

## 15. DEPUTY PRIME MINISTER'S OFFICE, MINISTRY OF TOURISM AND EXTERNAL COMMUNICATIONS

- 15.1 The Ministry of Tourism and External Communications envisions to be a leading economic development agency in sustainable tourism, setting new benchmarks and pioneering best practices with a view to sustain economic growth as well as improving the standard of living of the whole population. Its mission is to develop and champion tourism activities so as to build the sector into a key engine of growth and to make Mauritius the best island destination in the world.
- 15.2 The Ministry also has under its *aegis* the External Communications Division which is dealt with in another section of this chapter.
- 15.3 The main objectives of the Ministry are, *inter alia*, to institute a legal and operational framework to plan, monitor and regulate tourism activities in line with the defined tourism strategies and policies; provide support incentives and assistance to approved tourism projects in line with the defined strategies and policies; maintain Mauritius as an attractive and desirable tourist destination; promote the development of family-oriented leisure amenities for Mauritius; and diversify the Mauritian tourism product by encouraging eco and cultural tourism.
- 15.4 The tourism sector in Mauritius has, over the years, emerged as a key pillar of the economy contributing immensely towards the socio-economic development of the country in terms of economic growth, employment creation, foreign exchange earnings, social mobility, poverty alleviation, women's empowerment and economic democratisation. The sector accounts for more than 8% of the Gross Domestic Product and is a source of creating 100,000 direct and indirect employment.
- 15.5 Tourism would continue to play an instrumental role geared towards achieving the second economic miracle and the Government's vision 2030. In this context, the Ministry is reviewing its tourism policies to reposition the sector in the new business environment capitalising on new opportunities in the emerging markets, consolidating the traditional markets with growth potential and tapping niche segments in existing and new markets. The new policies are articulated around four main axes: attractiveness, accessibility including affordability, visibility and sustainability.
- 15.6 To this end, the Ministry and tourism support institutions operating under its *aegis*, namely, the Mauritius Tourism Promotion Authority and the Tourism Authority, are being revamped and reorganised for greater flexibility and effectiveness, to meet the objectives set and respond to the new changes in the tourism industry.
- 15.7 Besides the general administration, the activities of the Tourism Division of the Ministry are organised under the Technical Unit and the Leisure unit.

- 15.8 The Technical Unit has been reorganised into two distinct branches: the land-based and sea-based branches. Both branches are manned by officers of the Tourism Planner cadre at the professional level and are supported by Tourism Enforcement Officers. The Technical Unit is headed by the Secretary for Tourism Development. This unit is being further reinforced to cater for the new demands in the sector. The Leisure unit, which is responsible to promote leisure and recreational activities for the citizens and tourists, is headed by the Leisure Events Organiser who is supported by officers of the Leisure Events Officer Cadre.
- 15.9 While we consider the present organisational structure of the Ministry to be adequate to allow it to meet its mandate effectively, we are improving the pay structure to make it more attractive and reflecting the duties and responsibilities devolving upon incumbents.

### **Leisure Events Officer**

#### **Recommendation 1**

**15.10 We recommend that incumbents in the grade of Leisure Events Officer possessing a Diploma in the field of leisure or a Diploma in Management with specialisation in Leisure should be allowed to move incrementally up to salary point Rs 40800 in the master salary scale provided they:**

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

#### **Time off in lieu of Extra Hours of work**

15.11 Incumbents of the Leisure Events Officer cadre are often required to work outside their normal office hours due to the nature of their activities and established schedule of events. In our last Report, provision was made for those officers who are not able to take their time off. We are, in this Report, maintaining this provision.

#### **Recommendation 2**

**15.12 We recommend that arrangements should continue to be made for officers of the Leisure Events Cadre who are required, on a regular basis, to put in additional hours of work to cope with the demands of their job, for the grant of equivalent time off for the extra hours put in. However, where it has not been possible for management to grant time off to the officers within a period of four consecutive months, they should be compensated at the normal hourly rate subject to their having put in a minimum of 15 extra hours in a month.**

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**SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
02 000 106	<b>Rs 122000</b> Permanent Secretary
02 096 098	<b>Rs 89000 x 3000 – 95000</b> Director Tourism <i>formerly Secretary for Tourism Development</i>
10 075 089	<b>Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450</b> Principal Tourism Planner
10 069 085	<b>Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950</b> Senior Tourism Planner
10 054 081	<b>Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450</b> Tourism Planner
18 044 071	<b>Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800</b> Tourism Enforcement Officer
23 069 085	<b>Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950</b> Leisure Events Organiser
23 052 072	<b>Rs 23975 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325</b> Senior Leisure Events Officer
23 035 070	<b>Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575</b> Leisure Events Officer

Salary Code	Salary Scale and Grade
24 022 051	<b>Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200</b> Driver
24 001 038	<b>Rs 7800 x 200 – 8000 x 205 – 8820 x 230 – 10200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17375</b> General Worker

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