holidays in the Legislative Drafting Unit, to meet the tight legislative deadlines for implementing Government policy in a timely manner should be paid a monthly allowance as follows: Rs 25000 Senior State Counsel (Team Leader); Rs 23000 State Counsel; and Officer of the Legal Assistant Cadre Rs 9700, upto the next Overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector.**

Recommendation 13

To delete paragraph 27.60 and replace by:

27.60 **We also recommend that designated officers posted in and officers in charge of the Human Rights Unit, the Specialist Tribunals Unit, the International Trade Unit, the Intellectual Property Unit, the International Cooperation in Legal Matters Unit (Extradition and Mutual Assistance) and the Public International Law Unit who are invariably called upon to work long hours, over and above their normal working hours, be paid a monthly allowance of Rs 5000 and Rs 10000 respectively.**

Page 529

To delete Salary Code 12 055 081 and whole content

To delete:

12 035 070 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325

Legal Support Officer/Senior Legal Support Officer (New Grade)

To replace by:

12 035 072 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325

Legal Support Officer/Senior Legal Support Officer (New Grade)

OFFICE OF THE DIRECTOR OF PUBLIC PROSECUTIONS

Page 530

To insert after Salary Code 14 055 081

05 044 072 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325

Law Library Officer

MINISTRY OF AGRO-INDUSTRY AND FOOD SECURITY

AGRICULTURAL SERVICES

Page 535

Subparagraph 28.22 (iv)

1st and 2nd Lines

To add after the words “newly recruited Agricultural Support Officers/Senior Agricultural Support Officers”: and incumbents in post as at 31.12.15

Page 538

Paragraph 28.38

5th Line

To delete : 21.24 (i)

To replace by : 21.14 (i)

Page 540

Paragraph 28.47

4th Line

To delete : 18.15.23

To replace by : 18.15.30

FORESTRY SERVICES

Page 548

To insert after paragraph 28.88

Assistant Conservator of Forests

Recommendation 20A

28.88A We recommend that the grade of Assistant Conservator of Forests be restyled Assistant Conservator of Forests/Senior Assistant Conservator of Forests.

28.88B We further recommend that Management should amend the scheme of service of the grade of Assistant Conservator of Forests/Senior Assistant Conservator of Forests, *formerly Assistant Conservator of Forests*, with a view to enrich its duties.

Paragragph 28.90

“Assistant Conservator of Forests” should read Assistant Conservator of Forests/Senior Assistant Conservator of Forests *formerly Assistant Conservator of Forests*.

Page 557

Under Salary Code 19 061 076

To add : Warehouse Supervisor (Ex-Tobacco Board) (Personal)

Page 560

To delete Salary Code 08 023 057 and whole content

Under Salary Code 10 029 062

To delete : Visual Artist (Graphics)

To insert after Salary Code 25 049 063

10 029 063 : Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375
– 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500

Visual Artist (Graphics)

Page 561

To insert after Salary Code 24 040 061

**24 027 056 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 –
19575 x 475 – 21950 x 625 – 23200 x 775 – 27075**

Leading Hand/Senior Leading Hand
formerly Leading Hand

Page 563

Under Salary Code 24 027 051

To delete : Leading Hand

Page 566

To delete Salary Code 19 055 082 and whole content

To replace by :

**19 055 085 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x
1525 – 49950 x 1625 – 62950**

Assistant Conservator of Forests/Senior Assistant
Conservator of Forests
formerly Assistant Conservator of Forests

Page 569

To insert after Salary Code 24 018 044

**24 016 042 : Rs 11200 x 250 – 11450 x 260 - 14050 x 275 – 15150 x 300 –
15750 x 325 – 17700 x 375 – 18825**

General Development Worker
formerly Tobacco Grader (Ex-Tobacco Board) (Personal)

Under Salary Code 24 015 040

**To add : General Development Worker
*formerly Warehouse Operative (Ex-Tobacco Board)
(Personal)***

NATIONAL PARKS AND CONSERVATION SERVICE

Page 572

Under Salary Code 24 015 040

**To add : General Development Worker
*formerly Warehouse Operative (Ex-Tobacco Board)
(Personal)***

EX – CANE PLANTERS AND MILLERS ARBITRATION AND CONTROL BOARD

Page 573

To delete Salary Code 24 022 058 and replace by 24 022 053

MINISTRY OF GENDER EQUALITY, CHILD DEVELOPMENT AND FAMILY WELFARE

Page 608

To insert after paragraph 31.18

31.18A We also recommend that officers working in the Child Development Unit and Family Welfare and Protection Unit, in post as at 31.12.15, drawing a higher quantum as Risk Allowance than what is recommended at paragraph 31.18 above, should continue to draw same on a personal basis.

Page 608 - 609

Paragraph 31.24

5th and 6th Lines

To delete the words: in consonance with the level of duties being performed by incumbents.

To insert after paragraph 31.25

31.25A We also recommend that:

- (i) Management should amend the scheme of service of the grade of Psychologist/Senior Psychologist, *formerly Psychologist*, with a view to enrich its duties; and
- (ii) the seniormost Psychologist/Senior Psychologist, *formerly Psychologist*, be paid a monthly allowance equivalent to one increment at the salary point reached in the salary scale for assuming supervisory functions.

Paragraph 31.26

3rd Line

To add after the words “Counselling Psychology”: or Psychology with specialisation in Clinical Psychology.

Page 613

Under Salary Code 23 075 091

To delete: Head, Home Economics Unit (Personal)

To replace by: Head, Home Economics Unit

MINISTRY OF BUSINESS, ENTERPRISE AND COOPERATIVES

Business and Enterprise Division

Page 625

To insert after Salary Code 02 054 081

**24 022 051 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 –
17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**

Driver

**MINISTRY OF SOCIAL SECURITY, NATIONAL SOLIDARITY AND
REFORM INSTITUTIONS**

Page 637

To insert after paragraph 34.49

Provision for Smart Phones

Recommendation 11 A

**34.49A We recommend that the provision made at paragraph 23.67 under
Ministry of Health and Quality of Life in respect of smart phones
should be extended to the Assistant Director, Medical Unit and the
Director, Medical Unit.**

Page 650

To delete : Salary Code 23 032 064

To replace by : Salary Code 23 034 064

Page 653

To insert after Salary Code 24 022 051

**24 001 038 : Rs 7800 x 200 – 8000 x 205 – 8820 x 230 – 10200 x 250 –
11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 –
17375**

General Worker

**MINISTRY OF OCEAN ECONOMY, MARINE RESOURCES,
FISHERIES, SHIPPING AND OUTER ISLANDS**

Page 659

Subparagraph 35.15 (i)

1st Line

To delete : 2018

To replace by : 2019

4th Line

To add after the words “Fisheries Science”: or a diploma in Fisheries Enabled Services or an equivalent qualification.

Page 660

Subparagraphs 35.15 (ii) – 3rd Line, 35.15 (iii) and 35.15 (iv) – 2nd Line

To add after the words “Fisheries Science”: or a diploma in Fisheries Enabled Services or an equivalent qualification.

Page 663

To add after paragraph 35.31

35.31A We also recommend that officers of the Fisheries Protection Service, in post as at 31.12.15, drawing a higher quantum as Special Duty Allowance than what is recommended at paragraph 35.31 above, should continue to draw same on a personal basis.

FISHERIES DIVISION

Page 664

Paragraph 35.36

4th Line

To delete : 18.15.23

To replace by : 18.15.30

Page 674

Under Salary Code 19 050 069

To delete Salary Scale and replace by:

Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 QB 38350

Under Salary Code 19 043 063

To delete Salary Scale and replace by:

Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500

Page 680

To delete Salary Code 13 044 063 and replace by 13 043 063

**MINISTRY OF ENVIRONMENT, SUSTAINABLE DEVELOPMENT,
DISASTER AND BEACH MANAGEMENT**

Page 685

Paragraph 36.17

3rd Line

To delete : Government Information Service (GIS)

To replace by : Geographic Information System (GIS)

MINISTRY OF CIVIL SERVICE AND ADMINISTRATIVE REFORMS

Page 702

After paragraph 37.10

**The title “Senior Human Resource Executive (New Grade)” should read
“Senior Human Resource Executive (Future Holder)”**

Page 703

Paragraph 37.14

To delete 1st line and replace by:

We recommend that the grade of Senior Human Resource Executive (Future Holder) be established.

Page 704

Paragraph 37.17

1st Line

To delete : “with the creation of the grade of Senior Human Resource Executive”

To replace by : with the establishment of the grade of Senior Human Resource Executive (Future Holder)

8th Line

To add after the word “grade”:

In this Report we are, therefore, making provision for a grade of Assistant Manager, Human Resources (Future Holder) with new qualification requirements. We are also making appropriate provision for the transition.

To delete paragraph 37.18 and whole content and replace by:

37.18 We recommend that the grade of Assistant Manager, Human Resources (Future Holder) should be filled by promotion on the basis of experience and merit of officers in the grade of Senior Human Resource Executive (Future Holder) possessing a Degree in HRM or a Degree with Human Resource Management as a major component or an equivalent qualification and reckoning at least four years’ service in a substantive capacity in the grade.

37.18A We further recommend that the grade of Assistant Manager, Human Resources on the establishment of the MCSAR as at 31.12.15 should continue to be filled by promotion, on the basis of experience and merit, of officers in the grade of Senior Human Resource Executive (Personal) until complete phasing out of the latter grade. Thereafter the said grade of Assistant Manager, Human Resources should be made evanescent.

37.18B We also recommend that the grade of Manager, Human Resources should continue to be filled by promotion, on the basis of experience and merit, of officers in the grade of Assistant Manager, Human Resources on the establishment of the MCSAR as at 31.12.15 and reckoning at least three years’ service in a substantive capacity in the grade. On complete phasing out of the latter grade, the grade of Manager, Human Resources should thereafter be filled by promotion, on the basis of experience and merit, of officers in the grade of Assistant Manager, Human Resources (Future Holder) reckoning at least three years’ service in a substantive capacity in the grade.

To delete paragraph 37.20 and whole content.

Page 710

To add after paragraph 37.54

37.54A We further recommend that Office Management Assistants who have successfully completed the Advanced Course in Effective Office Management and Supervision after having reached the last point in their salary scale, should be paid a non-pensionable lump sum equivalent to twelve times the value of the last increment drawn.

Page 711

To delete subparagraph 37.59 (c) and whole content:

To replace by:

Confidential Secretaries, who had already embarked on the course prior to the publication of the EOAC Report and subsequently successfully completed same, should be allowed on a personal basis to move incrementally by two salary points in the Master Salary Scale provided they:

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

To add after sub paragraph 37.59 (c):

(d) We recommend that necessary hypothetical adjustments should be made for the implementation of sub paragraph 37.59 (c) above.

Page 718

After Salary Code 08 070 085

To insert:

08 064 082 : Rs 33425 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 58075

Assistant Manager, Human Resources

Under Salary Code 08 064 081

To delete : Assistant Manager, Human Resources

To replace by : Assistant Manager, Human Resources (Future Holder)

Page 719

Under Salary Code 08 058 074

“Senior Human Resource Executive (New Grade)” should read Senior Human Resource Executive (Future Holder)

To delete : Salary Code 08 056 070

To replace by : Salary Code 08 056 076

Page 720

Under Salary Code 08 046 067

“Office Supervisor (Personal)” should read Office Supervisor

Under Salary Code 08 035 062

“Management Support Officer (Personal)” should read Management Support Officer

Under Salary Code 08 027 060

To delete : Management Support Officer (New Grade)

Page 721

Under Salary Code 24 036 052

To delete : Head Office Care Attendant

To replace by : Head Office Auxiliary
formerly Head Office Care Attendant

Under Salary Code 24 019 048

To delete : Office Care Attendant/Senior Office Care Attendant

To replace by : Office Auxiliary/Senior Office Auxiliary
formerly Office Care Attendant/Senior Office Care Attendant

MINISTRY OF LABOUR, INDUSTRIAL RELATIONS, EMPLOYMENT AND TRAINING

Page 733

Under Salary Code 24 015 041

To delete Salary Scale and replace by:

Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 - 18450

Page 736

Under Salary Code 18 036 070

To delete Salary Scale and replace by:

**Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500
x 925 – 35275 QB 36200 x 925 – 37125 x 1225 – 39575**

Page 737

Under Salary Code 24 015 041

To delete Salary Scale and replace by:

**Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700
x 375 - 18450**

~~~~~



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

### VOLUME 2 - PART II

#### AGRICULTURAL MARKETING BOARD

Page 27

Under Salary Code AMB 10

To insert : Clerk (Accounts) (Personal to Accounts Clerk in post as at 30.06.87)

Page 28

Under Salary Code AMB 21

To delete Salary Scale and replace by :

Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 QB 37125 x 1225 – 40800 x 1525 – 45375

#### BUS INDUSTRY EMPLOYEES WELFARE FUND

Page 40

Under Salary Code BIEWF 8

To delete Salary Scale and replace by:

Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 QB 37125 x 1225 – 40800 x 1525 – 45375

#### CENTRAL WATER AUTHORITY

Page 44

Paragraph 5.20

1<sup>st</sup> and 2<sup>nd</sup> Lines

To delete : Technical Officer/Senior Technical Officer (Laboratory)  
*formerly Technical Officer (Laboratory)*

To replace by : Technical Officer/Senior Technical Officer  
*formerly Senior Technical Officer and Technical Officer*

Page 46 - 47

Paragraph 5.34

To delete : Technical Officer/Senior Technical Officer  
*formerly Senior Technical Officer*  
*Technical Officer*

To replace by : Technical Officer/Senior Technical Officer (Laboratory)  
*formerly Technical Officer (Laboratory)*

## **CIVIL SERVICE FAMILY PROTECTION SCHEME BOARD**

Page 60

To delete Salary Code CFP 7 and whole content

To insert after Salary Code CFP 8

CFP 8A : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 –  
23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350

Accounts Clerk/Senior Accounts Clerk

Accounts Clerk/Senior Accounts Clerk (Rodrigues)

## **CONSERVATOIRE NATIONAL DE MUSIQUE FRANÇOIS MITTERRAND TRUST FUND**

Page 62

Paragraph 8.13

1<sup>st</sup> Line

To add after the words “present courses being run”: and for the academic year  
2016/2017

To add after paragraph 8.14

### **Human Resource Planning Exercise**

8.15 Management has submitted that the number of full time staff at the level  
of Music Tutor is inadequate and this is impeding its core service  
delivery.

### **Recommendation 3**

8.16 We recommend that the Conservatoire should conduct a Human  
Resource Planning Exercise to determine the number of Music  
Tutors it requires for a smooth delivery of its services and

thereafter to consider the advisability of increasing the number of posts on its permanent establishment.

## **EMPLOYEES' WELFARE FUND**

**Page 78**

**ICT Technician (New Grade) to read ICT Technician (roster) (New Grade)**

**Paragraph 11.12**

**4<sup>th</sup> Line**

**To add after the word "Technician": (roster)**

**Page 79**

**Recommendation 3**

**Paragraph 11.13**

**1<sup>st</sup> Line**

**To add after the word "Technician": (roster)**

**Paragraph 11.14**

**1<sup>st</sup> Line**

**To add after the word "Technician": (roster)**

**Page 80**

**To insert after paragraph 11.23**

**Accounting Technician**

**Recommendation 6A**

**11.23A** We recommend that, in future, progression beyond the QB in the salary scale of the grade of Accounting Technician should be subject to obtention of the Fundamental (Skills) of the ACCA Examinations or an equivalent qualification.

**11.23B** We further recommend that officers in post as at 01.01.16 in the grade of Accounting Technician who have already crossed the QB in their salary scale though not possessing the Fundamental (Skills) of the ACCA Examinations should be granted the converted corresponding salary point to be read in the Master Salary Scale.

**Page 81**

**To delete Salary Code EWF 10 and whole content**

**Page 82**

**To insert after Salary Code EWF 11**

**EWF 11A : Rs 20050 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 –  
37125 x 1225 – 40800 x 1525 – 43850**

**ICT Technician (roster) (New Grade)**

**Under Salary Code EWF 12**

**To delete Salary Scale and replace by:**

**Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 QB 37125 x 1225 – 40800 x  
1525 - 45375**

**FINANCIAL INTELLIGENCE UNIT**

**Page 90**

**Under Salary Code FIU 6**

**To delete : Accounting Technician**

**To replace by : Accounting Technician (Personal to officer in post as  
at 31.12.15)**

**FOOD AND AGRICULTURAL RESEARCH AND EXTENSION INSTITUTE  
(FAREI)**

**Page 110**

**To add after paragraph 17.63**

**17.63 A We also recommend that General Workers, in post as at 31.12.15,  
drawing a higher quantum of the allowance than what is  
recommended at paragraph 17.63 above, should continue to draw  
same on a personal basis.**

**LAW REFORM COMMISSION**

**Page 150**

**Under Salary Code LRC 4**

**To delete Salary Scale and replace by:**

**Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125  
x 1225 – 38350**

**To insert after Salary Code LRC 4**

**LRC 4A : Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575**

**Office Management Assistant (LRC) (New Grade)**

**Under Salary Code LRC 5**

**To delete Salary Scale and replace by:**

**Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**

## **MAHATMA GANDHI INSTITUTE**

**Page 162**

**To insert after paragraph 25.34**

**Duty Free Facilities for Senior Lecturers**

**Recommendation 9A**

**25.34A We recommend that Senior Lecturers reckoning at least 14 years' service in the cadre would be entitled to car benefits as per provision at paragraph 18.2.16 (No. 2) of Volume 1 though drawing a salary in a scale the maximum of which is less than Rs 86000.**

## **MAURITIUS CANE INDUSTRY AUTHORITY**

**Page 215**

**Under Salary Code MCIA 49**

**To insert : Administrative Manager (Future Holder)  
Manager, Finance (Future Holder)  
Manager, Human Resource (Future Holder)  
Manager, Policy and Planning (Future Holder)**

**Page 216**

**Under Salary Code MCIA 53**

**To delete : Administrative Manager  
Manager, Finance  
Manager, Human Resource  
Manager, Policy and Planning**

To replace by :        **Administrative Manager (Personal)**  
                              **Manager, Finance (Personal)**  
                              **Manager, Human Resource (Personal)**  
                              **Manager, Policy and Planning (Personal)**

**Page 216**

**Under Salary Code MCIA 54**

**To delete**        :        **Manager Operations Research**

**To insert**        :        **Manager, Operations and Research**

## **MAURITIUS INSTITUTE OF EDUCATION**

**Page 233**

**To insert after paragraph 35.15**

**Duty Free Facilities for Senior Lecturers**

**Recommendation 2A**

**35.15A        We recommend that Senior Lecturers reckoning at least 14 years' service in the cadre would be entitled to car benefits as per provision at paragraph 18.2.16 (No. 2) of Volume 1 though drawing a salary in a scale the maximum of which is less than Rs 86000.**

**Page 234**

**Paragraph 35.19(ii)**

**To delete whole content and replace by:**

**35.19(ii)        who reckon at least 22 years' service and in receipt of a monthly salary of Rs 36200 or more but who have never benefited from duty exemption for the purchase of a car would qualify, once, for 70% duty exemption on a car of engine capacity of up to 1400 cc provided outstanding loan, if any, is reimbursed.**

## **MAURITIUS INSTITUTE OF HEALTH**

**Page 245**

**Under Salary Code MIH 20**

**To delete Salary Scale and replace by:**

**Rs 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450**

## **MAURITIUS MUSEUMS COUNCIL**

**Page 265 - 266**

**Paragraph 40.7**

**To delete subtitle and whole content and replace by:**

**Head Museum Attendant**

**Office Attendant/Senior Office Attendant**

*formerly Office Attendant*

**Museum Attendant/Senior Museum Attendant**

*formerly Museum Attendant*

40.7 Management has submitted that the grade of Head Museum Attendant is presently vacant and the Council no longer requires such a grade as this is impeding its service delivery in various Museums. Upon request, we are restyling the grades of Office Attendant to Office Attendant/Senior Office Attendant and Museum Attendant to Museum Attendant/Senior Museum Attendant, and abolishing the grade of Head Museum Attendant for enhanced service delivery.

**Page 266**

**Recommendation 2**

**To delete paragraph 40.9 and whole content and replace by:**

40.9 **We further recommend that the grade of Museum Attendant be restyled Museum Attendant/Senior Museum Attendant. We also recommend the abolition of the grade of Head Museum Attendant.**

**Under Salary Code MMC 3**

**To delete** : Museum Attendant

**Under Salary Code MMC 4**

**To add** : Museum Attendant/Senior Museum Attendant  
*formerly Museum Attendant*

## **MAURITIUS OCEANOGRAPHY INSTITUTE**

**Page 276**

**Under Salary Code MOI 13**

**To delete** : Administrative Assistant

**Under Salary Code MOI 14**

**To delete** : Public Relations Officer

**To insert after Salary Code MOI 14**

**MOI 14A** : **Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 38350 QB  
39575 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**

Public Relations Officer

**MAURITIUS QUALIFICATIONS AUTHORITY**

**Page 283**

**Under Salary Code MQA 9**

**To delete Salary Scale and replace by:**

**Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 QB 37125 x 1225 – 40800 x  
1525 – 45375**

**MAURITIUS RESEARCH COUNCIL**

**Page 285**

**To add at the end of paragraph 43.5:**

**or an equivalent qualification acceptable to the Board.**

**Page 288**

**Under Salary Code MRC 4**

**To delete Salary Scale and replace by:**

**Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575  
x 475 – 21950 x 625 – 23200 x 775 – 26300**

**NATIONAL ADOPTION COUNCIL**

**Page 314**

**Under Salary Code NAC 3**

**To delete Salary Scale and replace by :**

**Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 –  
32500 x 925 – 37125 x 1225 – 39575**

**OPEN UNIVERSITY OF MAURITIUS**

Page 370

To insert after paragraph 62.19

**Duty Free Facilities for Senior Lecturers****Recommendation 7A**

**62.19A** We recommend that Senior Lecturers reckoning at least 14 years' service in the cadre would be entitled to car benefits as per provision at paragraph 18.2.16 (No. 2) of Volume 1 though drawing a salary in a scale the maximum of which is less than Rs 86000.

**RAJIV GANDHI SCIENCE CENTRE TRUST FUND**

Page 404

Paragraph 67.8

2<sup>nd</sup> Line

To add after the words "Manager/Curators": and Managers

Page 410

Under Salary Code RGSC 9

To delete : Multi-skilled Trades Worker

**ROAD DEVELOPMENT AUTHORITY**

Page 416

To insert after paragraph 69.8

**Special Professional Retention Allowance****Recommendation 2 A**

**69.8A** We recommend that officers in the Engineering cadre of the RDA eligible for the payment of the Special Professional Retention Allowance (SPRA) as at 31 December 2015 should continue to be paid same up to 31 December 2016 as specified in the table below:

| <b>Salary</b>                                                                                     | <b>SPRA<br/>% of monthly salary</b> |
|---------------------------------------------------------------------------------------------------|-------------------------------------|
| <b>Rs 29400 up to Rs 62950 and reckoning at least 10 years' service in their respective grade</b> | <b>7</b>                            |
| <b>Above Rs 62950 and up to Rs 70450</b>                                                          | <b>7</b>                            |
| <b>Above Rs 70450 and up to Rs 86000</b>                                                          | <b>10</b>                           |
| <b>Above Rs 86000 and up to Rs 95000</b>                                                          | <b>12.5</b>                         |

- 69.8B** We further recommend that those officers who:
- (i) leave the service prior to the age at which they may retire without the approval of the Board (Table II at Chapter 15 of Volume 1) should refund the totality of the Special Professional Retention Allowance paid to them; and
  - (ii) retire from the service on reaching the age at which they may retire without the approval of the Board or thereafter, should refund only that part of the Special Professional Retention Allowance which they would have earned under this scheme after reaching the age at which they may retire without the approval of the Board.
- 69.8C** However, provisions made at (i) and (ii) above, should not apply to officers retiring as per their new compulsory retirement age or on medical ground.
- 69.8D** All officers in the Engineering field who are eligible for the payment of the Special Professional Retention Allowance as from 01 January 2016 and have been granted same prior to the publication of this Report should continue to draw the Special Professional Retention Allowance up to 31 December 2016.

## **SMALL AND MEDIUM ENTERPRISES DEVELOPMENT AUTHORITY**

Page 442

To insert after Salary Code SMEDA 32

**SMEDA 33 : Rs 110000**

Managing Director

## **SUGAR INSURANCE FUND BOARD**

Page 471

Under Salary Code SIFB 17

To delete Salary Scale and replace by:

**Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 QB 37125 x 1225 – 40800 x 1525 – 45375**

## **TRUST FUND FOR SPECIALISED MEDICAL CARE (CARDIAC CENTRE)**

### **Page 510**

The appellation “Diploma in Pharmacy Technician” wherever it appears should read “**National Pharmacy Technician Diploma**”.

### **Page 515**

#### **Paragraph 86.39**

#### **9<sup>th</sup> and 10<sup>th</sup> Lines**

**To delete : “be compensated at the normal hourly rate at the salary point reached in their respective salary scale for every additional hour put in”.**

**To replace by : only the in-attendance allowance.**

### **Page 516**

#### **To insert after paragraph 86.42**

**86.42A However, should the quantum of the allowances recommended at Paragraphs 86.40 to 86.42 above be lower than what the Specialised Registered Medical Officers, Trainee Specialised Registered Medical Officers, Specialised Perfusionists and Senior Specialised Perfusionists in post as at 31.12.15 are currently drawing, they should continue to draw, on a personal basis, the amount to which they were entitled prior to this Report.**

### **Page 519**

#### **Paragraph 86.59**

#### **3<sup>rd</sup> Line**

**To delete : Rs 89000**

**To replace by : Rs 86000**

#### **To insert after paragraph 86.59**

#### **Provision for Smart Phones**

#### **Recommendation 19 A**

**86.59A We recommend that the provision made at paragraph 23.67 under Ministry of Health and Quality of Life in respect of smart phones should be extended to members of the medical profession at the Trust Fund for Specialised Medical Care (Cardiac Centre).**

**Page 524**

To delete Salary Code TFSMC 35 and whole content.

**UNIVERSITE DES MASCAREIGNES**

**Page 530**

To insert after paragraph 87.24

**Duty Free Facilities for Senior Lecturers**

**Recommendation 8A**

**87.24A** We recommend that Senior Lecturers reckoning at least 14 years' service in the cadre would be entitled to car benefits as per provision at paragraph 18.2.16 (No. 2) of Volume 1 though drawing a salary in a scale the maximum of which is less than Rs 86000.

**Page 533**

**Under Salary Code UDM 18**

To delete Salary Scale and replace by:

**Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**

**UNIVERSITY OF MAURITIUS**

**Page 542**

**Paragraph 88.34 (iv)**

**2<sup>nd</sup> Line**

To add after the word "field": as well as new entrants,

**Page 551**

To insert after paragraph 88.76

**Duty Free Facilities for Senior Lecturers**

**Recommendation 21A**

**88.76A** We recommend that Senior Lecturers reckoning at least 14 years' service in the cadre would be entitled to car benefits as per provision at paragraph 18.2.16 (No. 2) of Volume 1 though drawing a salary in a scale the maximum of which is less than Rs 86000.

**Page 556**

**To delete Salary Code UOM 20 and whole content**

**To insert after Salary Code UOM 21:**

**UOM 21A : Rs 14325 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 –  
19575 x 475 – 21950 x 625 – 23200 x 775 – 30950**

**Library Clerk (Roster)**

**Page 558**

**Under Salary Code UOM 38**

**To delete Salary Scale and replace by:**

**Rs 22575 x 625 – 23200 x 775 - 32500 x 925 – 37125 x 1225 – 38350 QB 39575 x  
1225 – 40800 x 1525 – 43850**

**Under Salary Code UOM 41**

**To delete Salary Scale and replace by:**

**Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 QB 37125 x 1225 – 40800 x  
1525 – 45375**

**Page 560**

**To delete Salary Code UOM 52 and whole content**

**To insert under Salary Code UOM 55:**

**Educational Technologist  
*formerly Instructional Designer***

**Under Salary Code UOM 58**

**To delete : Services Superintendent (Personal)**

**UNIVERSITY OF TECHNOLOGY, MAURITIUS**

**Page 567**

**To insert after paragraph 89.29**

**Duty Free Facilities for Senior Lecturers**

**Recommendation 7A**

**89.29A We recommend that Senior Lecturers reckoning at least 14 years' service in the cadre would be entitled to car benefits as per provision at paragraph 18.2.16 (No. 2) of Volume 1 though drawing a salary in a scale the maximum of which is less than Rs 86000.**

**VALLÉE D'OSTERLOG ENDEMIC GARDEN FOUNDATION**

**Page 579**

**Under Salary Code VOGF 9**

**To delete Salary Scale and replace by:**

**Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575  
x 475 – 21950 x 625 – 23200 x 775 – 23975**

**WASTEWATER MANAGEMENT AUTHORITY**

**Page 586**

**Paragraph 92.19**

**4<sup>th</sup> Line**

**To delete “salary point reached”**

~~~~~

5. LOCAL AUTHORITIES

VOLUME 2 - PART III

MUNICIPAL COUNCILS

WELFARE DEPARTMENT

Page 28

Paragraph 1.112

To delete whole content and replace by:

In the Municipal Councils, at present, a monthly commuted allowance is paid to officers of the Welfare Cadre who put in a minimum of 20 hours over and above their normal working hours in the month and the quantum paid is as follows: Welfare Officer Rs 1980; Senior Welfare Officer Rs 2245; Principal Welfare Officer Rs 2705; and Chief Welfare Officer Rs 3300.

Paragraph 1.115

To delete whole content and replace by:

We recommend that officers of the Welfare Cadre in the Local Authorities who are called upon, on a regular basis, to put in extra hours beyond their normal working hours in the month, be paid an *ad hoc* allowance as follows: Welfare Officer Rs 2080; Senior Welfare Officer Rs 2355; Principal Welfare Officer Rs 2840; and Chief Welfare Officer Rs 3465 provided they put in at least 20 additional hours beyond their normal working hours in the month.

1.115A We further recommend that, should the officers of the Welfare Cadre in the Local Authorities be required to put in less than 20 additional hours in the month, they should be compensated for the actual number of hours effectively put in beyond normal hours, on a *pro-rata* basis.

THE CITY COUNCIL OF PORT LOUIS

Page 45

PART TIME WORKERS

Under Salary Code PL WL 20

To add : Seamstress

THE MUNICIPAL COUNCIL OF BEAU BASSIN-ROSE HILL

ADMINISTRATION DEPARTMENT

Page 50

Under Salary Code BH AM 26

To delete Salary Scale and replace by:

Rs 27850 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 - 42325

THE MUNICIPAL COUNCIL OF CUREPIPE

PUBLIC INFRASTRUCTURE DEPARTMENT

Page 66

To insert after Salary Code CE PI 3

**CE PI 3A : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 –
17700 x 375 – 19575 x 475 – 20050**

Gardener

WELFARE DEPARTMENT

Page 68

To insert after CE WL 5

PART-TIME WORKERS

CE WL 6 : Rs 14895 (monthly)

Gymnasium Instructor

THE MUNICIPAL COUNCIL OF QUATRE BORNES

Page 80

To insert after QB WL 10

PART-TIME WORKERS

QB WL 11 : Rs 14895 (monthly)

Gymnasium Instructor

THE MUNICIPAL COUNCIL OF VACOAS-PHOENIX

ADMINISTRATION DEPARTMENT

Page 83

Under Salary Code VP AM 2

To delete : Local Government Binder's Assistant

To insert : Tradesman's Assistant (Binder)

PUBLIC INFRASTRUCTURE DEPARTMENT

Page 88

Under Salary Code VP PI 2

To delete Salary Scale and replace by:

**Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 –
17700 x 375 – 18825**

Under Salary Code VP PI 5

To delete Salary Scale and replace by:

**Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 –
19575 x 475 - 21000**

Page 89

Under Salary Code VP PI 8

To delete Salary Scale and replace by:

**Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 –
19575 x 475 – 21950 x 625 – 23200 x 775 – 23975**

DISTRICT COUNCILS

THE DISTRICT COUNCIL OF BLACK RIVER

ADMINISTRATION DEPARTMENT

Page 97

Under Salary Code BR AM 4

To delete : Receptionist/Telephonist

To replace by : Telephone Operator/Receptionist
formerly Receptionist/Telephonist

THE DISTRICT COUNCIL OF FLACQ

ADMINISTRATION DEPARTMENT

Page 105

Under Salary Code FQ AM 5

To delete : Receptionist/Telephonist

To replace by : Telephone Operator/Receptionist
formerly Receptionist/Telephonist

THE DISTRICT COUNCIL OF GRAND PORT

ADMINISTRATION DEPARTMENT

Page 113

Under Salary Code GP AM 5

To delete : Receptionist/Telephonist

To replace by : Telephone Operator/Receptionist
formerly Receptionist/Telephonist

PUBLIC INFRASTRUCTURE DEPARTMENT

Page 117

Under Salary Code GP PI 7

To delete Salary Scale and replace by:

**Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 –
19575 x 475 – 21950 x 625 – 23200 x 775 – 27075**

THE DISTRICT COUNCIL OF MOKA

ADMINISTRATION DEPARTMENT

Page 123

Under Salary Code MA AM 3

To delete : Driver (Personal)

To replace by : Driver

Under Salary Code MA AM 5

To delete : Receptionist/Telephonist

To replace by : Telephone Operator/Receptionist
formerly Receptionist/Telephonist

THE DISTRICT COUNCIL OF PAMPLEMOUSSES

ADMINISTRATION DEPARTMENT

Page 131

Under Salary Code PS AM 6

To delete : Receptionist/Telephonist

To replace by : Telephone Operator/Receptionist
formerly Receptionist/Telephonist

THE DISTRICT COUNCIL OF RIVIERE DU REMPART

ADMINISTRATION DEPARTMENT

Page 141

Under Salary Code RR AM 5

To delete : Receptionist/Telephonist

To replace by : Telephone Operator/Receptionist
formerly Receptionist/Telephonist

PUBLIC HEALTH DEPARTMENT

Page 147

To insert before Salary Code RR PH 1

RR PH 1A : **Rs 8735**

Sanitary Attendant II (Part-Time)
formerly drawing salary Rs 4500 as at 01.07.03

VILLAGE COUNCILS

PART-TIME WORKERS

Page 148

To delete Salary Code RR VC 3 and whole content

To insert after Salary Code RR VC 5

RR VC 6 : **Rs 11425**

Village Hall and TV Attendant

THE DISTRICT COUNCIL OF SAVANNE

ADMINISTRATION DEPARTMENT

Page 149

Under Salary Code SE AM 5

To delete : Receptionist/Telephonist

To replace by : Telephone Operator/Receptionist
formerly Receptionist/Telephonist

PUBLIC INFRASTRUCTURE DEPARTMENT

Page 154

Under Salary Code SE PI 7

To delete Salary Scale

To replace by :

**Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 –
19575 x 475 – 21950 x 625 – 23200 x 775 – 27075**

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## 6. RODRIGUES REGIONAL ASSEMBLY

### VOLUME 2 - PART IV

#### OFFICE OF THE CLERK

Page 12

Under Salary Code 24 036 052

To delete : Head Office Care Attendant  
*formerly Senior/Head Office Caretaker*

To replace by : Head Office Auxiliary  
*formerly Senior/Head Office Caretaker*

Under Salary Code 24 019 048

To delete : Office Care Attendant/Senior Office Care Attendant  
*formerly Office Caretaker*

To replace by : Office Auxiliary/Senior Office Auxiliary  
*formerly Office Caretaker*

#### CHIEF COMMISSIONER'S OFFICE

Central Administration

Page 16

Paragraph 2.1.11

2<sup>nd</sup> and 3<sup>rd</sup> Lines

“Management Support Officer (Personal)” should read “Management Support Officer”.

Procurement and Supply Cadre

Page 20

Paragraph 2.1.30

To delete whole content and replace by:

2.1.30 We recommend that the grade of Assistant Manager (Procurement and Supply) (Future Holder) should be filled by promotion, on the basis of merit and experience, of officers in the grade of Principal Procurement and Supply Officer (New Grade) possessing a Degree in Purchasing and Supply Management and reckoning at least four years' service in a substantive capacity in the grade or an

aggregate of four years' service in a substantive capacity in the grades of Procurement and Supply Officer/Senior Procurement and Supply Officer and Principal Procurement and Supply Officer (New Grade).

**Page 24**

**Under Salary Code 08 027 062**

"Management Support Officer (Personal)" should read "Management Support Officer".

**Page 25**

**Under Salary Code 24 036 052**

**To delete** : Head Office Care Attendant  
*formerly Senior/Head Office Caretaker*

**To replace by** : Head Office Auxiliary  
*formerly Senior/Head Office Caretaker*

**Under Salary Code 24 019 048**

**To delete** : Office Care Attendant/Senior Office Care Attendant  
*formerly Office Caretaker*

**To replace by** : Office Auxiliary/Senior Office Auxiliary  
*formerly Office Caretaker*

**CIVIL AVIATION**

**Page 32**

**Risk Allowance**

**To add after paragraph 2.2.7**

**2.2.7A** We further recommend that in the event the quantum of allowance payable to eligible officers as per paragraph 2.2.7 is lower than that drawn as at 31 December 2015, incumbents should continue to be paid the higher quantum on a personal basis.

**Page 38**

**Under Salary Code 24 019 048**

**To delete** : Office Care Attendant/Senior Office Care Attendant  
*formerly Office Caretaker*

**To replace by** : Office Auxiliary/Senior Office Auxiliary  
*formerly Office Caretaker*

**JUDICIAL (Administration)**

**Page 39**

**Under Salary Code 12 058 074**

**To delete** : Principal Court Usher

**To replace by** : Principal Court Officer

**Page 40**

**Under Salary Code 24 019 048**

**To delete** : Office Care Attendant/Senior Office Care Attendant  
*formerly Office Caretaker*

**To replace by** : Office Auxiliary/Senior Office Auxiliary  
*formerly Office Caretaker*

**METEOROLOGICAL SERVICES**

**Page 43**

**To delete Salary Code 19 031 063 and whole content**

**To replace by:**

**19 031 064** : Rs 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 –  
21950 x 625 – 23200 x 775 – 32500 x 925 – 33425

Meteorological Observer

**EDUCATION (Administration)**

**Page 47**

**To delete Salary Code 06 028 031 and whole content**

**To replace by:**

**06 028 030** : Rs 14325 x 275 – 14875

Trainee Primary School Educator  
*formerly Trainee Educator (Primary)*

**Page 49**

**Under Salary Code 24 019 048**

**To delete** : Office Care Attendant/Senior Office Care Attendant  
*formerly Office Caretaker*

**To replace by** : Office Auxiliary/Senior Office Auxiliary  
*formerly Office Caretaker*

**CADASTRAL OFFICE**

**Page 52**

**Under Salary Code 26 040 074**

**To delete Salary Scale and replace by:**

**Rs 18075 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 –  
37125 x 1225 – 40800 x 1525 – 45375**

**Page 53**

**Under Salary Code 24 019 048**

**To delete** : Office Care Attendant/Senior Office Care Attendant  
*formerly Office Caretaker*

**To replace by :** Office Auxiliary/Senior Office Auxiliary  
*formerly Office Caretaker*

**PLANNING UNIT**

**Page 54**

**Under Salary Code 26 059 081**

**To delete Salary Scale and replace by:**

**Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 –  
56450**

**RODRIGUES FIRE AND RESCUE SERVICE**

**Page 56**

**Risk Allowance**

**To add after paragraph 2.10.11**

**2.10.11A** We further recommend that in the event the quantum of allowance payable to eligible officers as per paragraph 2.10.11 is lower than that drawn as at 31 December 2015, incumbents should continue to be paid the higher quantum on a personal basis.

**Page 57**

**Allowance for driving Heavy Specialised Vehicles**

**To add after paragraph 2.10.18**

**2.10.18A** We further recommend that in the event the quantum of allowance payable to eligible officers as per paragraph 2.10.18 is lower than

that drawn as at 31 December 2015, incumbents should continue to be paid the higher quantum on a personal basis.

**Page 57 – 59**

Paragraph number 2.10.13 should read 2.10.12 and ensuing paragraph numbers be amended accordingly.

## **PRISONS AND REFORMS INSTITUTIONS (ADMINISTRATION)**

**Page 64**

To insert after paragraph 2.11.16

**Pregnant Female Prison Officers**

**Recommendation 5A**

**2.11.16A** We recommend that Management should strongly consider the advisability of not requiring, as far as possible, pregnant female Prison Officers to perform extra hours or night shift or duties involving continuous standing for at least three months before their confinement.

**Page 65 – 67**

Paragraph number 2.11.23 should read 2.11.22 and ensuing paragraph numbers be amended accordingly.

## **AGRICULTURAL RESEARCH AND EXTENSION SERVICES**

**Page 73**

**Subparagraph 2.12.19 (v)**

**1<sup>st</sup> Line**

To add after the words “newly recruited Agricultural Support Officers”: and incumbents in post as at 31.12.15

**Subparagraph 2.12.19 (vi)**

**2<sup>nd</sup> Line**

To delete:           Rs 39150

To replace by:      Rs 30950

**Page 79**

Paragraph number 2.12.47 should read 2.12.45

## **REGISTRATION**

**Page 84**

**Under Salary Code 24 019 048**

**To delete** : Office Care Attendant/Senior Office Care Attendant  
*formerly Office Caretaker*

**To replace by** : Office Auxiliary/Senior Office Auxiliary  
*formerly Office Caretaker*

## **DEPUTY CHIEF COMMISSIONER'S OFFICE**

### **GENDER, FAMILY WELFARE AND CHILD DEVELOPMENT**

**Page 87**

**To insert after Paragraph 3.1.12**

**3.1.12A** We also recommend that Family Welfare and Protection Officers in post as at 31.12.15, drawing a higher quantum as Risk Allowance than what is recommended at paragraph 3.1.12 above, should continue to draw same on a personal basis.

## **COOPERATIVES**

**Page 97**

**Under Salary Code 24 019 048**

**To delete** : Office Care Attendant/Senior Office Care Attendant  
*formerly Office Caretaker*

**To replace by** : Office Auxiliary/Senior Office Auxiliary  
*formerly Office Caretaker*

## **HUMAN RESOURCE DEVELOPMENT CENTRE**

**Page 99**

**Under Salary Code 24 019 048**

**To delete** : Office Care Attendant/Senior Office Care Attendant  
*formerly Office Caretaker*

**To replace by** : Office Auxiliary/Senior Office Auxiliary  
*formerly Office Caretaker*

**COMMISSION FOR PUBLIC INFRASTRUCTURE, HOUSING,  
TRANSPORT AND WATER RESOURCES**

**PUBLIC INFRASTRUCTURE (ADMINISTRATION)**

**Page 105**

**Under Salary Code 24 036 052**

**To delete** : Head Office Care Attendant  
*formerly Senior/Head Office Caretaker*

**To replace by** : Head Office Auxiliary  
*formerly Senior/Head Office Caretaker*

**Under Salary Code 24 019 048**

**To delete** : Office Care Attendant/Senior Office Care Attendant  
*formerly Office Caretaker*

**To replace by** : Office Auxiliary/Senior Office Auxiliary  
*formerly Office Caretaker*

**NATIONAL TRANSPORT AUTHORITY**

**Page 112**

**Under Salary Code 24 019 048**

**To delete** : Office Care Attendant/Senior Office Care Attendant  
*formerly Office Caretaker*

**To replace by** : Office Auxiliary/Senior Office Auxiliary  
*formerly Office Caretaker*

**MECHANICAL WORKSHOP**

**Page 116**

**Under Salary Code 24 019 048**

**To delete** : Office Care Attendant/Senior Office Care Attendant  
*formerly Office Caretaker*

**To replace by** : Office Auxiliary/Senior Office Auxiliary  
*formerly Office Caretaker*

**WATER RESOURCES UNIT**

**Page 119**

**Under Salary Code 24 019 048**

**To delete** : Office Care Attendant/Senior Office Care Attendant  
*formerly Office Caretaker*

**To replace by** : Office Auxiliary/Senior Office Auxiliary  
*formerly Office Caretaker*

**COMMISSION FOR SOCIAL SECURITY, EMPLOYMENT, LABOUR  
AND INDUSTRIAL RELATIONS, CONSUMER PROTECTION, TRADE,  
COMMERCE AND LICENSING**

**SOCIAL SECURITY**

**Page 124**

**Under Salary Code 23 034 064**

**To delete Salary Scale and replace by:**

**Rs 16075 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500  
x 925 – 33425**

**Page 125**

**Under Salary Code 24 019 048**

**To delete** : Office Care Attendant/Senior Office Care Attendant  
*formerly Office Caretaker*

**To replace by** : Office Auxiliary/Senior Office Auxiliary  
*formerly Office Caretaker*

**CONSUMER AFFAIRS UNIT**

**Page 130**

**Under Salary Code 24 019 048**

**To delete** : Office Care Attendant/Senior Office Care Attendant  
*formerly Office Caretaker*

**To replace by** : Office Auxiliary/Senior Office Auxiliary  
*formerly Office Caretaker*

## **COMMISSION FOR HEALTH AND SPORTS**

### **MEDICAL AND HEALTH (ADMINISTRATION)**

**Page 150**

**Under Salary Code 09 029 063**

**To delete Salary Scale and replace by:**

**Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**

**Page 154**

**Under Salary Code 24 019 048**

**To delete** : Office Care Attendant/Senior Office Care Attendant  
*formerly Office Caretaker*

**To replace by** : Office Auxiliary/Senior Office Auxiliary  
*formerly Office Caretaker*

## **COMMISSION FOR ENVIRONMENT, TOURISM, FORESTRY, FISHERIES AND MARINE PARKS**

### **ENVIRONMENT DIVISION**

**Page 164**

**Under Salary Code 24 019 048**

**To delete** : Office Care Attendant/Senior Office Care Attendant  
*formerly Office Caretaker*

**To replace by** : Office Auxiliary/Senior Office Auxiliary  
*formerly Office Caretaker*

### **FORESTRY SERVICES**

**Page 170**

**Under Salary Code 24 019 045**

**To delete** : Office Care Attendant/Senior Office Care Attendant  
*formerly Office Caretaker*

**After Salary Code 24 022 051**

**To insert:**

**24 019 048 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 –  
17700 x 375 – 19575 x 475 – 21475**

**Office Auxiliary/Senior Office Auxiliary  
formerly Office Caretaker**

**FISHERIES**

**Page 174**

**Subparagraph 7.3.17 (i)**

**1<sup>st</sup> Line**

**To delete: 2018**

**To replace by: 2019**

**4<sup>th</sup> Line**

**To add after the words “Fisheries Science”: or a diploma in Fisheries Enabled Services or an equivalent qualification.**

**Subparagraph 7.3.17 (ii)**

**2<sup>nd</sup> Line**

**To add after the words “Fisheries Science”: or a diploma in Fisheries Enabled Services or an equivalent qualification.**

**Page 175**

**Subparagraphs 7.3.17 (iii) and 7.3.17 (iv)**

**2<sup>nd</sup> Line**

**To add after the words “Fisheries Science”: or a diploma in Fisheries Enabled Services or an equivalent qualification.**

**Page 177**

**Paragraph 7.3.30**

**5<sup>th</sup> Line**

**To add after the word “arrangement”: However, officers of the Fisheries Protection Cadre in post as at 31.12.15, drawing a higher quantum as Special Duty Allowance should continue to draw same on a personal basis.**

## FISHERIES PROTECTION SERVICE

Page 179

Under Salary Code 19 043 063

To delete Salary Scale and replace by:

Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500

Page 180

To insert after Salary Code 25 023 052

13 022 051 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325  
– 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200

Launch Driver

Under Salary Code 24 019 048

To delete : Office Care Attendant/Senior Office Care Attendant  
*formerly Office Caretaker*

To replace by : Office Auxiliary/Senior Office Auxiliary  
*formerly Office Caretaker*

## TOURISM DIVISION

Page 184

Under Salary Code 24 036 052

To delete : Head Office Care Attendant  
*formerly Senior/Head Office Caretaker*

To replace by : Head Office Auxiliary  
*formerly Senior/Head Office Caretaker*

Under Salary Code 24 019 048

To delete : Office Care Attendant/Senior Office Care Attendant  
*formerly Office Caretaker*

To replace by : Office Auxiliary/Senior Office Auxiliary  
*formerly Office Caretaker*

**COMMISSION FOR YOUTH, COMMUNITY DEVELOPMENT, LIBRARY SERVICES, ARCHIVES AND MUSEUM**

**YOUTH DIVISION**

**Page 187**

**Under Salary Code 24 019 048**

**To delete** : Office Care Attendant/Senior Office Care Attendant  
*formerly Office Caretaker*

**To replace by** : Office Auxiliary/Senior Office Auxiliary  
*formerly Office Caretaker*

**YOUTH SERVICES**

**Page 188**

**Under Salary Code 24 019 048**

**To delete** : Office Care Attendant/Senior Office Care Attendant  
*formerly Office Caretaker*

**To replace by** : Office Auxiliary/Senior Office Auxiliary  
*formerly Office Caretaker*

**To delete Salary Code 23 035 070 and whole content**

**To replace by:**

**23 037 070** : **Rs 17050 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 –  
23200 x 775 – 32500 x 925 – 37125 QB 38350 x 1225 – 39575**  
Youth Officer

**LIBRARY SERVICES**

**Page 192**

**Under Salary Code 24 019 048**

**To delete** : Office Care Attendant/Senior Office Care Attendant  
*formerly Office Caretaker*

**To replace by** : Office Auxiliary/Senior Office Auxiliary  
*formerly Office Caretaker*

**ARCHIVES AND MUSEUM**

**Page 194**

**To insert after Salary Code 05 027 060**

**24 020 046** : **Rs 12230 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325  
– 17700 x 375 – 19575 x 475 – 20525**  
Museum Attendant (Roster)

**ARTS AND CULTURE**

**Page 197**

**Under Salary Code 24 019 048**

**To delete** : Office Care Attendant/Senior Office Care Attendant  
*formerly Office Caretaker*

**To replace by** : Office Auxiliary/Senior Office Auxiliary  
*formerly Office Caretaker*

**WORKMEN'S GROUP**

**CENTRAL ADMINISTRATION**

**Page 199**

**Recommendation 1**

**Paragraph 3(i)**

**1<sup>st</sup> and 2<sup>nd</sup> Lines**

**To delete** : **Office Care Attendant/Senior Office Care Attendant**

**To replace by** : **Office Auxiliary/Senior Office Auxiliary**

**Paragraph 3(ii)**

**1<sup>st</sup> – 4<sup>th</sup> Lines**

**To delete** : **Office Care Attendant/Senior Office Care Attendant**

**To replace by** : **Office Auxiliary/Senior Office Auxiliary**

**Paragraph 4**

**2<sup>nd</sup> Line**

**To delete** : **Head Office Care Attendant**

**To replace by** : **Head Office Auxiliary**

**4<sup>th</sup> Line**

**To delete** : **Office Care Attendant/Senior Office Care Attendant**

**To replace by** : **Office Auxiliary/Senior Office Auxiliary**

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