

18.2 TRAVELLING AND CAR BENEFITS

- 18.2.1 Travelling allowances and car benefits continue to be a major component of the remuneration package. They include refund of travelling for official purposes as well as for attending duty; loan for purchase of vehicles at subsidised interest rate; duty deferred purchases and provision of official cars. They form an important part of the reward package of public officers and employees on contractual employment.
- 18.2.2 It is to be recalled that in 1975, senior officers whose status and duties rendered it essential that they should use their private car for the effective performance of their normal duties were granted loans to purchase a car and were eligible for an all-inclusive travel grant to cover partly the maintenance of running expenses of their car. Such officers were not entitled to claim any refund of travelling expenses incurred on official duty. Other officers travelling by bus to attend duty from home and back were refunded their travelling expenses *in toto*.
- 18.2.3 The “Duty Free Car Scheme” came into existence in the year 1987 and senior officers were able to obtain loan at concessionary rate to purchase a 100% duty-exempted car. Officers who were required, by nature of their duties, to perform extensive field duties were eligible for a 60% duty exempted car (now 70%). On the other hand, the ‘Official Car Scheme’ allowed officers of the status of Permanent Secretary and above to benefit from the exclusive use of a chauffeur-driven car for official use, however, the cost for petrol had to be borne by these officers in case the car was used for private purposes.
- 18.2.4 This scheme has been maintained and improved in the successive reports in order to provide an appropriate remuneration package to public sector employees to sustain proper salary differentials at different levels as well as to ease recruitment and retention problems in scarcity areas whilst officers in other categories continue to benefit from the renewal of their duty remitted car at intervals of five/seven years. The once in a life time scheme and cash in lieu of the grant of duty exempted car were introduced to improve further the travelling benefits.
- 18.2.5 Travelling allowances and car benefits are classified into the following categories:
- (a) chauffeur-driven car for official and private uses;
 - (b) allowance in lieu of services of a driver;
 - (c) self-driven car for official and private uses;
 - (d) 100% duty exemption on a car to certain categories of professionals and senior officers;
 - (e) 70% duty exemption on a car to officers performing extensive field duties; 50% duty exemption on a car;

- (f) enhanced duty exemption and higher engine capacity in case renewal of car is deferred;
- (g) car allowance in lieu of duty exemption;
- (h) travel grant and commuted travelling allowance;
- (i) loan facilities to purchase a duty exempted car/motorcycle;
- (j) loan facilities to purchase an autocyycle; and
- (k) refund of travelling expenses by bus.

- 18.2.6 It can be observed from above that the level of entitlement increases as officers move up the hierarchy – lower grades are eligible for refund of travelling expenses by bus, operational staff at certain salary level qualify for a travel grant; field workers and professionals for duty free facilities and the top executives for a chauffeur-driven car. This has been set in order of positions and responsibilities in the hierarchy or by virtue of their status.
- 18.2.7 The main considerations which guided us in this Report to maintain the scheme were based, among others, on the quantum of duty exemption as a component in the total reward package of public officers, the motivational factors to facilitate recruitment and retention and the need to contain the fleet of vehicles.
- 18.2.8 Representations have been received for:
- (a) enlarging the base of beneficiaries for duty exemption facilities;
 - (b) the grant of a monthly car allowance to certain categories of officers who are eligible for a 70% duty-exemption once in a career;
 - (c) increasing the engine capacity of car;
 - (d) shorter duration of renewal periods;
 - (e) enlarging the base for allowances in lieu of duty-exempted car;
 - (f) a shift from 50% duty-exemption on a car to 70%; and
 - (g) an upward review of travel grant/travelling allowance and mileage rate.
- 18.2.9 We have carefully examined the representations and are making appropriate recommendations in the ensuing paragraphs. While designing the package, care has been taken to ensure that the increasing benefits do not disturb the relativities established through job evaluation and are commensurate with increased responsibilities and accountabilities. This has been particularly catered for at specific salary cut points.
- 18.2.10 The drastic drop in the price of fuel during the preceding years (2013-2016) as well as the need to maintain the fleet of vehicles at a reasonable level have also been important considerations.
- 18.2.11 We are dealing with “Travelling and Car Benefits” under five main sections, namely: **Duty Exemption; Motor Vehicle/Motorcycle/Autocyycle/Bicycle**

Loans; Travelling Allowances, Travel Grant and Refund of Travelling Expenses by bus; Official Government Car Scheme; and Other Recommendations.

Section I – Duty Exemption

Duty Exemption Scheme

- 18.2.12 Duty exemption continues to be an important component in the compensation package. The existing conditions of the duty exemption scheme induce beneficiaries to purchase a new (or imported second hand) car each time they are eligible for this benefit even though the car is still in good running condition. However, views have been expressed that the scheme as it is today, not only increases the demand for foreign exchange but is responsible, to some extent, for the daily traffic jam on the main routes.
- 18.2.13 It has also been opined that the integration of car benefits in salary would enhance the reward package of eligible officers whilst staff associations argue that the component of duty-free vehicles in total imports is not significant.
- 18.2.14 It is common knowledge that:
- (i) the government spends heavily in the improvement of the road network and resurfacing of roads which has a bearing on the wear and tear of vehicles;
 - (ii) appreciable number of beneficiaries have opted for the payment of car allowance in lieu of duty exemption; and
 - (iii) duty exempted cars are still in good running condition after use over a period of seven years as most beneficiaries are easily granted a road worthiness certificate for a period of two years over and above the initial period of seven years.
- 18.2.15 In view thereof and given that duty exemption facilities have over the years become an attractive component in the pay package, we are maintaining this scheme by making appropriate recommendations.

Recommendation 1

- 18.2.16 **We recommend that officers in the categories specified at column (A) in the table below should be eligible for:**
- (i) duty exemption to purchase a car with appropriate engine capacity as specified at column (B)**
- or**
- (ii) the payment of a monthly car allowance in lieu of the duty exemption as specified at column (C)**

or

- (iii) deferred renewal to purchase a duty exempted car with higher engine capacity or take advantage of enhanced duty exemption as appropriate, as specified at column (C).

	(A)	(B)	(C)						
No.	Salary Level/Category of Officers	Rate of Duty Exemption & Ceiling of Engine capacity of car	Options: Car allowance in lieu of duty exemption as specified at column (B) or higher rate of duty exemption/engine capacity						
1.	Officers drawing a monthly salary of Rs 89000 or more but not eligible for a chauffeur/self-driven car	100% duty exemption on a car of engine capacity up to 1850 cc once every five years.	<p>A monthly car allowance of Rs 9000</p> <p>OR</p> <p>deferred renewal with duty exemption on cars of higher engine capacity as hereunder subject to the provisions at paragraph 18.2.17 (d) wherever applicable:</p> <table> <tr> <td>Renewal Period</td> <td>Engine Capacity</td> </tr> <tr> <td>(i) 6 years</td> <td>up to 2050 cc</td> </tr> <tr> <td>(ii) 7 years</td> <td>up to 2250 cc</td> </tr> </table>	Renewal Period	Engine Capacity	(i) 6 years	up to 2050 cc	(ii) 7 years	up to 2250 cc
Renewal Period	Engine Capacity								
(i) 6 years	up to 2050 cc								
(ii) 7 years	up to 2250 cc								
2.	Officers drawing a monthly salary of Rs 86000 but less than Rs 89000 as well as those drawing a monthly salary in a scale the maximum of which is not less than Rs 86000.	100% duty exemption on a car of engine capacity of up to 1601 cc once every five years.	<p>A monthly car allowance of Rs 6130</p> <p>OR</p> <p>deferred renewal with duty exemption on cars of higher engine capacity as hereunder subject to the provisions at paragraph 18.2.17 (d):</p> <table> <tr> <td>Renewal Period</td> <td>Engine Capacity</td> </tr> <tr> <td>(i) 6 years</td> <td>up to 1850 cc</td> </tr> <tr> <td>(ii) 7 years</td> <td>up to 2000 cc</td> </tr> </table>	Renewal Period	Engine Capacity	(i) 6 years	up to 1850 cc	(ii) 7 years	up to 2000 cc
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	(A)	(B)	(C)
No.	Salary Level/Category of Officers	Rate of Duty Exemption & Ceiling of Engine capacity of car	Options: Car allowance in lieu of duty exemption as specified at column (B) or higher rate of duty exemption/engine capacity
3.	Officers drawing a monthly salary of Rs 48425 and above in a scale the maximum of which is not less than Rs 70450 and those drawing a monthly salary in the range of Rs 58075 and up to Rs 83000 as well as incumbents in grades listed at Annex I to this Chapter including those appointed in a temporary capacity under this category.	100% duty exemption for the purchase of a car with engine capacity of up to 1500 cc once every seven years.	A monthly car allowance of Rs 3865 OR deferred renewal with duty exemption on cars of higher engine capacity as hereunder subject to the provisions at paragraph 18.2.17 (d): Renewal Engine Period Capacity (i) 8 years up to 1601 cc (ii) 9 years up to 1850 cc
4.	Officers whose grades are listed at Annex II to this Chapter.	70% duty exemption on a new car or imported second hand car of engine capacity of up to 1400 cc once every seven years as per relevant provisions of the Consumer Protection Regulations.	A monthly car allowance of Rs 2100 OR enhanced duty exemption on deferred renewal as hereunder subject to provision at paragraph 18.2.17 (d) : Renewal Rate of Duty Period exemption (i) 8 years 85% (ii) 9 years 100%

Recommendation 2

18.2.17 We recommend that an officer eligible for duty exemption:

- (a) who has opted for the payment of a monthly car allowance which is payable as from the date the option is exercised, in lieu of duty exemption or deferred renewal to take advantage of enhanced rate of duty exemption or higher engine capacity should put up an application, in writing, for same;

- (b) who has opted for the payment of a monthly car allowance in lieu of duty exemption, would be allowed to take advantage of duty exemption only after a period of six months as from the date he exercised the option for the allowance; and the span of time during which the beneficiary has drawn the allowance should be excluded from the period of eligibility for renewal of the car;**
- (c) who has opted to defer the renewal of the duty exempted car to benefit from higher rate of duty exemption or higher engine capacity, would not be entitled to the monthly car allowance in lieu of the duty exemption as from the date he exercises this option up till the end of the period qualifying him for the higher engine capacity/enhanced duty exemption;**
- (d) may be allowed to purchase a car of higher engine capacity than his normal entitlement subject to a maximum of 2250 cc provided he pays the difference in the excise duty;**
- (e) who has already taken advantage of 70% or 100% duty exemption would be allowed to opt for the payment of a car allowance in lieu of the duty exemption only after a period of seven or five years, whichever is applicable, has elapsed as from the date of the last purchase of the car. However, in case of change of eligibility, within a period of seven or five years, the beneficiary would have to clear any outstanding loan before exercising the option for the application of duty exemption only, but not for the option for the payment of a car allowance in lieu of duty free car;**
- (f) who prior to 30 June 2008, was drawing a monthly salary of Rs 40000 but less than Rs 42500 as well as those who were drawing a monthly salary in a scale the maximum of which was not less than Rs 39000 and with the 2008 PRB Report were entitled to a monthly salary of Rs 66000 or more would be allowed to take advantage of car benefits as per provisions at paragraph 18.2.16 (No. 1) only after five years have elapsed as from the date of the last purchase of the duty remitted car;**
- (g) as specified in categories at (No. 1) to (No. 4) of paragraph 18.2.16, who have opted for the payment of a monthly car allowance in lieu of duty exemption should continue to draw same during their pre-retirement leave; and**
- (h) who has opted for the payment of a monthly car allowance in lieu of duty exemption should not be allowed to use the organisation's vehicle but should make his own transport arrangements for the performance of official travelling.**

Recommendation 3

18.2.18 We further recommend that the beneficiary of duty exemption on a car:

- (a) should reimburse excise duty on a pro-rata basis in case of termination of employment or resignation from office within four years as from the date of purchase of the last duty exempted car;**
- (b) proceeding on retirement would not be required to refund any excise duty provided the duty exempted car is not sold within four years as from the date of purchase;**
- (c) should pay proportionate duty if the duty exempted car is sold within four years as from the date of purchase in accordance with relevant provisions of the Excise Act;**
- (d) proceeding on retirement and to whom a 70% or 100% duty exemption certificate has been granted would be allowed to utilise same within six months after the effective date of retirement;**
- (e) would be allowed to renew his duty exempted car after an aggregate period of five or seven years, whichever is appropriate, as from the date of purchase of the car excluding any period of leave without pay and/or any period during which he has drawn a monthly car allowance in lieu of duty exemption;**
- (f) who has purchased a 100% duty remitted car and is subsequently promoted to a grade qualifying him for a self/chauffeur driven government official car within four years as from the date of last purchase of the car should continue to be exempted from reimbursement of proportionate excise duty notwithstanding the provisions at paragraph (c) above;**
- (g) who has purchased a car of up to 2250 cc and has paid excise duty on the difference between a 1400 cc or 1500 cc or 1601 cc or 1850 cc car and a car of up to 2250 cc should, if he opts to retain the car on qualifying for a 1500 or 1601 or 1850 cc car, be refunded proportionate excise duty, if any, thereon as from the date he qualifies for a 1500 or 1601 or 1850 cc car; and**
- (h) who qualifies for a higher rate of duty exemption on a car or higher engine capacity should, in the first instance, take advantage of this enhanced benefit and only after five/seven years, as appropriate, may opt for deferred renewal for higher rate of duty exemption/engine capacity.**

Change in Entitlement

Recommendation 4

18.2.19 We also recommend that an officer who has taken advantage of 70% duty exemption and qualifies, by virtue of salary, for 100% duty exemption on or after 01 January 2016 or purchased a 70% or 100% duty exempted car

and subsequently qualifies by virtue of salary or promotion for duty exemption on a car of higher engine capacity may:

either

claim refund of duty, if any, as from the date he is eligible for higher rate of duty exemption/higher engine capacity and retain his car up to the time he would be eligible for renewal which should be either five/seven years as from the date duty was refunded or when the car (imported second hand car) is nine years old from the date of its first registration in Mauritius, whichever is applicable

or

reimburse proportionate duty and loan, if any, and take advantage of corresponding car benefits as provided for at paragraph 18.2.16 of this Report.

Recommendation 5

18.2.20 We additionally recommend that:

- (i) officers reckoning at least 22 years' service and in receipt of a monthly salary 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;**
- (ii) officers who have never benefited from duty exemption on a car but drawing a monthly salary of Rs 56450 and those drawing a monthly salary of Rs 43850 or more in a salary scale the maximum of which is not less than Rs 62950 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;**
- (iii) beneficiaries whose grades are listed at Annex II to this Chapter, as well as officers who are entitled to 70% duty exemption as per provisions at sub paragraphs (i) and (ii) above, would be allowed to benefit from 100% duty exemption on a car on reaching salary point Rs 58075 as per terms and conditions at paragraph 18.2.16 (No. 3) and provisions at paragraph 18.2.19;**
- (iv) officers who are entitled to 70% duty exemption as per provisions at sub-paragraphs (i), (ii) and (iii) above would be allowed to take advantage of this benefit up till six months as from their effective date of retirement;**

- (v) **officers who were eligible for 100% duty exemption on a car in line with provisions at paragraph 15.2.78 of the 2003 PRB Report (Volume I) would continue to be eligible, on a personal basis, for 100% duty exemption on a car and related benefits as per terms and conditions at paragraph 18.2.16 (No. 3) although not drawing a monthly salary of Rs 58075 with this Report; and**
- (vi) **officers in grades requiring a University Degree who are drawing a monthly salary in a salary scale the maximum of which is not less than Rs 56450 and who by nature of their duties are required on a regular basis to attend meetings/conferences outside their organisation, receive delegates, organise events/ workshops and regularly work after normal working hours should, subject to the approval of the MCSAR, be eligible for loan facilities and 70% duty exemption for the purchase of a car as per relevant provisions at paragraphs 18.2.20 (i) above and 18.2.43 of this Report.**

Duty Exemption Scheme of Rs 100,000

18.2.21 Some officers, by virtue of their posting, are required to perform official travelling on a regular basis by car. However, on account of their salary or nature of duties they are not eligible for 70% duty exemption for the purchase of a car. A Committee chaired by the Financial Secretary comprising the Director of Pay Research Bureau and the Supervising Officer of the Ministry of Civil Service and Administrative Reforms evolve appropriate criteria for determining eligibility for the grant of duty exemption of up to a maximum of Rs 100,000 on a car of up to 1400 cc to such officers. They are refunded official travelling expenses at approved rates. These provisions are also applicable to Advisers/Officers on contract employment who are required to perform extensive field duties.

Recommendation 6

18.2.22 **We recommend that:**

- (i) **applications for Rs 100,000 duty exemption from individual officers in certain grades whose postings require them to perform official travelling by car on a regular basis should continue to be looked into by the Committee chaired by the Financial Secretary and comprising the Director of the Pay Research Bureau and the Supervising Officer of the Ministry of Civil Service and Administrative Reforms (MCSAR); and**
- (ii) **beneficiaries of Rs 100000 should also be eligible for loan facilities for the purchase of such cars on the same terms and conditions as at paragraph 18.2.43 (a) and be refunded official mileage as at 18.2.68 (No. 5).**

Recommendation 7

18.2.23 We recommend that officers in grades listed at Annex II to this Chapter, as well as officers qualifying for partial duty exemption as at subparagraphs 18.2.20 (i), (ii) and (iii) above as well as those entitled to 100% duty exemption on a car should benefit from its equivalent on a car or Rs 100000 duty exemption, whichever is higher.

Recommendation 8

18.2.24 We recommend that officers whose grades are listed at Annex II to this Chapter and are required to travel regularly on sloppy, rocky and uneven roads to get access to site/s of work, may be allowed to opt for the purchase of a duty remitted 2 x 4 or 4 x 4 Double Cabin pick up in lieu of 70% duty exemption on a car, subject to the genuineness of the case and approval of the Supervising Officer.

Recommendation 9

18.2.25 We recommend that the Supervising Officer of the Ministry/Department should inform the Customs Department of the Mauritius Revenue Authority of the resignation of the beneficiary from service or termination of employment, other than normal retirement, for the purpose of recovery of excise duty, if any.

Car Benefits to Officers on Temporary Appointment

Recommendation 10

18.2.26 We recommend that an officer on temporary appointment who:

- (a) has taken advantage of duty exemption on a car and leaves the service or resigns from service or is reverted to his former post, should be required to reimburse proportionate excise duty if the departure of the officer or the reversion occurs within four years as from the date of the purchase of the duty exempted car; and
- (b) has opted for the payment of a monthly car allowance in lieu of duty exemption, as specified at paragraph 18.2.16 would no longer be entitled to the payment of same as from the date of reversion to his former position.

Duty Free Facilities to Advisers/Officers Employed on Contract

18.2.27 The provisions regarding duty exemption and loan facilities for the purchase of a car to Advisers/Officers employed on contract basis under different categories are, save for a few exceptions, aligned with provisions applicable to public officers on permanent and pensionable establishment. They are required to furnish security to cover the full amount of the loan contracted.

18.2.28 Advisers/Officers on contract employment may opt for the payment of a monthly car allowance in lieu of duty exemption. Once they have exercised this option,

it becomes irrevocable for the duration of the first contract. However, it may be reviewed on renewal of contract.

- 18.2.29 The option for a monthly car allowance does not allow them to benefit from duty exemption facilities until the expiry of the first contract.

Recommendation 11

18.2.30 We recommend that Advisers/Officers on contract employment:

- (a) who opt for duty exemption on a car or a monthly car allowance in lieu thereof should exercise the option at the beginning of the contract. The option for car allowance once exercised would be irrevocable for the duration of the first contract and may be reviewed upon renewal of his contract; and**
- (b) who have opted for the monthly car allowance in lieu of the duty exemption facilities would not benefit from duty exemption until the expiry of the first contract.**

18.2.31 We further recommend that Supervising Officers of Ministries/ Departments should ensure that the contract document of Advisers/ Officers on contract employment should explicitly state the conditions regarding reimbursement of outstanding loan and duty in case of termination of employment or expiry of contract or resignation of officer from service.

Recommendation 12

18.2.32 We recommend that:

- (i) Senior Advisers/Senior Officers on contract employment at a level corresponding to a Chief Technical Officer of a large Ministry or Chief Executive of a major public sector institution, or above, would be eligible for:**

either

100% duty exemption on a car with engine capacity of up to 1850 cc or of a higher engine capacity not exceeding 2250 cc, subject to the provisions at paragraph 18.2.17 (d)

or

the payment of a monthly car allowance of Rs 9000 in lieu thereof

and

be refunded travelling expenses as at paragraph 18.2.68 (No. 2)

- (ii) Advisers/Officers on contract employment drawing a monthly salary in the range of Rs 86000 and up to Rs 101000 a month would be eligible for**

either

100% duty exemption on a car with engine capacity of up to 1601 cc or a car of higher engine capacity not exceeding 2250 cc subject to the provisions at paragraph 18.2.17 (d)

or

the payment of a monthly car allowance of Rs 6130 in lieu thereof

and

be refunded travelling expenses as at paragraph 18.2.68 (No. 2);

- (iii) Advisers/Officers on contract employment drawing a monthly salary in the range of Rs 58075 and up to Rs 83000 a month as well as Advisers employed in the capacity of professionals as mentioned at paragraph 18.2.16 (No. 3), would benefit from:

either

100% duty exemption on a car with engine capacity of up to 1500 cc or a car of higher engine capacity not exceeding 2250 cc subject to the provisions at paragraph 18.2.17 (d)

or

the payment of a monthly car allowance of Rs 3865 in lieu thereof

and

be refunded travelling expenses as at paragraph 18.2.68 (No. 2);

- (iv) a retired public officer who has benefited from duty exemption on a car and subsequently qualifies for same, by virtue of employment on contract, should not be allowed to purchase another duty free car within a period of five or seven years, whichever is applicable, as from the date of first registration of the last duty exempted car in Mauritius.

Advisers/Officers on Contract Employment Performing Extensive Field Duties

Recommendation 13

18.2.33 We recommend that Advisers/Officers on contract employment who are not eligible for duty exemption on a car, either for 70% or 100%, but who are required to perform extensive field duties may, provided they satisfy the conditions laid down for corresponding public officers and subject to the approval of the Committee chaired by the Financial Secretary, be granted

either

duty exemption of up to Rs 100000 for the purchase of a car with engine capacity of up to 1400 cc

or

the option for the payment of a monthly car allowance of Rs 2100 in lieu of the Rs 100000 duty exemption

and

claim mileage for official travelling at appropriate rates as specified at paragraph 18.2.68 (No. 5).

Reimbursement of Excise Duty by Advisers/Officers on Contract Employment

18.2.34 According to relevant provisions of the Customs and Tariff Act 1988, as subsequently amended, the duration of the exemption of duty on motor vehicles lasts for four years. Hence, whenever the employment (permanent or contract) of a beneficiary is terminated or expires within a period of four years as from the date of purchase of a car, he is required to reimburse the duty on a pro-rata basis. We are maintaining this provision.

Recommendation 14

18.2.35 We recommend that:

- (i) in case the contract employment of an Adviser/Officer comes to expiry or is terminated within four years as from the date of purchase of the duty exempted car, the Adviser/Officer should reimburse duty on a pro-rata basis; and**
- (ii) a contract officer who has taken advantage of duty exemption on a car should pay proportionate duty if same is sold within four years as from the date of its purchase and reimburse outstanding loan, if any, on this car.**

Duty Exemption on autocycle/motorcycle

18.2.36 Certain categories of officers at the lower levels are required to perform field duties and, therefore, have to move to different sites of work during the day. These officers were benefiting from duty exemption on autocycle/motorcycle. The corresponding grades of such categories of officers are listed at **Annex III** of this Chapter.

18.2.37 Such officers in these grades are allowed to renew their autocycle/motorcycle after seven years as from the date of purchase.

18.2.38 Following an amendment in the Excise Act, duty on autocycle/motorcycle of engine capacity of up to 125 cc has been waived. We are, in this Report, maintaining the list of grades at **Annex III** for the purpose of the grant of loan facilities to purchase an autocycle/motorcycle in the next Section of this Chapter.

Recommendation 15

18.2.39 We recommend that officers in the grades listed at Annex III to this Chapter should continue to be eligible for the purchase of an autocycle/ motorcycle with engine capacity of up to 125 cc once every seven years.

Section II – Motor Vehicle, Autocycle/Motor Cycle and Bicycle Loans

Motor Vehicle Loans

- 18.2.40 Public officers eligible for loan facilities for the purchase of a motor vehicle are classified into various categories based on their entitlement to duty exemption and salary levels. The interest rate is at Repo Rate for applications of loan facilities as from 01 July 2013.
- 18.2.41 We are maintaining the existing loan facilities for the purchase of a motor vehicle, however, **as from 01 January 2016 all loans advanced will be at interest rate of 4% per annum.**
- 18.2.42 The existing provisions to enable beneficiaries who opt for a car allowance in lieu of duty exemption to take advantage of loan facilities to purchase a car from the local market are maintained.

Recommendation 16

18.2.43 We recommend that:

- (a) **subject to provisions at paragraph (b) below, officers eligible for 70% or 100% duty exemption may be granted loan facilities of up to 21 months' salary refundable in 84 monthly instalments in respect of a first purchase of a duty exempted car**
- or**
- a maximum loan equivalent to 15 months' salary refundable in 60 monthly instalments for a subsequent purchase whichever is applicable;**
- (b) **officers drawing a monthly salary in the range of Rs 83000 and up to Rs 101000 except Accounting/Responsible Officers drawing salary of Rs 101000 a month, would be eligible for loan facilities of up to 18 months refundable in 60 monthly instalments**
- or**
- a maximum loan equivalent to 15 months' salary refundable in 48 monthly instalments for a subsequent purchase;**
- (c) **officers who opt for a monthly car allowance in lieu of 70% or 100% duty exemption, may be granted loan facilities as per relevant provisions at paragraphs (a) and (b) above for the purchase of a car;**
- (d) **officers, as at sub paragraph (c) above, would again be eligible for loan facilities to purchase a duty exempted car after five or seven years, as appropriate, have elapsed as from the date beneficiaries have last taken advantage of loan facilities;**

- (e) officers qualifying for duty exemption of up to Rs 100000 as per provisions of the recommendation at paragraph 18.2.22 would be eligible for a maximum loan equivalent to 21 months' salary refundable in 84 monthly instalments for a single purchase of a car;**
- (f) officers qualifying for a travel grant but who are not eligible for duty exemption would be entitled to loan facilities of up to 21 months' salary refundable in 84 monthly instalments for the purchase of a car of up to eight years old on which duty is not exempted provided the beneficiary draws a monthly basic salary in the range of Rs 42325 and up to Rs 56450;**
- (g) individual officers, irrespective of their grades, who are not entitled to any duty exemption but have to perform from time to time, official travelling by car on a regular basis may be granted, subject to the approval of the Supervising Officer, loan facilities of up to 21 months' salary refundable in 84 monthly instalments for the purchase of a car of up to eight years old on which duty is not exempted;**
- (h) individual officers drawing a monthly salary of Rs 32500 but less than Rs 42325 and who have to attend duty on a fairly regular basis at such hours when public transport and/or official transport is not available may be granted, subject to the approval of their Supervising Officer, loan facilities of up to 21 months' salary refundable in 84 monthly instalments for the purchase of a car of up to eight years old on which duty is not exempted;**
- (i) officers not entitled to duty exemption on a car, but who are eligible for loan facilities to purchase a car, may be allowed to acquire a car of up to eight years old. The car can be renewed after seven years have elapsed from the date of purchase or when the car has reached 11 years as from the date of first registration in Mauritius, whichever is earlier provided the outstanding loan, if any, is cleared. The quantum of loan should not exceed 15 months' salary and refund should be made in 60 monthly instalments for a second and subsequent purchase;**
- (j) beneficiaries who have availed of loan facilities to purchase a car/motorcycle either for the first time or for renewal and fail to produce documentary evidence of the purchase, should refund the whole amount of loan together with the interest accrued thereon by a date determined by the Accountant-General; and would forego the privilege of the grant of another loan until the time they would qualify anew after the prescribed renewal period; and**
- (k) the interest rate on car loans for new applications in the Public Sector should be at interest rate of 4% per annum as from 01 January 2016.**

Auto Cycle to Field Supervisor (Scavenging) - District Councils

18.2.44 Field Supervisor (Scavenging) in all district councils are called upon to visit different sites of work on the same day in the performance of their duties. As such, they benefit from loan facilities to purchase an autocycle. We are maintaining this provision.

Recommendation 17

18.2.45 We recommend that Field Supervisor (Scavenging) in all District Councils, except at the Black River District Council, would continue to benefit from loan facilities as per relevant provisions at paragraph 18.2.51 for the purchase of an autocycle once every seven years.

Loan Facilities and Duty Exemption

Recommendation 18

18.2.46 We recommend that a beneficiary who does not take advantage of loan facilities for the purchase of a duty exempted car, and subsequently applies for loan facilities would be eligible for same up to a quantum to be determined by the Accountant-General on a pro-rata basis to be reimbursed in monthly instalments within five or seven years, as appropriate, as from the date of purchase of the car.

Loan Facilities for the purchase of Autocycle/Motorcycle

18.2.47 Certain categories of Officers whose grades are listed at **Annex III** to this Volume are presently granted loan facilities, equivalent to the price of the autocycle/motorcycle, not exceeding 15 months' salary with interest refundable in 84 monthly instalments.

18.2.48 Such officers are allowed to renew their motorcycle/autocycle after seven years as from the date of purchase and are entitled to loan facilities and duty exemption on the same terms and conditions as for their first purchase.

18.2.49 Eligible officers for loan facilities to purchase a motorcycle/autocycle but in receipt of a monthly salary of Rs 25175 or more or a salary in a scale the minimum of which is not less than Rs 16175 a month are allowed to opt for loan facilities of up to 21 months' salary with interest refundable in 84 monthly instalments for the purchase of a car of up to eight years old without duty exemption.

18.2.50 We are maintaining these provisions whilst reviewing the salary levels for eligibility and the engine capacity of autocycle/motorcycle to meet the requirement of the Excise Act. **The interest rate on loans would now be 4% per annum.**

Recommendation 19

18.2.51 We recommend that:

- (a) officers whose grades are listed at Annex III to this Chapter should continue to benefit from loan facilities for the purchase of an autocyple/motorcycle with engine capacity of up to 125 cc once every seven years;**
- (b) the quantum of the loan should be equivalent to the price of the autocyple/motorcycle but not exceeding 15 months' salary and should be refundable in 84 monthly instalments. The interest rate on autocyple/motorcycle loans should be 4% per annum for new applications as from 01 January 2016; and**
- (c) such beneficiaries would be eligible to renew their autocyple/motorcycle, within the same engine capacity on the same terms and conditions, after seven years as from the date of last purchase of their autocyple/motorcycle.**

Recommendation 20

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); and**
- (ii) officers in the above category 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.**

Autocyple/Motorcycle Loan Facilities to Officers whose grades are not listed at Annex III

18.2.53 Presently, individual officers irrespective of their grades, who are required to attend duty on a fairly regular basis at such time when public transport and/or official transport is not available, are granted loan facilities up to a maximum of 15 months' salary refundable in not more than 84 monthly instalments with interest for the purchase of an autocyple or a motorcycle with engine capacity of up to 125 cc, subject to the approval of their Supervising Officer.

18.2.54 The loan facilities are also granted to officers who have to attend different sites of work on the same day in the performance of their duties and to employees of the Tradesman grade who are required to be "on call" to attend to emergencies after normal office hours, during weekends and public holidays.

Recommendation 21

18.2.55 We recommend that individual officers drawing salary in a scale the maximum of which is not less than Rs 23200 a month and are required to attend duty on a fairly regular basis at such time when public transport and/or official transport is not available, as well as officers who have to attend different sites of work on the same day in the performance of their duties, may be granted, subject to the approval of their Supervising Officers, loan facilities only for the purchase of an autocytle or motorcycle with engine capacity of up to 125 cc as per terms and conditions as per relevant provisions at paragraph 18.2.51.

18.2.56 We also recommend that employees of the Tradesman Grade who are required to be 'On-Call' to attend to emergencies after normal working hours, during weekends and public holidays may be granted, subject to the approval of the Supervising Officer, loan facilities to purchase an autocytle or motorcycle with engine capacity of up to 125 cc at interest rate of 4% per annum, refundable in 84 monthly instalments. Such employees should strictly use their autocytle/motorcycle to attend to emergencies while "On-Call".

Bicycle Loans

18.2.57 An officer who uses a bicycle for official travelling is presently granted loan facilities equivalent to the price of the bicycle every seven years with interest refundable in 84 monthly instalments. We are maintaining these provisions whilst reviewing the rate of interest to 4% per annum.

Recommendation 22

18.2.58 We recommend that officers who are required to use their bicycle for official travelling should be granted loan facilities equivalent to its market price at interest rate of 4% per annum refundable in 84 monthly instalments.

Refund of Loan in the Absence of Documentary Evidence

18.2.59 Eligible officers who have availed of loan facilities for the purchase or renewal of a car/motorcycle and failed to produce relevant documentary evidence are bound to refund the loan together with interest accrued thereon. We are maintaining these provisions.

Recommendation 23

18.2.60 We recommend that an officer who has availed of loan facilities and fails to produce documentary evidence in respect of the purchase of the vehicle, should refund same and any interest accrued thereon by a date as may be determined by the Accountant-General. Furthermore, the beneficiary would qualify for loan facilities anew after five or seven years, whichever is applicable.

18.2.61 We further recommend that in case of default the officer would forego his chance for further loans.

Loan Facilities for the Purchase of Cars to Officers/Advisers on Contract

18.2.62 Expatriates and Mauritian nationals employed on contract basis are allowed to benefit from similar loan facilities as officers serving in a substantive capacity in the Public Sector at corresponding levels, subject to subscribing to a bank guarantee to cover the amount of loan. However, Advisers/Officers on contract drawing a government pension are not required to subscribe to a bank guarantee.

18.2.63 Advisers/Officers, including expatriates, who are unable to subscribe to a bank guarantee are granted loan facilities equivalent to 12 months' salary and the payment of their gratuity on termination or expiry of contract, in case same is not renewed, is retained.

Reimbursement of Loan

Recommendation 24

18.2.64 We recommend that:

- (i) expatriates and Advisers/Officers of Mauritian nationality, employed on contract basis, may be granted loan facilities at interest rate of 4% per annum in accordance with what obtain for officers at corresponding grades/salary levels in the Civil Service subject to production of a bank guarantee covering the full amount of the loan;**
- (ii) advisers/officers on contractual employment drawing a retirement pension from the Government may avail of loan facilities as at subparagraph (i) above, without a bank guarantee;**
- (iii) advisers/officers including expatriates who cannot subscribe to a bank guarantee covering the full amount of loan to which they are entitled to may, by virtue of their position, be granted loan facilities up to a maximum of 12 months' salary at interest rate of 4% per annum refundable in 48 monthly instalments subject to the conditions that they are legally bound to reimburse, forthwith, the outstanding loan on termination or expiry of contract;**
- (iv) advisers/officers on contract employment who have already taken loan facilities without subscribing to a bank guarantee would be allowed to draw their gratuity subject to the condition that they are legally bound to reimburse any outstanding loan on termination or expiry of contract; and**
- (v) advisers/officers on contract employment who have taken advantage of loan facilities from the Accountant-General**

Department and/or benefited from duty exemption should reimburse the outstanding loan and proportionate duty, if any, within a month as from the date the contract comes to expiry or is terminated.

Section III – Travelling Allowances, Travel Grant and Refund of Travelling Expenses

- 18.2.65 Travelling allowances including travel grant, mileage rates and refund of travelling expenses payable to public officers as from 1 January 2013 were computed on the basis of the price of petrol, average car price and related fixed costs prior to that date. These allowances and mileage rates were subsequently reviewed in the 2013 EOAC Report.
- 18.2.66 Staff Unions have always made representations to index the travelling allowances and rates of mileage to the prevailing price of petrol on the local market. However, considering that (a) the price of petrol on the local market may fluctuate every month; (b) indexing would mean either an upward or downward adjustment; and (c) the administrative inconvenience of adjusting such allowance on a monthly basis, it is not considered advisable to change the present system of ensuring an increase whenever the price exceeds a certain level.
- 18.2.67 In this Report, we are re-computing the various travelling allowances. These rates would be subject to revision, as and when necessary.

Recommendation 25

- 18.2.68 We recommend that the monthly travelling allowances and mileage rates payable to beneficiaries be revised as per table below:**

No.	Categories of Officers	Travelling Allowances/Mileage Rates
1.	Officers drawing a monthly basic salary of Rs 89000 or more and eligible for 100% duty exemption on a car of up to 1850 cc excluding beneficiaries of self/chauffeur driven car.	<p>A monthly fixed cost allowance of Rs 2390 and a monthly travelling allowance of Rs 11500</p> <p style="text-align: center;">OR</p> <p>refund of mileage, subject to the approval of the Supervising Officer, at the rate specified at (No. 5) (ii) below together with a monthly commuted allowance of Rs 3165 in case officers perform official travelling during the month.</p>

No.	Categories of Officers	Travelling Allowances/Mileage Rates
2.	<p>(i) Officers drawing a monthly basic salary of Rs 58075 but less than Rs 89000 including officers whose grades are mentioned at paragraph 18.2.16 (No. 3) who are eligible for 100% duty exemption for the purchase of a car.</p> <p>(ii) Officers drawing a monthly salary of Rs 48425 and above in a scale the maximum of which is not less than Rs 70450.</p>	<p>A monthly travelling allowance of Rs 11500</p> <p style="text-align: center;">OR</p> <p>refund of mileage, subject to the approval of the Supervising Officer, at the rate specified at (No. 5) (ii) below together with a monthly commuted allowance of Rs 3165 in case officers perform official travelling during the month.</p>
3.	Officers drawing a monthly basic salary of Rs 42325 and up to Rs 56450 and who are not eligible for 100% duty exemption but own a car.	A monthly travel grant of Rs 7250.
4.	Officers drawing a monthly basic salary of Rs 39575 and Rs 40800 as well as those drawing a monthly basic salary of Rs 42325 or more and who are not in receipt of a travel grant or travelling/petrol allowance.	<p>A monthly travelling allowance of Rs 2350</p> <p style="text-align: center;">OR</p> <p>refund of bus fares, whichever is higher.</p>
5.	Officers performing official travelling by car but not eligible for travel grant /travelling allowance.	<p>(i) Refund of mileage for official travelling at the rate of Rs 10.30 per km for the first 800 km.</p> <p>(ii) Rs 6.50 per km for mileage in excess of 800 km.</p> <p>(iii) Rs 6.50 per km for distance which is not considered as official mileage (from residence to office) on days on which officers are required to carry out field duties.</p>

No.	Categories of Officers	Travelling Allowances/Mileage Rates
6.	Officers performing official travelling by motorcycle.	(i) Refund of mileage for official travelling at the rate of Rs 3.25 per km (ii) Rs 2.35 per km for distance not considered as official travelling (from residence to office) on days on which officers are required to carry out field duties.
7.	Officers performing official travelling by auticycle.	(i) Refund of mileage for official travelling at the rate of Rs 2.65 per km. (ii) Rs 1.80 per km for distance not considered as official travelling (from residence to office) on days on which officers are required to carry out field duties.

Recommendation 26

18.2.69 We also recommend that:

- (i) (a) officers falling under the categories as defined at (No. 1) and (No. 2) at paragraph 18.2.68 above would be eligible for a monthly commuted allowance of Rs 4570; and
- (b) officers falling under the categories as defined at (No. 3) at paragraph 18.2.68 above would be eligible for a monthly commuted allowance of Rs 3255

if, during a whole calendar month, the beneficiary was on approved leave with pay locally or abroad or on study leave with pay or on official mission;

- (ii) officers specified at (No. 1), (No. 2) and (No. 3) at paragraph 18.2.68 above should compulsorily use their car for official travelling, whenever required. However, officers specified at (No. 2) and (No. 3) at paragraph 18.2.68 should not necessarily attend office by car on days they are not required to perform official travelling, but would have to make their own arrangements to return home;
- (iii) officers eligible for a travel grant and performing official travelling should be paid either a monthly travel grant of Rs 7250 or, subject to the approval of the Supervising Officer, a monthly commuted allowance of Rs 3165 together with mileage for attending duty and for official travelling at the rate of Rs 6.50 per km, whichever is

higher. The latter provision would be applicable only in case the officer performs official travelling during the month; and

- (iv) officers eligible for a travel grant of Rs 7250 or travelling allowance of Rs 11500 or mileage allowance may claim for same on a car owned by their father/mother/spouse provided no two persons are claiming travelling allowance/travel grant/mileage allowance on the same car.

18.2.70 We further recommend that the refund of travelling and mileage allowances in respect of officers in the categories specified at (No. 1) to (No. 5) at paragraph 18.2.68 should also apply to Advisers/Officers on contract employment at corresponding levels.

Refund of Mileage to Officers Performing Official Travelling by Car and entitled to a Travelling Allowance

18.2.71 Officers performing field duties and who are in receipt of a travelling allowance or a travel grant are allowed to opt for a monthly commuted allowance together with refund of mileage at appropriate rates. We are maintaining this provision.

Recommendation 27

18.2.72 We recommend that:

- (i) officers entitled to a monthly travelling allowance as per provisions of (No. 1) and (No. 2) at paragraph 18.2.68 may, subject to the approval of the Supervising Officer, be allowed to opt for the payment of a monthly car allowance of Rs 3165 together with refund of mileage allowance at the rate of Rs 6.50 per km in lieu of the travelling allowance/travel grant, provided they perform official travelling in that month; and
- (ii) officers using their autocycle/motorcycle to attend duty should be refunded, on days on which they are required to carry out field duties, the distance from residence to office, at the rate of Rs 1.80 per km for autocycle and Rs 2.35 per km for motorcycle or be refunded travelling by bus, whichever is higher.

Travelling Benefits for officers during Pre-Retirement Leave and for Interdicted Officers upon Reinstatement

18.2.73 Officers eligible for a monthly commuted travelling allowance or travel grant are paid same during their pre-retirement leave although they do not attend duty at all in a month.

18.2.74 Provisions also exist for the refund of a monthly commuted allowance to interdicted officers only on their reinstatement to their substantive post.

18.2.75 We are maintaining these provisions.

Recommendation 28

18.2.76 We recommend that:

- (i) officers entitled to a monthly commuted travelling allowance or travel grant as specified at (No. 1), (No 2) and (No. 3) of paragraph 18.2.68 should continue to draw same during their pre-retirement leave even if they do not attend duty at all in a month;**
- (ii) officers as specified at paragraph 18.2.69 (i) (a) and (b) who were entitled to a commuted allowance/travel grant prior to their interdiction, should be paid the monthly commuted allowance of either Rs 4570 or Rs 3255 whichever is applicable, upon their reinstatement, provided they owned a car during the interdiction period;**
- (iii) officers as specified at (No. 1) to (No. 4) of paragraph 18.2.16 who are in receipt of a monthly car allowance in lieu of duty exemption should continue to draw same during their pre-retirement leave; and**
- (iv) officers entitled to a travel grant only as specified at (No. 3) of paragraph 18.2.68 and who, during a whole calendar month, are on approved leave, inclusive of study leave with pay, official mission and school holidays during which attendance at work has not been required, should be paid a monthly commuted allowance of Rs 3255.**

Refund of Car Mileage Allowance to Officers not entitled to a Travel Grant

18.2.77 Officers who perform official travelling by car but not in receipt of a travel grant are refunded mileage allowance for distance between office and site of work. The officers are also refunded the running costs for the distance not considered as official mileage on days on which they are required to use their car for official travelling. The refund of mileage allowance for official travelling on distance covered between office and site of work are computed in consideration of the most economical route.

Recommendation 29

18.2.78 Officers not eligible for travel grant should continue to be refunded mileage allowance for days on which they are required to carry out field duties, the distance from residence to office, at the rate of Rs 6.50 per km and mileage for official travelling on distance between office and site of work or for the official travelling by the most economical route at approved rates, as per paragraph at 18.2.68 (No. 5).

18.2.79 We further recommend that on days officers are not required to perform official travelling they should continue to be refunded travelling expenses, for attending office, by bus.

Adjustment in the Refund of Official Travelling Expenses on a Financial Year Basis

- 18.2.80 Presently refund of official travelling is made at the rate of Rs 10.30 comprising both fixed and variable costs, for the first 800 km and at the rate of Rs 6.50 to cover for the variable costs only for official mileage in excess of 800 km on a month-to-month basis.
- 18.2.81 Generally, the quantum of official distance travelled varies from month to month according to fluctuations in the extent of field duties. Officers may perform official travelling of less than 800 km in one month and more than 800 km in another. Therefore, in such cases, the refund of travelling expenses is readjusted at the end of each financial year to ensure that the higher rate of refund is applied on an aggregate of up to a maximum of 9600 km over the period of twelve months.
- 18.2.82 Provisions have also been made for adjustment in the refund of mileage allowance to certain categories of officers who are required to perform travelling during specific periods of the year, to assist them towards the fixed costs incurred in respect of their car over the financial year.
- 18.2.83 We are maintaining the provisions regarding the adjustment of refund of mileage allowance on an aggregate distance of 9600 km which are also applicable on, a pro-rata basis, to officers who use their car for official travelling during regular specific periods of the year.

Recommendation 30

18.2.84 We recommend that:

- (i) the refund of official mileage on the aggregate distance travelled by field officers in any financial year should be re-computed at the rate of Rs 10.30 per km for up to a maximum of 9600 km and Rs 6.50 for distance in excess of 9600 km and reimbursement, if any, be made to eligible officers;**
- (ii) the provisions of the recommendation at paragraph (i) above should be applicable to officers who are required to work during a specific period for a duration of five or more months in each year; and**
- (iii) the provisions at paragraph (i) above would be applicable on a *pro-rata* basis to officers proceeding on leave with or without pay for a period exceeding three months.**

Refund of Travelling by Bus

- 18.2.85 Officers who attend duty by bus are refunded *in toto* travelling expenses incurred for journeys between their residence and place of work provided the distance is not less than 1.6 kilometres.
- 18.2.86 Officers, on permanent and pensionable establishment, are refunded their monthly travelling expenses at the rate of:

- (i) 20 days for those working on a five-day week basis; and
- (ii) 24 days for those working on a six-day week basis.

18.2.87 Officers working on shift and those serving in a temporary capacity are refunded travelling expenses on the basis of the number of days of attendance. For shift workers, management is allowed for administrative convenience, to work out an appropriate mode of refund of travelling expenses in relation to the average number of working days in a month, subject to the approval of the MCSAR.

18.2.88 Refund of travelling expenses for Primary School Teachers is made at the rate of 16 days a month and for Secondary School Teachers at the rate of 15 days monthly.

18.2.89 We are maintaining the existing provisions.

Recommendation 31

18.2.90 The present mode of refund of travelling expenses to employees for attending duty by bus should be maintained. As regards the refund of travelling expenses to Primary School Teachers and Secondary School Teachers, computation for such refund should be based on 16 days a month and 15 days a month respectively.

Attending Duty by other Means of Transport

18.2.91 Some officers use their own means of transport other than car to attend duty and are paid a monthly travelling allowance of Rs 400 or the amount representing refund of bus fares for attending work during the month, whichever is the higher.

Recommendation 32

18.2.92 We recommend that the monthly travelling allowance payable to officers who use their own means of transport to attend duty be revised to Rs 420 or the amount which would have been refundable by bus for attending work during the month, whichever is the higher.

Official Travelling by Bus

18.2.93 Officers who are required to perform official travelling by bus are refunded the cost of the bus fares incurred *in toto*. We are maintaining this provision.

Recommendation 33

18.2.94 We recommend that employees who are required to perform official travelling by bus should continue to be refunded their bus fares *in toto*.

Bicycle Allowance

18.2.95 Officers performing official travelling on bicycle are paid a monthly allowance of Rs 250. However, those who have to use their bicycles on bad roads are paid

an additional sum of Rs 100 monthly. We are maintaining this provision while reviewing the allowances.

Recommendation 34

18.2.96 We recommend that the monthly allowance payable to:

- (i) officers performing official travelling on bicycle be revised to Rs 275; and**
- (ii) officers using their bicycle on bad roads be revised to Rs 125.**

Walking Allowance

18.2.97 Certain categories of officers, e.g. Forest Guards, are required to walk during the performance of their duties because their places of work are not accessible by vehicles. These officers are paid a monthly allowance of Rs 250. We are revising same.

Recommendation 35

18.2.98 We recommend that the monthly walking allowance be revised to Rs 275. The walking allowance should also be paid to Rodriguan public officers, wherever applicable.

Refund of Bus Fares to Physically Handicapped Public Officers

18.2.99 Certain employees who suffer from physical disabilities (foot and limb) face difficulties to walk from their residence or office to catch a bus. Under normal conditions employees are refunded bus fares whenever the distance for any trip between residence to office exceeds 1.6 km by the most economical route. This condition is not applicable to people suffering from a physical handicap and we are maintaining the present provisions.

Recommendation 36

18.2.100 We recommend that officers who suffer from a physical disability (foot/leg/limb) and are unable to walk at a normal pace should continue to be refunded, subject to the approval of their Supervising Officer, bus fares from residence to office and back inclusive of trips for distance of less than 1.6 km.

18.2.101 We also recommend that subject to the approval of the MCSAR, the provisions of the above recommendation may on production of a medical certificate from a Government Medical Officer be extended on a case to case basis, to an officer though not suffering from a physical disability but who faces more or less the same sort of problem to attend duty and back.

18.2.102 We further recommend that officers, who on account of the operational needs of the organisation have to leave office late in the evening, may be

refunded travelling expenses on an alternative route due to security reasons, subject to the approval of the Supervising Officer.

Section IV –Government Official Car Scheme

Official Car Benefits

- 18.2.103 At present, Judges and officers drawing a monthly basic salary of Rs 102000 and above are eligible for the exclusive use of a government official car, both for official travelling and private use. Beneficiaries are required to bear the costs of “routine maintenance” such as washing, cleaning, waxing and tyre repairs and to provide shelter for the car.
- 18.2.104 Officers occupying position of Chief Executives of Parastatal Organisations and other Statutory Bodies and Local Authorities and Responsible and Accounting Heads of Departments in the Civil Service presently drawing a monthly basic salary of Rs 95000 benefit from the exclusive use of a self-driven government car, both for official and private use.
- 18.2.105 The monetary value of the private use of the official car, as determined by the High Powered Committee, is included in the computation of retirement benefits of beneficiaries irrespective of whether they have taken advantage of the car or not. Beneficiaries also have to pay tax in respect of the use of the car for private purposes.
- 18.2.106 On retiring at the age of 50 years or more, beneficiaries are also allowed to purchase the official car at a depreciated price on the terms and conditions as established by the Ministry of Finance and Economic Development or purchase a new car, on which duty is exempted, within the prescribed ceiling.
- 18.2.107 Beneficiaries of the government official car are allowed, in lieu thereof, to opt for the purchase of a car on which 100% duty is exempted within the prescribed ceiling value of the official car.
- 18.2.108 Except for Judges and officers of this level and above, the car is renewable every five years or as may be determined by the High Powered Committee which also looks into other benefits related to chauffeur/self-driven government car such as petrol allowances, services of a driver, driver’s allowance and monetary value for private use of the car for pension purposes.
- 18.2.109 The duty-free certificate issued to beneficiaries of official car and self-driven car who are eligible for 100% duty exemption on car, on retiring at the age of 50 and above, remains valid as from the date they proceed on pre-retirement leave up to six months after the effective date of their retirement.

The Official Car Scheme and Services of a Driver

- 18.2.110 The official car scheme, introduced decades ago is a major component in the remuneration package of officers presently drawing salary of Rs 102000 and above.

18.2.111 We are maintaining the provisions of personalised official car inclusive of the option in lieu thereof, that is, duty exemption with loan facilities to purchase a car within the prescribed ceiling value along with the payment of a monthly car allowance in lieu of the official car.

Recommendation 37

18.2.112 We recommend that Judges and officers drawing a monthly salary of Rs 110000 and above should continue to be entitled to

either

a government official car, within the prescribed ceiling value, for official use as well as for private purposes together with the payment of a monthly fuel allowance, as may be determined by the High Powered Committee (HPC) and a driver's allowance of Rs 8400 a month or the services of a driver, wherever applicable

or

the payment of a monthly car allowance in lieu of the official car together with a monthly fuel allowance as may be determined by the HPC and 100% duty exemption for the purchase of a car of up to 2000 cc together with loan facilities up to the corresponding ceiling value reimbursable in 60 monthly instalments at the rate of interest of 4% per annum and a monthly driver's allowance of Rs 8400.

18.2.113 We further recommend that Accounting/Responsible Officers drawing a monthly basic salary of Rs 101000 but less than Rs 110000 should continue to be entitled to

either

a self-driven government official car within the prescribed ceiling value for official use as well as for private purposes, together with the payment of a monthly fuel allowance as may be determined by the HPC

or

the payment of a monthly car allowance in lieu of the official car together with a monthly fuel allowance as may be determined by the HPC and 100% duty exemption for the purchase of a car of up to 1850cc together with loan facilities up to the corresponding ceiling value reimbursable in 60 monthly instalments at interest rate of 4% per annum.

18.2.114 We recommend that officers, falling under categories at paragraphs 18.2.112 and 18.2.113 who opt for the payment of a monthly car allowance together with 100% duty exemption in lieu of the official car, would be allowed to take advantage of the duty exemption and loan facilities provided they reimburse outstanding loan, if any, on the car purchased previously.

18.2.115 We further recommend that officers who wish to renew their duty exempted car purchased on terms and conditions as laid down at paragraphs 18.2.112 and 18.2.113 above should, at the expiry of the five-year period, be granted loan facilities up to a maximum of 15 months' salary at an interest rate of 4% per annum refundable in 48 monthly instalments.

Recommendation 38

18.2.116 We recommend that the HPC should continue to look into the provisions regarding other benefits related to chauffeur-driven/self-driven government cars such as petrol allowances, services of a driver and the monetary value for private use of car for pension purposes.

Ceiling Value and Renewal Period for Chauffeur-Driven/Self-Driven Government Car

18.2.117 Officers in the Public Service including those of the Parastatal and Other Statutory Bodies, Local Authorities and the Rodrigues Regional Assembly are eligible for official/chauffeur-driven/self-driven cars within a prescribed ceiling value according to status and salary levels. Accounting and Responsible Officers and officers of the level of Permanent Secretary and above are allowed to renew their official car every five years. However, the renewal period for Judges and officers at this level and above is four years.

Recommendation 39

18.2.118 We recommend that:

- (i)** the renewal period of government official cars allocated to eligible officers, except for Judges and Officers at this level and above, should be five years;
- (ii)** the renewal period of government official cars allocated to Judges and officers at this level and above should continue to be four years;
- (iii)** an officer qualifying for a government official car and who opts for same in lieu of a car allowance should in the first instance be allocated a car of up to five years old from the pool, if available, or a brand new car within the corresponding ceiling value, subject to availability of funds; and
- (iv)** an officer who has been allocated an official car from the pool would be allowed to renew this car on its reaching five years as from the date of first registration by another one of less than five years.

18.2.119 We further recommend that beneficiaries of government official cars may be allowed to top up the difference between the duty exempted price of the car and their corresponding prescribed ceiling value, subject to the following conditions:

- (a)** they undertake, at the time of retirement, to purchase the car at its normal depreciated price; and
- (b)** they agree that government would not bear any additional liability that may be attributed to the topping up amount in case the car is damaged in an accident.

Services of Driver/Driver's Allowance

18.2.120 Officers including Chief Executives/Responsible and Accounting Officers appointed on or after 01 January 2013 and drawing salary of Rs 102000 or more as from 01 January 2013 are eligible for an official car and are paid an allowance in lieu of the services of a Driver. Officers in this category are allowed to avail of the services of a driver either on the establishment of the organisation or from the appropriate pool in lieu of the allowance, subject to approval of the High Powered Committee. We are maintaining the present provisions.

Recommendation 40

18.2.121 We recommend that:

- (i)** Judges and Chief Executives/Responsible and Accounting Officers of Ministries/Departments who were drawing a monthly salary of Rs 47500 and above as at 30 June 2008 and who have been provided with the services of a driver on the establishment of the organisation may continue with the present arrangement or opt for the driver's allowance in lieu of the services of a driver; and
- (ii)** Officers including Chief Executives/Responsible and Accounting Officers appointed on or after 01 January 2013 and drawing salary of Rs 110000 or more are eligible for a driver's allowance in lieu of the services of a driver. However, subject to the approval of the HPC, such officers may be provided with the services of a driver either on the establishment of the organisation or from the appropriate pool in lieu of the allowance.

18.2.122 The provisions at paragraphs 18.2.112 and 18.2.113 above also apply to Chief Executives of Municipal Councils and District Councils in respect of Driver's allowance.

Government Official Car (Chauffeur-Driven/Self-Driven) to Officers on Leave/ Mission or in Acting/Temporary Capacity

Retention of Official Car during period of leave abroad and payment of petrol allowance

18.2.123 Officers on leave/mission abroad are allowed to retain their official car and are eligible for the payment of the monthly fuel allowance. Such beneficiaries are allowed to opt for the purchase of a duty exempted car within the prescribed ceiling value together with the payment of a monthly car allowance in lieu of the official car. We are maintaining the existing provisions.

Recommendation 41

18.2.124 We recommend that:

- (i) officers entitled to a government official car (Chauffeur-Driven/Self-Driven), may continue to retain the responsibility of the car or continue to draw the monthly car allowance in lieu of the official car, while on mission abroad or leave with pay for a period of up to six months. This recommendation should also apply to beneficiaries posted to our missions abroad; and**
- (ii) the HPC shall continue to examine, on a case to case basis, requests for the retention of government cars or the payment of the monthly car allowance in lieu thereof to officers proceeding on leave with pay for the period in excess of six months.**

Duty Exemption to Officers Eligible for Chauffeur-Driven Government Car for the Purchase of a Car for Private Use.

18.2.125 Officers of the level of Permanent Secretary and above who may be called upon to work regularly beyond normal office hours for long periods are at present eligible, subject to the approval of the HPC, for the purchase of a car, within the prescribed ceiling value, on which duty is exempted. The argument in favour of this provision is the non-availability of the official car for use by the family as the officer is often retained beyond normal working hours and very often unexpectedly. We are maintaining the present provisions.

Recommendation 42

18.2.126 We recommend that requests from eligible officers for duty exemption for the purchase of a car for private use over and above their present entitlement to an official car should continue to be looked into by the HPC on a case-to-case basis. This exemption is restricted to a single purchase.

18.2.127 Judges and Officers at this level and above, should continue to be allowed to renew the duty exempted car purchased for private use every seven years, subject to the approval of the HPC.

Allocation of Official Car to Officers Appointed in a Temporary Capacity

18.2.128 An officer appointed in a temporary capacity in a post carrying the benefit of an official car is provided with a government/organisation car from the pool both for official travelling and for private use. The officer is also allowed to have recourse to the services of a Driver from the organisation, if available and wherever applicable. Provisions also exist for the officer to opt for the payment of a monthly car allowance in lieu of the official car.

Recommendation 43

18.2.129 We recommend that officers appointed in a temporary capacity in post carrying the benefit of an official car should continue to be provided with a government/organisation car from the pool both for official travelling and private purposes. Such officer may be provided with the services of a driver from the organisation, if available.

18.2.130 We also recommend that an officer appointed in a temporary capacity in a grade carrying the benefit of an official car may be allowed to opt for the payment of a monthly car allowance, in lieu of the official car, together with the payment of a monthly fuel allowance which is determined by the HPC. The officer would also be eligible for the monthly driver's allowance of Rs 8400.

Allocation of Chauffeur-Driven Cars to Officers Appointed in an Acting Capacity

18.2.131 The existing provisions regarding the allocation of an official car during period of actingship/assignment of duties and the option for payment of a monthly car allowance in lieu of the official car are being maintained.

Recommendation 44

18.2.132 We recommend that officers, appointed to act or assigned duties for a period exceeding one year, in a post carrying a monthly salary of Rs 110000 and above and for which actingship or assignment of duties is made on the basis of seniority or selection by the relevant Service Commissions or Board against vacancies or temporary vacancies which would become permanent or vice an officer in a substantive capacity who proceed on leave with/without pay or on mission may, subject to the approval of the HPC, exceptionally be granted

either

the use of a government/organisation car along with the services of a driver of the organisation, if available, or a driver's allowance and fuel allowance as appropriate

or

a monthly car allowance in lieu of the official car together with a driver's allowance and fuel allowance as appropriate.

18.2.133 We recommend that officers appointed to act or assigned duties in post carrying a monthly salary of Rs 110000 and above be exceptionally granted either the use of an organisation car along with the services of a driver, if available, or a driver's allowance during their period of actingship, irrespective of the number of days they are on actingship or assignment of higher duties.

Recommendation 45

18.2.134 We recommend that officers, appointed to act or assigned duties for a period exceeding one year in a position of an Accounting/Responsible Officer carrying a monthly salary of Rs 101000 and for which actingship or assignment of duties is made on the basis of seniority or selection by the relevant Service Commissions or Board against vacancies or temporary vacancies which would become permanent or vice an officer in a substantive capacity who proceeds on leave with pay/without pay or on mission may, subject to the approval of the HPC, exceptionally be granted

either

the use of a government/organisation car and fuel allowance as appropriate

or

a monthly car allowance in lieu of the official car and fuel allowance as appropriate.

Recommendation 46

18.2.135 We recommend that the HPC should, on a case-to-case basis, continue to look into, the extension of the recommendation at paragraph 18.2.134 to an officer acting in a grade carrying a monthly salary of at least Rs 110000 though not in an Accounting/Responsible position.

Chauffeur-Driven Car Benefit to Officers Assigned the Duties at the level of Permanent Secretary and above

18.2.136 We are maintaining the existing provisions for officers assigned duties at the level of Permanent Secretary, Secretary to the President and Secretary, Public and Disciplined Forces Service Commissions pending the implementation of a recommendation concerning the posting of officers in the grade of Permanent Secretary to carry out the duties and shoulder responsibilities of the latter grades.

Recommendation 47

18.2.137 We recommend that :

- (i) officers assigned the duties of the post of Secretary to the President and Secretary, Public and Disciplined Forces Service Commissions who are subsequently appointed in an acting capacity in a grade carrying the benefit of a chauffeur-**

driven/official car, may be allowed to retain the official car or be provided with a car from the pool until their substantive appointment or may opt for a monthly car allowance in lieu thereof. Such officers would also be eligible for a driver's allowance in lieu of the services of a driver or may seek the approval of the High Powered Committee for the services of a driver;

- (ii) officers who have opted for the payment of a monthly car allowance in lieu of an official car while, being assigned the duties of the post of Secretary to the President and Secretary, Public and Disciplined Forces Service Commissions may continue to draw this allowance until their substantive appointment; and
- (iii) officers retiring during the period of assignment of duties in the capacity of Secretary to the President or Secretary, Public and Disciplined Forces Service Commissions would be eligible for the monetary benefits of the private use of the official car for pension purposes, even if they have opted for the payment of the car allowance in lieu of the official car.

Self-Driven Official Car

Change in Entitlement

Recommendation 48

18.2.138 We further recommend that officers who have taken advantage of a self-driven government car and subsequently qualify for a chauffeur-driven car and a driver's allowance should be eligible for a new official car or a car of less than five years old from the pool, within the prescribed ceiling only after five years have elapsed as from the date of purchase (first registration) of the self-driven car.

Car/Travelling Benefits during Pre-Retirement Leave

Retention of Car, Payment of Petrol and Driver's Allowances

18.2.139 Officers allocated a chauffeur/self-driven government car are presently authorised to retain the car while on pre-retirement leave and are paid the full monthly fuel allowance during this period or continue to opt for a monthly car allowance in lieu of the official car during the pre-retirement leave. We are maintaining this provision.

Recommendation 49

18.2.140 We recommend that:

- (i) beneficiaries of a chauffeur/self-driven government car, may during their pre-retirement leave, either continue to retain their car and be paid the monthly fuel allowance or opt for the payment of a monthly car allowance in lieu of the chauffeur/self-driven government car along with the fuel allowance;

- (ii) beneficiaries of an official car who on pre-retirement leave opt for a monthly car allowance in lieu of the official car would also be eligible for a driver's allowance in lieu of the services of a driver;
- (iii) beneficiaries of an official car who have opted or who opt, while proceeding on leave prior to retirement, for the payment of a driver's allowance in lieu of the services of a driver would benefit from same during their pre-retirement leave;
- (iv) beneficiaries of an official car as well as officers who have opted for a monthly car allowance in lieu of the official car while proceeding on retirement at the age of 50 or above, may
 - either
 - opt to purchase the official car allocated to them while in service or a car from the pool at a depreciated price as established by the Ministry of Finance and Economic Development subject to the condition that they reimburse duty and outstanding loan, if any, on the car purchased in lieu of the official car
 - or
 - purchase a new duty exempted car within the prescribed ceiling value. However, the recommendation concerning the option to purchase a car from the pool would not be applicable to officers who have previously opted to top up the difference between the duty exempted price of the car and their corresponding ceiling entitlement;
- (v) the duty free certificate issued to officers eligible for 100% duty exemption on a car, on retiring at the age of 50 or above, should remain valid as from the date they proceed on pre-retirement leave up to six months after the effective date of their retirement;
- (vi) an officer who opts for a monthly car allowance in lieu of the official car would also be eligible for the fuel allowance and a driver's allowance in lieu of the services of a driver; and
- (vii) in case of interdiction, the official car allocated to a beneficiary should be returned to the pool/organisation and the latter be paid the monetary value of the private use of the car during the period of interdiction.

Beneficiaries of Chauffeur-Driven Government Car Re-employed on Contract

18.2.141 An officer, who at the time of retirement, has already purchased the chauffeur-driven/official car allocated to him or a new duty-free car in lieu thereof and is subsequently employed on a new contract which qualifies him for another chauffeur-driven/official car or a new duty-free car is authorised to purchase the second official/duty free car only after a period of five years have elapsed as

from the date of first registration of the last official car. We are maintaining the existing provisions.

Recommendation 50

18.2.142 We recommend that:

- (i) (a) contract officers appointed in the capacity of Responsible and Accounting Officer against established posts may be granted the benefit of a chauffeur-driven car and other car benefits as per terms and conditions at paragraph 18.2.112 as appropriate or may opt for the payment of a monthly car allowance in lieu of the official car;**
- (b) the beneficiary who opts for the use of the official car would not be allowed to purchase the car allocated to him at the expiry of the contract unless he has served for a continuous period of five years in that capacity;**
- (c) in case the contract officer opts to purchase a duty-exempted car in lieu of a chauffeur-driven car, he would be allowed to take advantage of loan facilities subject to provisions at paragraph 18.2.64;**
- (ii) an officer who at the time of retirement purchased the official car allocated to him or a new duty-free car in lieu thereof and who is subsequently employed on a new contract at a level qualifying him for another official car or a new duty-free car in lieu thereof may**
 - either**
 - purchase another official car or the new duty-free car only after a period of five years has elapsed from the date the new duty free car or the official car purchased, at the time of retirement, was first registered**
 - or**
 - opt for the payment of a monthly car allowance in lieu of the official car. Such officer would also be eligible for fuel allowance and a driver's allowance; and**
- (iii) A Contract Officer appointed in an executive capacity against an established post but not in a Responsible and Accounting position may be granted the respective car benefits as applicable for corresponding grades in the service, except for loan facilities which shall be as per provisions at paragraphs 18.2.43 and 18.2.64.**

Section V – Other Recommendations

Travel Grant and Loan Facilities

18.2.143 Advisers/Officers on contract employment drawing a monthly salary in the range of Rs 39275 and up to Rs 52775 and not eligible for 100% duty exemption on a car, are presently paid a monthly travel grant to use their car to attend duty.

18.2.144 Advisers/Officers employed on contract in the capacity of professionals are presently entitled to 100% duty exemption on a car of up to 1500 cc and a monthly travelling allowance.

Recommendation 51

18.2.145 We recommend that Advisers/Officers on contract employment not entitled to 100% duty exemption on a car, but drawing a monthly salary in the range of Rs 42325 and up to Rs 56450 would be eligible for a monthly travel grant of Rs 7250 and should use their car for official purposes whenever required.

18.2.146 We also recommend that Advisers/Officers employed in the capacity of professionals as listed at Annex I to this Chapter, would be eligible for 100% duty exemption on a car together with loan facilities on terms and conditions specified at paragraph 18.2.64 and a travelling allowance as at paragraph 18.2.68 (No. 2).

Reimbursement of Excise Duty by Advisers/Officers on Contract Employment

18.2.147 Duty exemption is granted to contract officers according to specific criteria for the purchase of a car, to be used in the performance of their duties. It should therefore be binding on such officers to reimburse duty whenever the contract is terminated or comes to expiry within a period of four years as from the date of purchase of the duty exempted car.

18.2.148 Retired public officers re-employed on contract and who have benefited from duty exemption on a car are not allowed to purchase another duty free car within a period of five or seven years as from the date of the last purchase of the duty remitted car. They are required to reimburse proportionate duty in case the car is sold within four years as from the date it was last purchased.

Recommendation 52

18.2.149 We recommend that:

- (i) Advisers/Officers on contract employment who have benefited from duty exemption on the purchase of a car should reimburse excise duty on a *pro-rata* basis whenever their contract is terminated or expires within four years as from the date of purchase of a duty exempted car;**
- (ii) the Supervising Officer of the Ministry/Department should, in writing, inform:**
 - (a) the Advisers/Officers on contract employment of the provisions regarding the repayment of outstanding loans and**

**excise duty at the time of the offer of contract of employment;
and**

- (b) the Customs Department of the Mauritius Revenue Authority of the termination and/or expiry of contract of each beneficiary for the purpose of recovery of excise duty, if any.**
- (iii) a retired public officer who has benefited from duty exemption on a car and subsequently qualifies for same, by virtue of employment on contract, would not be allowed to purchase another duty free car within a period of five or seven years, whichever is applicable, as from the date the officer last purchased the duty exempted car;
and**
- (iv) a contract officer who has benefited from duty exemption on a car should, in line with the recommendation at paragraph 18.2.18 (c), pay proportionate duty if same is sold within four years as from the date of its purchase.**

Other Related Provisions

Recommendation 53

18.2.150 We recommend that wherever the term “salary” is used in the Chapter (Travelling and Car Benefits) of this Volume, it is deemed to read “basic salary”.

List of grades eligible for loan to purchase a 100% duty-exempted car

Accountant/Senior Accountant

Agricultural Engineer

Analyst (Personal to ex-Financial and Management Analyst as at 30.06.08)

Architect/Senior Architect

Assistant Accountant General

Auditor

Ayurvedic Medical Officer/Senior Ayurvedic Medical Officer

Chief Officer

Dental Surgeon/Senior Dental Surgeon

District Magistrate

Electrical Engineer/Senior Electrical Engineer

Engineer

Engineer (Airworthiness – Air Frame/Power Plant)

Engineer (Airworthiness – Avionics)

Engineer, Communication, Navigation and Surveillance

Engineer, Energy Efficiency

Engineer/Senior Engineer (Civil)

Engineer/Senior Engineer (Planning/Maintenance)

Engineer/Senior Engineer (Project/Planning)

formerly Planner/Senior Planner

Financial and Governance Analyst/Senior Financial and Governance Analyst
(Personal to the FMA and SFMA as at 30.06.08)

Government Valuer

Lead Architect
formerly Chief Architect

Lead Electrical Engineer
formerly Chief Engineer

Lead Engineer
formerly Chief Engineer

Lead Engineer (Planning/Maintenance)
formerly Chief Engineer

Lead Mechanical Engineer
formerly Chief Mechanical Engineer

Lead Engineer (Project/Planning)
formerly Chief Planner

Lead Quantity Surveyor
formerly Chief Quantity Surveyor

Lead Sanitary Engineer
formerly Principal Sanitary Engineer

Judicial Research Officer

Mechanical Engineer/Senior Mechanical Engineer

Medical and Health Officer/Senior Medical and Health Officer

Occupational Safety and Health Engineer/Senior Occupational Safety and Health Engineer

Pharmacist/Senior Pharmacist

Planner

Principal Agricultural Engineer

Principal Architect (Personal to officers in post as at 31.12.15)

Principal Auditor

Principal Electrical Engineer (Personal to officers in post as at 31.12.15)

Principal Engineer (Personal to officers in post as at 31.12.15)

Principal Engineer (Planning/Maintenance) (Personal to officers in post as at 31.12.15)

Principal Mechanical Engineer (Personal to officers in post as at 31.12.15)

Principal Quantity Surveyor (Personal to officers in post as at 31.12.15)

Project Manager (National Development Unit)

Project Officer/Senior Project Officer (National Development Unit)
formerly Project Officer

Project Officer (Ministry of Environment, Sustainable Development, Disaster and Beach Management)

Quantity Surveyor/Senior Quantity Surveyor

Sanitary Engineer/Senior Sanitary Engineer

Senior Agricultural Engineer

Senior Analyst (Personal to ex-Senior Financial and Management Analyst as at 30.06.08)

Senior Auditor

Senior Engineer (Airworthiness – Air Frame/Power Plant)

Senior Engineer (Airworthiness – Avionics)

Senior Engineer (Communication, Navigation and Surveillance)

Senior Government Valuer

Senior Town and Country Planning Officer

State Attorney

State Counsel

Town and Country Planning Officer

Veterinary Officer

Veterinary Officer (Competent Authority)

PARASTATAL AND OTHER STATUTORY BODIES

Accountant (drawing salary in the scale the maximum of which is not less than Rs 56450 a month)

Internal Auditor (drawing salary in a scale the maximum of which is not less than Rs 56450 a month)

Accountant/Senior Accountant
formerly Accountant

Senior Accountant

Chief Internal Auditor

Senior Internal Auditor

Road Development Authority

Assistant Divisional Manager (Civil Engineering)

Senior Manager (Civil Engineering)

Manager (Civil Engineering)

State Trading Corporation

Assistant Financial Manager

Town and Country Planning Board

Planning Officer/Senior Planning Officer
formerly Planning Officer

Mauritius Cane Industry Authority

Workshop Manager

Field Manager

Financial Reporting Council

Assistant Technical Executive

LOCAL AUTHORITIES

Accountant (drawing salary in a scale the maximum of which is not less than Rs 56450 a month)

Internal Auditor (drawing salary in a scale the maximum of which is not less than Rs 56450 a month)

Accountant/Senior Accountant
formerly Accountant

Head, Land Use and Planning Department

Head, Public Infrastructure Department

Planning and Development Officer

Civil Engineer

Mechanical Engineer/Senior Mechanical Engineer

**List of grades eligible for loan to purchase a 70 % duty exempted car
for official travelling**

CIVIL SERVICE

MINISTRY/DEPARTMENT	GRADE
The Judiciary	Chief Court Usher Principal Court Usher Senior Court Usher Court Usher Official Receiver
National Assembly	Clerk Assistant, National Assembly Parliamentary ICT Manager
Ombudsman's Office	Senior Investigations Officer, Ombudsman's Office
Electoral Commissioner's Office	Principal Electoral Officer Senior Electoral Officer Electoral Officer
Prime Minister's Office and Ministry of Defence, Home Affairs, Rodrigues and National Development Unit	Co-ordinator, Security Matters Assistant Permanent Secretary
National Development Unit	Project Assistant Senior Regional Development Officer Regional Development Officer Assistant Citizen's Advice Bureau Coordinator Citizen's Advice Bureau Co-ordinator
Rodrigues Division	Public Relations and Welfare Officer
Government Information Service	Senior Information Officer Information Officer Head, Audio-Visual Production Officer Principal Audio-Visual Production Officer Senior Audio-Visual Production Officer
Pay Research Bureau	Survey Officer

MINISTRY/DEPARTMENT	GRADE
Police	Chief Catering Administrator
Meteorological Services	Meteorologist/Senior Meteorologist <i>formerly Meteorologist</i>
Forensic Science Laboratory	Forensic Scientist/Senior Forensic Scientist Principal Forensic Technologist <i>formerly Forensic Technologist/Senior Forensic Technologist</i> Chief Forensic Technologist <i>formerly Principal Forensic Technologist</i>
Civil Status Division	Deputy Registrar of Civil Status Principal Civil Status Officer
Deputy Prime Minister's Office, Ministry of Tourism and External Communications	Senior Tourism Planner Tourism Planner Leisure Events Officer Tourism Enforcement Officer
Civil Aviation Services	Maintenance Supervisor Senior Maintenance Supervisor
Ministry of Housing and Lands	
Survey Division	Senior Surveyor Surveyor
Planning Division	Principal Technical Design Officer Senior Development Control Officer Development Control Officer
Vice Prime Minister's Office, Ministry of Energy and Public Utilities	
Water Resources Unit	Senior Hydrological Officer Hydrological Officer Technical Officer

MINISTRY/DEPARTMENT	GRADE
Ministry of Finance and Economic Development	Analyst/Senior Analyst Senior Analyst (Personal) Assistant Manager, Financial Operations (Personal to officers in post as at 31.12.15) Assistant Manager, Procurement and Supply (Personal to officers in post as at 31.12.15) Assistant Manager, Internal Control (Personal to officers in post as at 31.12.15) Deputy Official Receiver
Valuation	Chief Property Valuation Inspector Principal Property Valuation Inspector Senior Property Valuation Inspector
Ministry of Technology, Communication and Innovation	
Central Information Systems Division	Senior Systems Analyst Systems Analyst
Ministry of Youth and Sports	Assistant Director of Youth Affairs Principal Youth Officer Senior Youth Officer Youth Officer Senior Sports Officer Sports Officer
Ministry of Public Infrastructure and Land Transport	
Engineering Section	Superintendent of Works
Quantity Surveying Section	Chief Inspector of Works
Architect Section	Senior Inspector of Works Principal Materials Testing Officer <i>formerly Materials Testing Officer</i> Senior Technical and Mechanical Officer Technical and Mechanical Officer Principal Technical Officer (Civil Engineering) Senior Technical Officer (Civil Engineering) Technical Officer (Civil Engineering) Technical Officer

MINISTRY/DEPARTMENT	GRADE	
Engineering Section Quantity Surveying Section Architect Section (Contd.)	Assistant Quantity Surveyor	
	Senior Materials Testing Officer <i>formerly Senior Technical Officer (Materials Testing Laboratory)</i>	
	Materials Testing Officer <i>formerly Technical Officer (Materials Testing Laboratory)</i>	
	Technical Officer (Electrical and Electronics)	
	Chief Technician (Quantity Surveying)	
	Principal Technician (Quantity Surveying)	
	Senior Technician (Quantity Surveying)	
	Chief Technical Design Officer	
	Principal Technical Design Officer	
	National Transport Authority	Chief Road Transport Inspector
		Principal Road Transport Inspector
Senior Road Transport Inspector (Roster)		
Road Transport Inspector (Roster)		
Assistant Transport Planner		
Principal Traffic Warden (Roster)		
Senior Traffic Warden (Roster) Traffic Warden (Roster)		
Energy Services Division	Chief Inspector	
	Principal Inspector	
	Senior Inspector	
	Chief Technician	
	Principal Technician	
	Senior Technician	
Traffic Management and Road Safety Unit	Traffic Census Officer	
	Senior Traffic Census Officer	
Ministry of Education and Human Resources, Tertiary Education and Scientific Research	Music Organiser	
	Physical Education Organiser	
	Senior School Inspector	
	School Inspector	
	Senior Supervisor Oriental Languages	
	Supervisor Oriental Languages	
	Assistant Supervisor Oriental Languages	
	Supervisor (The Arts)	

MINISTRY/DEPARTMENT**GRADE**

**Ministry of Education and
Human Resources, Tertiary
Education and Scientific
Research (Contd.)**

Principal ICT Technician
Assistant Supervisor (The Arts)
Inspector, Specialised Schools/Day Care Centres
Senior Educational Psychologist
Educational Psychologist
ICT Technician/Senior ICT Technician
Educational Social Worker
Quality Assurance Officer

**Ministry of Health and
Quality of Life**

Chief Pharmacy Technician
Coordinator (Operations Support Services)
Chief Medical Imaging Technologist
Principal Medical Social Worker
Chief Medical Laboratory Technologist
Medical Social Worker/Senior Medical Social
Worker
Deputy Director, Public Health and Food Safety
Nutritionist/Senior Nutritionist
formerly Nutritionist
Senior/Principal Analyst (Health)
Principal Public Health and Food Safety Inspector
Senior Public Health and Food Safety Inspector
Principal Health Surveillance Officer
Senior Nurse Educator
Occupational Therapist/Senior Occupational
Therapist
Physiotherapist/Senior Physiotherapist
Principal Health Information, Education and
Communication Officer
Senior Health Information, Education and
Communication Officer
Health Information, Education and
Communication Officer
Senior Public Health Nursing Officer
Senior Health Engineering Officer
Health Engineering Officer
Health Promotion Co-ordinator
Lead Health Analyst
Speech Therapist and Audiologist/Senior Speech
Therapist and Audiologist
Clinical Psychologist

ANNEX II (Contd)

MINISTRY/DEPARTMENT	GRADE
Ministry of Health and Quality of Life (Contd.)	Clinical Scientist/Senior Clinical Scientist (Biochemistry)
	Clinical Scientist/Senior Clinical Scientist (Virology)
	Principal Public Health Nursing Officer
	Regional Health Services Administrator
	Principal Biomedical Engineering Technician
	Senior Biomedical Engineering Technician
	Blood Donor Coordinator
	Scientific Officer/Senior Scientific Officer, Vector Biology and Control Division <i>formerly Scientific Officer, Vector Biology and Control Division</i>
	Haemodialysis Supervisor
	Specialised Nurse
	Nursing Supervisor
	Ministry of Local Government
Senior Inspector	
Mauritius Rescue and Fire Service	Deputy Chief Fire Officer
Ministry of Foreign Affairs, Regional Integration and International Trade	Second Secretary
Attorney-General's Office	Curator of Vacant Estates
Ministry of Agro-Industry and Food Security	Senior Agricultural Analyst
	Senior Agricultural Superintendent
	Agricultural Superintendent
	Senior Scientific Officer
	Scientific Officer
	Senior Technical Officer
	Technical Officer
	Senior Laboratory Technologist
	Laboratory Technologist
	Transport Superintendent <i>formerly Transport Officer</i>
Forestry Services	Assistant Conservator of Forests
	Divisional Forest Officer

MINISTRY/DEPARTMENT	GRADE
National Parks and Conservation Service	Technical Officer/Senior Technical Officer (Conservation) Senior Scientific Officer (Conservation) Scientific Officer (Conservation)
Ministry of Arts and Culture	Chief Arts Officer Principal Arts Officer Senior Arts Officer Arts Officer Senior Culture Officer Culture Officer
Film Classification Board	Secretary, Film Classification Board
National Archives Department	Conservator
Ministry of Industry, Commerce and Consumer Protection	
Industry Division	Senior Analyst (Industry) Analyst (Industry)
Consumer Affairs Unit	Principal Consumer Affairs Officer Senior Consumer Affairs Officer Consumer Affairs Officer
Commerce Division	Legal Metrologist Senior Technical Officer (Legal Metrology) Technical Officer (Legal Metrology) (Personal) Senior Commercial Officer Commercial Officer
Assay Office	Assistant Director, Assay Office Technical Officer/Senior Technical Officer (Assay Office) Gemmologist
Ministry of Gender Equality, Child Development and Family Welfare	Senior Organising Officer, Women's Centre (Personal) Head, Home Economics Unit (Personal) Senior Home Economics Officer Home Economics Officer

MINISTRY/DEPARTMENT	GRADE
Ministry of Gender Equality, Child Development and Family Welfare (Contd.)	Psychologist/Senior Psychologist <i>formerly Psychologist</i>
	Family Counselling Officer
	Co-ordinator
	Senior Family Welfare and Protection Officer
	Family Welfare and Protection Officer
Senior Child Welfare Officer (Personal)	
Ministry of Business Enterprise and Cooperatives	
	Cooperatives Division
	Divisional Co-operative Officer
	Principal Co-operative Officer
	Senior Co-operative Officer
Co-operative Officer	
Co-operative Development Officer	
Ministry of Social Security, National Solidarity and Reform Institutions	Head, Disability Empowerment Unit
	Principal Disability Empowerment Officer
	Disability Empowerment Officer/Senior Disability Empowerment Officer
	Senior Organising Officer, Recreation Centre
	Assistant Commissioner, Social Security
	Principal Social Security Officer
	Senior Social Security Officer
Social Welfare Division	
Deputy Social Welfare Commissioner	
Principal Social Welfare Officer	
Senior Social Welfare Officer	
Social Welfare Officer	
Reform Institutions	
Assistant Commissioner of Probation and After Care	
Principal Probation Officer	
Senior Probation Officer	
Probation Officer	

MINISTRY/DEPARTMENT	GRADE
Ministry of Ocean Economy, Marine Resources, Fisheries, Shipping and Outer Islands	Controller, Fisheries Protection Service Deputy Controller, Fisheries Protection Service Assistant Controller, Fisheries Protection Service Principal Fisheries Protection Officer Senior Technical Officer (Fisheries) Technical Officer (Fisheries) Scientific Officer/Senior Scientific Officer (Fisheries)
Ministry of Environment, Sustainable Development, Disaster and Beach Management	
Department of Environment	Principal Technical Enforcement Officer Senior Technical Enforcement Officer Technical Enforcement Officer Scientific Officer (Environment) Environment Officer/Senior Environment Officer <i>formerly Environment Officer</i> Chief Inspector Senior Inspector
Solid Waste Management Division	Technical Officer Project Officer/Senior Project Officer Principal Project Officer
Ministry of Civil Service and Administrative Reforms	Assistant Manager, Human Resources (Personal to officers in post as at 31.12.15) Director, Safety and Health Unit Principal Safety and Health Officer Safety and Health Officer/Senior Safety and Health Officer
Ministry of Labour, Industrial Relations, Employment and Training	
Labour Administration and Industrial Relations	Principal Labour and Industrial Relations Officer Senior Labour and Industrial Relations Officer Labour and Industrial Relations Officer

MINISTRY/DEPARTMENT	GRADE
Employment Service	Deputy Director, Employment Service Chief Employment Officer Senior Employment Officer
National Remuneration Board	Senior Remuneration Analyst Remuneration Analyst
Occupational Safety and Health Inspectorate	Divisional Occupational Safety and Health Officer Principal Occupational Safety and Health Officer Occupational Safety and Health Officer/Senior Occupational Safety and Health Officer
Registry of Associations	Principal Inspector of Associations Senior Inspector of Associations Inspector of Associations
Careers Guidance Service	Senior Careers Counsellor Careers Counsellor

RODRIGUES REGIONAL ASSEMBLY

In principle, officers in the grades mentioned below should be eligible for 70% duty-free car for the performance of their duties as their counterparts in Mauritius. Given the specificity in Rodrigues, namely its size, topography and the nature of the work carried out by these officers, the Island Chief Executive should ensure that it would be more economical for officers in such grades to use their own cars instead of the organisation's cars.

DEPARTMENT	GRADE
Office of the Clerk	Deputy Clerk, Regional Assembly
Chief Commissioner's Office	
Central Administration	Administrative Officer Safety and Health Officer/Senior Safety and Health Officer Assistant Manager, Financial Operations (Personal to officers in post as at 31.12.15) Systems Analyst
Transport	Head, Transport <i>formerly Officer-in-Charge, Transport</i>
State Lands and Town and Country Planning Unit	Surveyor
Civil Status Division	Officer-in-Charge, Civil Status
Agricultural Research and Extension Services	Scientific Officer/Senior Scientific Officer <i>formerly Scientific Officer (Agronomy) Scientific Officer (Animal Husbandry)</i> Agricultural Superintendent Senior Technical Officer (Agriculture) Technical Officer (Agriculture)
Education	Senior School Inspector School Inspector
Prisons and Reform Institutions	Senior Probation Officer Probation Officer

DEPARTMENT	GRADE
Deputy Chief Commissioner's Office	
Cooperatives	Officer-in-Charge, Cooperatives Assistant Officer-in-Charge, Cooperatives Senior Cooperative Officer Cooperative Officer
Industrial Development Division	Analyst (Industry)
Human Resource Development Centre	Head, Human Resource Development Centre Co-ordinator, Human Resource Development Centre
Commission for Public Infrastructure, Housing, Transport and Water Resources	
Public Infrastructure	Chief Inspector of Works Senior Inspector of Works Technical Officer
National Transport Authority	Senior Road Transport Inspector (Roster) Road Transport Inspector (Roster)
Commission for Social Security, Employment, Labour and Industrial Relations, Consumer Protection, Trade, Commerce and Licensing	
Consumer Affairs Unit	Head, Consumer Affairs Unit <i>formerly Officer-in-Charge, Consumer Protection Unit</i> Senior Consumer Affairs Officer Consumer Affairs Officer
Employment	Senior Employment Officer
Labour and Industrial Relations	Labour and Industrial Relations Officer
Occupational Safety and Health Inspectorate	Occupational Safety and Health Officer/Senior Occupational Safety and Health Officer

ANNEX II (Contd.)

DEPARTMENT

GRADE

Commission for Health and Sports

Medical and Health

Senior Inspector (Safety and Health)

Nutritionist/Senior Nutritionist
formerly Nutritionist

Head Catering Unit

Sports Division

Sports Officer

**Commission for Environment, Tourism,
Forestry, Fisheries and Marine Parks**

Fisheries

Controller, Fisheries Protection
Service (Rodrigues)

Scientific Officer (Fisheries)

Assistant Controller, Fisheries
Protection Service
(Rodrigues)

Principal Fisheries Protection
Officer

Tourism Division

Tourism Enforcement Officer

Environment Division

Environment Officer

Environment Enforcement Officer
formerly Enforcement Officer

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

Arts and Culture

Arts Officer (Rodrigues)

Youth and Sports

Principal Youth Officer

Senior Youth Officer

Youth Officer

**List of grades eligible for loan to purchase a 70 % duty exempted car
for official travelling**

PARASTATAL AND OTHER STATUTORY BODIES

ORGANISATION	GRADE
Agricultural Marketing Board	Seeds Officer
Apravasi Ghat Trust Fund	World Heritage Site Manager
Beach Authority	Technical Manager Beach Works Inspector Beach Enforcement Officer Technical Officer (Civil)
Central Water Authority	Surveyor Senior Internal Control Officer Senior Scientific Officer (Biochemistry) Scientific Officer (Biochemistry) Safety and Health Officer/Senior Safety and Health Officer Chief Works Officer Senior Inspector Meter Reading Supervisor Technical Officer/Senior Technical Officer (Laboratory) <i>formerly Technical Officer (Laboratory)</i> Superintendent, Anti-Fraud Unit Technical Officer/Senior Technical Officer <i>formerly Technical Officer</i> <i>Senior Technical Officer</i>
Manufacturing Sector Workers Welfare Fund	Programme Welfare Officer
Food and Agricultural Research and Extension Institute	Manager, Finance <i>formerly Manager, Accounts Section</i> Biometrician/Senior Biometrician Maintenance Officer Research Scientist/Senior Research Scientist Assistant Research Scientist

ORGANISATION

Food and Agricultural Research and Extension Institute (Contd.)

Mauritius Cane Industry Authority

GRADE

Business Development Manager
Senior Extension Officer (Personal)
Extension Officer (Personal)
Extension Officer/Senior Extension Officer
Station/Laboratory Manager

Senior Area Superintendent (Personal to incumbent of Ex-Cane Planters and Millers Arbitration and Control Board)
Area Superintendent (Personal to incumbent of Ex-Cane Planters and Millers Arbitration and Control Board)
Senior Technical Officer(Personal to incumbent of Ex-Cane Planters and Millers Arbitration and Control Board)
Technical Officer(Personal to incumbent of Ex-Cane Planters and Millers Arbitration and Control Board)
Sugar Technologist/Senior Sugar Technologist
Operations Superintendent (Agricultural Mechanisation)
formerly Field Superintendent
Operations Officer (Agricultural Mechanisation)
formerly Field Officer/Senior Field Officer
Technical and Mechanical Officer/Senior Technical and Mechanical Officer
LAMU/Nursery Co-ordinator (Personal to incumbent of Ex-Farmers' Service Corporation as at 30.06.08)
Manager (Personal to incumbent of Ex-Farmers' Service Corporation as at 30.06.08)
Assistant Manager (Personal to incumbent of Ex-Farmers' Service Corporation as at 30.06.08)

ANNEX II (Contd.)

ORGANISATION	GRADE
Mauritius Institute of Training and Development	Assistant Manager (Personal to incumbent of Ex-IVTB as at 30.06.08)
	Coordinator (Personal to incumbent of Ex-IVTB as at 30.06.08)
	Curriculum Officer (Personal to incumbent of Ex-IVTB as at 30.06.08)
	Safety and Health Officer/Senior Safety and Health Officer (Personal to incumbent of Ex-IVTB as at 30.06.08)
	Psychologist (Personal to incumbent of Ex-IVTB as at 30.06.08)
Irrigation Authority	Divisional Irrigation Operation Officer
	Technical Officer (Civil)
	Senior Technical Officer (Civil)
	Safety and Health Officer/Senior Safety and Health Officer
	Irrigation Operation Officer
Mahatma Gandhi Institute	Head, Gandhian Basic School
	Lecturer
Mauritius Broadcasting Corporation	Chief Broadcast Technologist
	Chief Technical Producer
	Producer/Senior Producer
	Journaliste Reporteur D'images
	Senior News Editor (Roster) (Personal)
	News Editor (Roster) (Personal)
Open University of Mauritius	Senior Academic Media Coordinator
	Academic Media Coordinator
	Marketing and Development Officer
	Head, Engineering and Technology Services
	Head, Audio-Visual Production
	Lecturer
	<i>formerly Assistant Lecturer/Lecturer</i>
Mauritius Examinations Syndicate	Examinations Officer
Mauritius Institute of Education	Chief Technician
	Lecturer

ANNEX II (Contd.)

ORGANISATION	GRADE
Mauritius Institute of Health	Research Officer/Senior Research Officer
Mauritius Oceanography Institute	Associate Research Scientist Technical Assistant/Senior Technical Assistant
Mauritius Meat Authority	Head of Illegal Slaughter Squad
Mauritius Museums Council	Curator Conservator
Mauritius Standards Bureau	Financial Manager Manager Quality Officer
National Children's Council	Council Secretary Coordinator
National Agency for the Treatment and Rehabilitation of Substance Abusers	Programme Officer Assistant Programme Officer
National Computer Board	Project Supervisor Business Analyst/IT Consultant/Research Officer (Personal to officers in post as at 31.12.15)
National Transport Corporation	NTC Regional Manager Technical and Mechanical Officer/Senior Technical and Mechanical Officer Traffic Controller Senior Traffic Controller
National Women's Council	Head, Women's Association Unit (Personal) Supervisor, Women's Association
Private Secondary Schools Authority	Supervisor/Senior Supervisor Inspector (Personal)
Rabindranath Tagore Institute	Lecturer

ANNEX II (Contd.)

ORGANISATION	GRADE
Road Development Authority	Chief Technical Design Officer
	Chief Inspector of Works
	Materials Testing Officer
	Principal Technical Officer (Civil Engineering)
	Senior Inspector of Works
	Senior Technical Officer (Civil Engineering)
	Senior Technical Officer (Materials Testing Laboratory)
	Superintendent of Works
	Surveyor
	Principal Technical Design Officer
	Technical Officer (Civil Engineering)
	Technical Officer (Materials Testing Laboratory)
	Safety and Health Officer/Senior Safety and Health Officer
Small Farmers Welfare Fund	Technical Officer
Small and Medium Enterprise Development Authority	Business Development Officer
	Assistant Manager
Sugar Insurance Fund Board	Area Manager
	Land Surveyor
	Manager, Finance
	Field/Operations Supervisor
Sugar Industry Labour Welfare Fund	Commissioner, Community Development
	Principal Community Development Officer
	Senior Community Development Officer
	Principal Social Welfare Officer
	Senior Social Welfare Officer
	Supervisor, Women's Association
	Inspector
	Senior Inspector
	Supervisor, Dressmaking and Related Craft

ANNEX II (Contd.)

ORGANISATION	GRADE
Tertiary Education Commission	Deputy Financial Controller
Ex-Tea Board	Technical Officer
Ex-Tobacco Board	Tobacco Officer Senior Tobacco Officer
Tourism Authority	Tourism Enforcement Officer Senior Tourism Enforcement Officer Assistant Examiner
Tourism Employees Welfare Fund	Programme Welfare Officer
Town and Country Planning Board	Administrative Manager Chief Planning Inspector Senior Planning Inspector Planning Inspector
University of Mauritius	Lecturer
Université des Mascareignes	Lecturer
University of Technology, Mauritius	Lecturer
Vallée D'Osterlog Endemic Garden Foundation	Technical Officer
Wastewater Management Authority	Scientific Officer Senior Works Inspector Land Surveyor Chief Works Inspector Technical Officer (Civil) <i>formerly Technical Officer (Civil Engineering)</i> Senior Technical Officer (Civil) <i>formerly Senior Technical Officer</i> Technical Officer (Mechanical and Electrical) Principal Technical Design Officer

**List of grades eligible for loan to purchase a 70 % duty exempted car
for official travelling**

LOCAL AUTHORITIES

CITY AND MUNICIPAL COUNCILS

DISTRICT COUNCILS

Assistant Chief Executive

Attorney

Building Inspector

Chief Building Inspector

Chief Health Inspector

Chief Inspector of Works

Chief Welfare Officer

Deputy Chief Executive

Deputy Chief Health Inspector

Deputy Superintendent of Parks and Gardens

Engineering Assistant

Financial Operations Officer (Personal to incumbent in post as at 30.06.08)

Land Surveyor

Planning and Development Inspector

Principal Health Inspector

Principal Welfare Officer

Safety and Health Officer/Senior Safety and Health Officer

Senior Building Inspector

Senior Health Inspector

Senior Inspector of Works

Senior Usher/Prosecutor (Personal)

Superintendent of Parks and Gardens

Supervisor, Usher's Section (Personal)

Treasurer

**List of grades eligible for loan to purchase an
autocycle/motorcycle for official travelling**

CIVIL SERVICE

MINISTRY/DEPARTMENT	GRADE
Vice-Prime Minister's Office, Ministry of Energy and Public Utilities Water Resources Unit	Gauge Reader
Ministry of Finance and Economic Development Statistics Mauritius	Senior Statistical Officer Statistical Officer
Valuation Department	Property Valuation Inspector
Ministry of Youth and Sports	Senior Coach Coach Swimming Pool Attendant Foreman
Ministry of Public Infrastructure and Land Transport	Inspector of Works Assistant Inspector of Works Senior Field Supervisor Field Supervisor Chief Tradesman Foreman
Energy Services Division	Inspector Foreman Chief Electrician Chief Plant Mechanic
National Transport Authority	Senior Traffic Warden Traffic Warden
Ministry of Education and Human Resources, Tertiary Education and Scientific Research	Inspector of Works Assistant Inspector of Works

MINISTRY/DEPARTMENT	GRADE
Ministry of Health and Quality of Life	Public Health and Food Safety Inspector
	Senior Health Surveillance Officer
	Health Surveillance Officer
	Senior Supervisor, Rodent Control
	Supervisor, Rodent Control
	Assistant Supervisor, Rodent Control
	Rodent Control Attendant
	Motivator
	Mortuary Attendant
	Time Keeper (Health)
	Ambulance Care Attendant
	Insecticide Sprayer Operator
	Community Health Development Motivator
	Community Health Rehabilitation Officer
	Senior Statistical Officer
	Statistical Officer
	Cook (Roster)
Ministry of Local Government	Inspector
	Assistant Inspector of Works
Mauritius Fire and Rescue Service	Firefighter
	Sub-Officer
	Station Officer
Ministry of Agro-Industry and Food Security Forestry Services	Chief Forest Conservation and Enforcement Officer
	Principal Forest Conservation and Enforcement Officer
	Senior Forest Conservation and Enforcement Officer
	Forest Conservation and Enforcement Officer
National Parks and Conservation Service	Senior Park Ranger
	Park Ranger
	Assistant Park Ranger

MINISTRY/DEPARTMENT	GRADE
Ministry of Social Security, National Solidarity and Reform Institutions	Higher Social Security Officer
Mauritius Maritime Training Academy	Petty Officer
Ministry of Labour, Industrial Relations, Employment and Training	Employment Officer
Mauritius Police Force	Cook (Roster)
Mauritius Prisons Services	Cook (Roster)
Ministry of Ocean Economy, Marine Resources, Fisheries, Shipping and Outer Islands	Senior Fisheries Protection Officer Fisheries Protection Officer

**List of grades eligible for loan to purchase an
autocycle/motorcycle for official travelling**

RODRIGUES REGIONAL ASSEMBLY

DEPARTMENT	GRADE
Rodrigues Regional Assembly	Field Assistant
	Agricultural Assistant
	Chief Forest Conservation and Enforcement Officer
	Principal Forest Conservation and Enforcement Officer
	Senior Forest Conservation and Enforcement Officer
	Forest Conservation and Enforcement Officer
	Inspector of Works
	Assistant Inspector of Works
	Coach
	Chief Tradesman
	Foreman
	Senior Field Supervisor
	Field Supervisor
	Employment Officer
	Higher Social Security Officer
	Senior Statistical Officer <i>formerly Senior Statistical Assistant</i>
	Statistical Officer <i>formerly Statistical Assistant</i>
	Public Health and Food Safety Inspector
	Hydrological Technician
	Chief Tradesman
	Foreman
	Senior Fisheries Protection Officer
	Fisheries Protection Officer
	Firefighter
	Sub-Officer
	Station Officer

**List of grades eligible for loan to purchase an
autocycle/motorcycle for official travelling**

PARASTATAL AND OTHER STATUTORY BODIES

ORGANISATION	GRADE
Central Water Authority	Inspector
	Assistant Inspector (Personal)
	Chief Tradesman (Personal)
Food and Agricultural Research and Extension Institute	Senior Extension Assistant
	Extension Assistant
Irrigation Authority	Field Officer/Senior Field Officer <i>formerly Field Officer</i>
	Driver (Roster)
	Field Supervisor (Roster)
	Irrigueur (Roster)
	Social Facilitator
	Supervisor (Irrigation) (Roster)
Mauritius Cane Industry Authority	Test Chemist (Personal to incumbent of Cane Planters and Millers Arbitration and Control Board as at 30.06.08)
	Technical Assistant/Senior Technical Assistant
	Operator (Personal)
	Head Operator (Personal)
	Agricultural Machinery Operator
	Agricultural Machinery Operator(Personal)
	Head Agricultural Machinery Operator (Personal to Incumbent of Ex-Sugar Planters Mechanical Pool Corporation as at 30.06.08)
Road Development Authority	Inspector of Works
	Assistant Inspector of Works
	Senior Field Supervisor
	Field Supervisor
	Chief Tradesman
	Foreman

ANNEX III (Contd.)

ORGANISATION	GRADE
Sugar Insurance Fund Board	Field Officer/Senior Field Officer <i>formerly Field Officer</i> <i>Senior Field Officer</i>
Sugar Industry Labour Welfare Fund	Community Development Officer Assistant Supervisor, Women's Associations
Wastewater Management Authority	Works Inspector Assistant Works Inspector Head Operative

**List of grades eligible for loan to purchase an
autocycle/motorcycle for official travelling**

LOCAL AUTHORITIES

CITY AND MUNICIPAL COUNCILS

DISTRICT COUNCILS

GRADE

Inspector of Works
Building Inspector
Health Inspector
Assistant Inspector of Works
Senior Welfare Officer
Welfare Officer
Overseer (Drains and Works)
Overseer (Parks and Gardens)
Overseer
Workshop Supervisor
Supervisor Infant School
Cadastral Officer
Usher/Prosecutor/ Senior Usher/Prosecutor
formerly Usher/Prosecutor
Revenue Collector (Personal)
Chief Controller of Works
Foreman
Assistant Building Inspector
Senior Overseer
Financial Operations Officer/Senior
Financial Operations Officer
formerly Tax Controller
Supervisor (Lighting)
Supervisor (Lighting Section) (Personal)
Supervisor (Lighting Section)
Field Supervisor
Groundsman

List of grades eligible for loan to purchase a duty free motorcycle of up to 250 cc

MINISTRY

DEPARTMENT

**Ministry of Ocean, Economy,
Marine Resources, Fisheries,
Shipping and Outer Islands**

Fisheries Protection Officer (Personal to officers
in post as at 31.12.15)
