

REGISTRAR-GENERAL'S DEPARTMENT

- 18.147 The Registrar-General's Department (RGD) is the central agency for maintaining a repository of all registered documents in connection with immovable (land, mortgage) and movable properties (share, car) and any other documents. Its main functions relate to Land Registry (Mortgage), Registration and Valuation.
- 18.148 The RGD has automated its services and is transforming the Department from a service organisation to an e-service one. In this context, it has already launched the Stage I Mauritius e-Registry Project (MeRP) to enable stakeholders conduct business on line. To gain time and avoid risk of tampering, loss and manipulation of documents, the Stage 2 of the MeRP would be operational incessantly providing an electronic dashboard to its customers through which they can submit documents, pay tax fees, generate e-Registration, conduct electronic searches and receive e-Registered documents.
- 18.149 The Registrar General acts as the Conservator of Mortgages and Receiver of Registration Dues and is also the Authorised Officer for Campement. She is responsible for the day-to-day administration of the RGD, and is assisted in her tasks by the Deputy Registrar General, Assistant Registrar General, officers of the Registration Officer cadre and those of the General Services grades.
- 18.150 Representations from the staff side in the context of this review include: demerging the grade of Registration Officer/Senior Registration Officer into two distinct grades, namely Registration Officer and Senior Registration Officer; upgrading of the the initial salary of the grade of Registration Officer/Senior Registration Officer so that it is higher than that of the Management Support Officer; alignment of salary of Registration Officer/Senior Registration Officer with that of Compliance Officer/Senior Compliance Officer; upgrading the salary scales of all the grades in the Registration Officer cadre; creation of additional posts at all levels; payment of an allowance to those officers attending committees/courts; sponsorship for officers who are willing to follow the Diploma course in legal studies and to refund, in toto fees paid by those officers who have acquired the Diploma in legal studies at their own expense. On the other hand, Management requested to: amend the duties of certain grades, set up a Desk at the MCSAR to deal with HR matters; establish a help desk at the RGD with the right personnel and review the salaries of all grades in the Registration Officer Cadre.
- 18.151 During the consultative meeting, parties were sounded on the decisions of the Bureau. Management was reminded of its prerogative and onus to amend duties in schemes of service after consultation with parties concerned and create grades and additional posts taking into consideration the functional and operational needs of the organisation. Following submissions from Union, Management was advised to carry out an indepth analysis of the related duties for each grade so

that there is a clear demarcation in the responsibilities and duties at each level and also to examine the related implications on the overall cadre before submitting the proposed schemes of service to the Bureau for salary grading.

- 18.152 Technical reasons and due explanations were also provided for requests that could not be acceded to. This includes the request for demerging the grades of Registration Officer/Senior Registration Officer. Stakeholders were informed that salaries would be looked into by the Bureau following fresh job evaluation exercises and it was also explained that with the demerging of grades in the EOAC Report 2013, the salary scales of corresponding grades have not been reviewed downwards to reflect the decoupling of responsibilities that were clubbed together in the 2013 PRB Report.
- 18.153 We consider the present organisation structure appropriate to deliver effectively and efficiently on its mandate and no change is being brought to it. Salaries are being revised taking into consideration, among others, the additional responsibilities associated with the operationalisation of the MeRP Systems (stage 1 and 2).

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SALARY SCHEDULE

Salary Code	Salary Scale and Grade
18 000 102	Rs 110000 Registrar-General
18 085 095	Rs 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000 Deputy Registrar-General
18 068 083	Rs 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 59700 Assistant Registrar-General
18 063 078	Rs 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 51575 Chief Registration Officer (Personal to officers in post as 31.12.12)

Salary Code	Salary Scale and Grade
18 058 076	Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Principal Registration Officer/Chief Registration Officer
18 050 069	Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350 Inscription and Check Clerk
18 050 067	Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 36200 Senior Registration Officer (Personal to officers in post as at 31.12.12)
18 034 065	Rs 16075 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 34350 Registration Officer/Senior Registration Officer
18 025 059	Rs 13530 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 29400 Copyist and Check Clerk (Personal)
16 025 067	Rs 13550 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525 QB 26300 x 775 – 31725 Machine Minder/Senior Machine Minder (Bindery) (Roster)
24 022 051	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 Driver
