

5. ELECTORAL COMMISSIONER'S OFFICE

- 5.1. The Electoral Commissioner's Office (ECO), by virtue of the constitution of the Republic of Mauritius and the Representation of the People Act, is responsible for the organisation of elections of members of the National Assembly, Rodrigues Regional Assembly, Local Government Council and By-Elections. It also carries annual house-to-house enquiries for the registration of electors both in Mauritius and its dependencies, at periods set out in a calendar under the Representation of the People Act in order to compile and update Registers of Electors.
- 5.2. The Electoral Commissioner is the accounting, administrative and technical head of the office. In the discharge of his responsibilities, the Electoral Commissioner is assisted in his tasks by officers of the Electoral Officer Cadre and those of the General Supporting Service. In times of election and for the registration of voters, public Election Officers and Registration Officers respectively.
- 5.3. In the context of this Report, officers of the Electoral Officer Cadre have made the following requests: upgrading of the qualification requirement of the grade of Electoral Officer; and the payment of an *ad hoc* allowance to remunerate officers in the grades of Electoral Officer and Senior Electoral Officer for working excessively beyond normal working hours during pre-canvassing, canvassing and post canvassing periods for the conduct of House-to-House enquiry.
- 5.4. During consultation parties were apprised that request for the upgrading of qualifications is considered whenever there is an increase in job complexity that requires a matching higher qualification.
- 5.5. The organisation structure, which is fit for purpose, is being maintained while the existing allowance is being revised. We are also recommending the payment of an *ad hoc* allowance to compensate the Electoral Officers and Senior Electoral Officer for working strenuously beyond normal working hours during the house to house enquiry.

Electoral Commissioner

- 5.6. At present a pensionable allowance of Rs 12000 monthly is being paid to the Electoral Commissioner. **We are maintaining the quantum of the allowance thereof.**

Allowance for registration of electors and compilation of Electoral Register

- 5.7. As per the Representation of the People Act, the Electoral Commissioners' Office conducts the house-to-house enquiry with a view to register electors and to update its Electoral Registers. The enquiry is normally carried out in the month of

January/February but its preparation starts from the month of September of each preceding year.

- 5.8. It has been submitted that officers in the grades of Electoral Officer and Senior Electoral Officer are required, over and above their normal hours of work, to put an extra amount of approximately 200 hours of work during the house-to-house enquiry exercise. Tasks involved therein include, among others: review of registration and canvass areas; drafting of site plans of each canvass area; preparation of requisite for canvass, selection of staff; briefing of canvassers, monitoring of work, examination of data and preliminary reports. Hence representation has been made for the payment of an allowance to compensate these officers.
- 5.9. The Bureau views that there is some merit to compensate those officers who work strenuously beyond normal working hours during the targeted period of house to house enquiry. Therefore, we are making an appropriate recommendation in that respect.

Recommendation 1

- 5.10. We recommend the payment of an adhoc allowance of Rs 12000 to officers in the grades of Senior Electoral Officer and Electoral Officer for putting in a maximum of 200 extra hours of work beyond normal working hours during the whole house-to-house enquiry exercise for duties related to the registration of electors and the compilation of the Electoral Registers.**

Hours of work

- 5.11. The Electoral Commissioner and officers in the grades of Chief Electoral Officer, Deputy Chief Electoral Officer, Principal Electoral Officer, Senior Electoral Officer and Electoral Officer are called upon to work at staggered hours. This pattern of work is being maintained and the Bureau has taken this element into account in the determination of the salaries of the relevant grades.

ELECTORAL COMMISSIONER'S OFFICE SALARY SCHEDULE

Salary Code	Salary Scale and Grade
18 000 108	Rs 152000 Electoral Commissioner (Personal)

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18 000 102	Rs 110000 Electoral Commissioner
18 086 095	Rs 64800 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000 Chief Electoral Officer
18 079 089	Rs 53200 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Deputy Chief Electoral Officer
18 072 087	Rs 42325 x 1525 – 49950 x 1625 – 62950 x 1850 – 66650 Principal Electoral Officer
18 065 080	Rs 34350 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 54825 Senior Electoral Officer
18 058 076	Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Electoral Officer
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
