

18. CONDITIONS OF SERVICE AND BENEFITS

- 18.1 Conditions of Service are an important part of the compensation package of any employee. These may take the form of cash payments or facilities which include, cars, telephone, etc.
- 18.2 As this is an alternative way of increasing the pay package, individuals as well as Unions/Federations have perpetually reiterated their requests for increased benefits or improved condition. We have, therefore, examined same in the light of statutory provisions and international norms. Subsequently, we have recommended accordingly. We have maintained certain benefits or improved same on the basis of needs. The MCSAR is the main implementation arm of the Government and as such it should continue to facilitate and monitor the proper implementation of recommendations related thereto. Any problem concerning interpretation should then be referred to the Bureau.
- 18.3 The conditions of service in the subsequent sections are of general application. Specific conditions are dealt with in the relevant Chapters and Volumes of this Report.