

14.4 METEOROLOGICAL SERVICES

- 14.4.1 The Mauritius Meteorological Services (MMS) is mainly responsible to contribute to the socio-economic development of the country by providing baseline weather and climate data to various sectors including agriculture, water resources, tourism, marine and aeronautical navigation and construction industry. It is mandated to provide accurate and timely weather and climate information and other meteorological products to the citizens of the Republic of Mauritius.
- 14.4.2 The priority objectives of the MMS are to assess weather and the state of climate and provide accurate and timely predictions. In so doing, it ensures safety of life and property on all the territories of the Republic of Mauritius; assist in the planning of maritime navigation and provide inputs for sustainable economic growth and protection of environment. It works in close collaboration with the World Meteorological Organisation and is required to constantly monitor and issue warning bulletins on cyclone, earthquake and tsunami and has to fulfil regional and international obligations in the field of meteorology.
- 14.4.3 Further to changes in the frequency and intensity of natural hazards due to climate variability, the MMS has shifted from its traditional role of providing daily weather forecasts to be actively involved in the detection, monitoring and forecasting of weather hazards; analysis of risks involved; dissemination of timely and authoritative warnings and activation of emergency preparedness and response plans.
- 14.4.4 In the context of this Report, both Management and Staff Associations have, among others, made proposals for strengthening the structure of the MMS and increasing establishment size of existing grades with a view to providing an enhanced service delivery. Request has also been made to upgrade the qualification requirements of grades of the Meteorological Technician cadre to meet new exigencies in the field and grant appropriate allowances to certain officers for performing specific duties.
- 14.4.5 In view of the aforementioned proposals and after careful analysis, keeping in mind the evolving role of the MMS, we are, in this Report, reinforcing the organisational structure through the creation of appropriate grades and making provision for the creation of additional posts in the professional grades. In addition, we are upgrading the qualification requirements of the Meteorological Technician cadre and introducing the payment of appropriate allowances to certain grades while maintaining existing ones, with a view to enhancing service delivery to the satisfaction of all stakeholders.

Meteorological Technicians' cadre

Deputy Chief Meteorological Technician (New Grade)

- 14.4.6 Both Management and Staff Associations have represented that there is strong need for a level of Deputy Chief Meteorological Technician further to an expansion in the activities of the MMS owing to climate change and environmental challenges.
- 14.4.7 Whilst studying the request, we have taken into account the critical role that the MMS is required to play in ensuring the safety of life and property and the provision of accurate weather forecasts as well as the continuous evolution in this sector. On this basis, we consider the request to be fully substantiated. We are, therefore, providing for this level.

Recommendation 1

- 14.4.8 **We recommend the creation of the grade of Deputy Chief Meteorological Technician. Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Principal Meteorological Technician who reckon at least two years' service in a substantive capacity in the grade and who possess good managerial and organisational skills.**
- 14.4.9 Incumbent would be required, *interalia*, to: deputise for the Chief Meteorological Technician in the organisation of work in the Meteorological Technician cadre, their posting inland and in the Outer Islands; be responsible for the technical aspects of weather and climate observations; ensure timely and accurate weather observations; and ensure competency development in weather and climate observations in the Republic of Mauritius and to conduct regular refresher courses in weather observation.

Chief Meteorological Technician

- 14.4.10 At present, appointment to the grade of Chief Meteorological Technician is made by promotion, on the basis of experience and merit, of officers in the grade of Principal Meteorological Technician who reckon at least two years' service in a substantive capacity in the grade. With the creation of the grade of Deputy Chief Meteorological Technician, there is need to bring consequential amendments to the mode of appointment to the grade of Chief Meteorological Technician. We are, therefore, making an appropriate recommendation to that end.

Recommendation 2

- 14.4.11 **We recommend that, in future, appointment to the grade of Chief Meteorological Technician be made by promotion, on the basis of experience and merit, of officers in the grade of Deputy Chief**

Meteorological Technician who possess good managerial and organisational skills.

Upgrading of qualifications

- 14.4.12 At present, the Meteorological Technicians join the MMS as a Trainee Meteorological Technician possessing a Cambridge Higher School Certificate with passes in Physics or Mathematics. Incumbents are then required to follow a two-year training course, both theoretical and practical in meteorology, after having successfully completed the Basic Instruction Package for Meteorological Technician (BIP-MT).
- 14.4.13 Management and Union Members have submitted that over the years, the nature of work of the Meteorological Technician cadre has significantly evolved owing to the ongoing advances in the field of Meteorology, Climatology, Agrometeorology and Hydrometeorology, among others, new and changing demands for meteorological and hydrological services and significant changes in the approach to professional instruction and specialisation. Hence, there is need for officers of the Meteorological Technician cadre to upgrade their qualifications and knowledge. In this context, request has been made for the officers, to be sponsored to follow a diploma course in Meteorology.
- 14.4.14 After duly examining the submission, we are agreeable to the proposal as same would allow Meteorological Technicians to serve better the interest of the citizens. We are, therefore, making appropriate recommendations to that end.

Recommendation 3

14.4.15 We recommend that:

- (i) the grade of Meteorological Technician should, in future, be filled by appointment of Trainee Meteorological Technicians who have successfully completed the diploma in Meteorology;**
- (ii) Management should make necessary arrangements with a recognised institution for the provision of a diploma course in Meteorology to officers of the Meteorological Technician cadre;**
- (iii) officers in the grades of Meteorological Technician, Senior Meteorological Technician and Principal Meteorological Technician possessing a diploma in Meteorology be allowed to proceed beyond the Qualification Bar (QB) inserted in their respective salary scale; and**

- (iv) **newly appointed Meteorological Technicians possessing a Diploma in Meteorology should join the salary scale at salary point Rs 19575.**

Adhoc Allowance – Instrument Section

- 14.4.16 Both Management and Staff Associations have requested for the payment of an allowance to Meteorological Technicians who are posted in the Instrument Section. The Bureau has been apprised that these officers are required over and above their normal duties, to carry out repair and maintenance works with respect to meteorological instruments. We have further been informed that these duties were entrusted to the officers of the former Meteorological Instrument Technician cadre. Following the phasing out of the latter, a few officers of the Meteorological Technician cadre have been provided relevant training in the field and consequently been called upon to perform these duties.
- 14.4.17 We have duly examined the proposal and consider that there is merit in the case. We are, therefore, making provision for the payment of an *adhoc* allowance to these officers.

Recommendation 4

- 14.4.18 We recommend that officers in the grade of Meteorological Technician who are posted in the Instrument Section of the MMS, be paid a monthly *adhoc* allowance of Rs 1500.**

Allowance for performing Civil Status duties

- 14.4.19 A Senior Meteorological Technician is posted to Agalega on a tour of duty. We have been apprised that prior to proceeding to Agalega, the Senior Meteorological Technician is dispensed appropriate training in civil status duties, namely regarding registration of births, deaths, marriages, issue of certificates and any other related documents, as he is required to perform same as no officer from the Civil Status Office is posted there.
- 14.4.20 With respect to the above, the officer concerned is paid a monthly allowance of Rs 105 as approved by the MCSAR for performing these extra duties. Staff Associations as well as Management have strongly requested for a revision of the quantum of the allowance which has remained unchanged for many years. After examining the whole issue and obtaining the views of the relevant authorities, we consider that a substantial revision of the allowance is warranted, based on the nature/complexity of duties performed by incumbent and to the fact that the arrangement of allowing an officer of the MMS to perform civil status duties is considered as appropriate.

Recommendation 5

14.4.21 We recommend that the monthly allowance payable to the Senior Meteorological Technician posted on a tour of duty at Agalega for performing civil status duties, should be revised to Rs 1000.

Training Allowance

14.4.22 At present, the Divisional Meteorologist and Meteorologist, Chief Meteorological Technician and Principal Meteorological Technician are paid a sessional fee for providing formal and classroom training to new recruits of the MMS. We are maintaining this provision. We have also extended the payment of the allowance to the new grade of Deputy Chief Meteorological Technician.

Recommendation 6

14.4.23 We recommend that officers in the grades of Divisional Meteorologist and Meteorologist, Chief Meteorological Technician, Deputy Chief Meteorological Technician and Principal Meteorological Technician who are required to give training should continue to be paid a sessional fee of 1 ¼ to 1 ½ hours as follows:

Grades	Amount (Rs)
Divisional Meteorologist Meteorologist	535
Chief Meteorological Technician Deputy Chief Meteorological Technician Principal Meteorological Technician	340

Night Duty Allowance

14.4.24 Presently Trainee Meteorological Technicians, Meteorological Technicians and Senior Meteorological Technicians who effectively work on night shift are paid a Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours including up to a maximum of two hours lying in period. We are reviewing this provision.

Recommendation 7

14.4.25 We recommend that Trainee Meteorological Technicians, Meteorological Technicians and Senior Meteorological Technicians who effectively work on night shift should continue to be paid a Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours.

Inducement Allowance - Meteorological Technician (Agalega)

14.4.26 Officers in the grade of Meteorological Technician (Agalega) are presently paid an inducement allowance equivalent to 50% of basic salary. We are maintaining this provision.

Recommendation 8

14.4.27 We recommend that officers in the grade of Meteorological Technician (Agalega) should continue to be paid a monthly inducement allowance equivalent to 50% of monthly salary.

Meteorologists' Cadre

Meteorologist/Senior Meteorologist, *formerly Meteorologist*

14.4.28 In view of the continuous advancements in the field of Meteorology and evolving changes in the duties of officers at the MMS, we are reviewing the job appellation of the grade of Meteorologist to reflect its level of operation.

Recommendation 9

14.4.29 We recommend that the grade of Meteorologist be restyled Meteorologist/Senior Meteorologist.

14.4.30 We have also waived the Proficiency Bar (PB) in the salary scale of the grade as it no longer serves its purpose.

Special Allowance

14.4.31 Union Members have submitted that Meteorologists are now required to present weather news on TV on a daily basis. We have been apprised that this task was previously devolving on trained weather presenters of the Mauritius Broadcasting Corporation (MBC). In this respect, request has been made for the payment of a monthly allowance.

14.4.32 We have examined the request and consider that there is justification to compensate these incumbents as presenting weather news on TV involves the officers to be well dressed and possess good communication as well as presentation skills. We are, therefore, providing for the payment of an allowance in that respect.

Recommendation 10

14.4.33 We recommend that officers in the grade of Meteorologist/Senior Meteorologist, *formerly Meteorologist* be paid a special monthly allowance of Rs 365 for presenting weather forecast/news on TV on a daily basis.

On-Call and In-Attendance Allowance

14.4.34 Meteorologist/Senior Meteorologist *formerly Meteorologist* who are required to be on call from 2200 hours to 0400 hours the next day are presently paid an on-call allowance and an in-attendance allowance when required to attend duty while on-call. We are maintaining this provision. However, upon request from Management, we are extending the in-attendance allowance to the Divisional Meteorologist who is required to attend duty during extreme weather conditions.

Recommendation 11

14.4.35 We recommend that officers in the grade of Meteorologist/Senior Meteorologist, *formerly Meteorologist*, should continue to be paid an On-Call Allowance of Rs 200 daily.

14.4.36 We further recommend that an in-attendance allowance of Rs 200 per hour whenever required to attend duty while on-call, inclusive of travelling time, should continue to be paid to Meteorologist/Senior Meteorologists *formerly Meteorologists*.

14.4.37 We also recommend that an in-attendance allowance of Rs 370 per hour, inclusive of travelling time, be paid to the Divisional Meteorologist whenever the latter is required to attend duty during extreme weather conditions.

Other Observations

14.4.38 Management and Staff Associations have also requested for an increase in the establishment size of the grades of Divisional Meteorologist and Meteorologist/Senior Meteorologist, *formerly Meteorologist*, in view to coping with the increasing workload as well as undertaking more research work in the fields of Agrometeorology, Climate Change and Hydrometeorology. As per the submission, an increase in the number of posts would enable the MMS to provide better weather and climate services. In addition, request has also been made for the posting of a Principal Meteorological Technician at Plaisance and Vacoas for a better service delivery.

14.4.39 The Bureau wishes to highlight that issues regarding the establishment size or posting of officers would best be considered and addressed in the context of the Human Resource Planning exercise which every organisation would be mandatorily required to carry out as per provision made at Chapter 11 of Volume 1 of this Report.

Meteorological Telecommunications Technician Cadre

14.4.40 The Electronic/Telecommunication Division of the Mauritius Meteorological Services consists of a 4-level structure comprising officers in the grades of Meteorological Telecommunications Technician, Senior Meteorological Telecommunications Technician, Principal Meteorological Telecommunications Technician and Chief Meteorological Telecommunications Technician. The overall responsibility for installing and operating all electronic equipment in use, performing routine maintenance and repairs of Meteorological equipment and ensuring that all equipment required for observations and dissemination of Meteorological data are in optimal and perfect working conditions, devolves upon officers of the Telecommunications Technicians cadre. Presently, the Division is headed by the Chief Meteorological Telecommunications Technician.

Deputy Chief Meteorological Telecommunications Technician (New Grade)

14.4.41 With the ongoing advances in technology, more and more applications for use in the field of meteorology are constantly being developed and implemented to face the challenges to provide better services especially with the events occurring due to the effects of climate change. In this context, the Meteorological Services has constantly been upgrading its existing operational systems and implementing new ones.

14.4.42 This has led to a considerable increase in the workload in the management of all electronic, electrical, IT and other equipment, with consequential added responsibilities for the Chief Meteorological Telecommunications Technician.

14.4.43 In view of the above, the Management of the Meteorological Services has requested that a grade of Deputy Chief Meteorological Telecommunications Technician be created to deputise the Chief Meteorological Telecommunications Technician in the day to day running of the Electronic Division of the Meteorological Services. In order to help better meet the new challenges of the Division, we are strengthening the cadre with the creation of a grade at top level, introducing new allowances, whilst revising the existing ones as a motivation to the officers for enhanced service delivery.

Recommendation 12

14.4.44 We recommend the creation of the grade of Deputy Chief Meteorological Telecommunications Technician on the establishment of the Meteorological Services. Appointment thereto, should be by promotion on the basis of merit and experience of officers in the grade of Principal Meteorological Telecommunications Technician who possess the Advanced Technician Diploma in Telecommunications and Electronic Engineering or the Advanced Technician Diploma in

Telecommunications Systems awarded by the City & Guilds of the London Institute.

- 14.4.45 Incumbent would be required to deputise the Chief Meteorological Telecommunications Technician in the day to day running of the Electronic Division of the Meteorological Services. He would also be required, among others, to contribute, in ensuring that the electronic equipment in the Meteorological Services are operative at all times; supervise the work of the Principal Meteorological Telecommunications Technicians and give technical advice and instructions, as and when necessary. He would further be responsible for the proper maintenance of the IT Systems of the department including LAN and WIFI network; maintenance, repairs and operation of the Radar Equipment and the Radiosonde System; and also for the maintenance of electronic equipment and IT Systems of the Meteorological Services within the Republic of Mauritius, including Rodrigues, St Brandon and Agalega.

Recommendation 13

- 14.4.46 We recommend that, in future, appointment to the grade of Chief Meteorological Telecommunications Technician be made by promotion, on the basis of experience and merit, of officers in the grade of Deputy Chief Telecommunications Meteorological Technician who possess good managerial and organisational skills.**

Height Allowance

- 14.4.47 At present, a non-pensionable Height Allowance at the rate of 80% of the normal hourly rate is paid to Meteorological Telecommunications Technicians and officers posted in the instrument section of the Meteorological Services, for climbing masts and towers above 20 feet for the maintenance, servicing and repair of the anemometers. We are maintaining the payment of the allowance at the rate prescribed.

Recommendation 14

- 14.4.48 We recommend that Meteorological Telecommunications Technicians and officers of the Meteorological Services posted in the instruments section of the Meteorological Services, who are required to climb masts and towers above 20 feet, should continue to be paid a non-pensionable Height Allowance. The computation of the allowance for the number of hours of work performed at the height of over 20 feet, should continue to be at 80% of the normal hourly rate.**

Wave Rider/Wave Hunter Allowance

- 14.4.49 Officers in the grades of Principal Meteorological Telecommunications Technician and Senior Meteorological Telecommunications Technician who are called upon to carry out wave rider deployment in the open sea at Blue Bay or any other site, sometimes in hazardous conditions such as rough sea and extreme weather conditions, are paid a monthly Wave Rider Allowance of Rs 750.
- 14.4.50 During the course of consultation and a site visit effected by officers of the Bureau in the context of the present Review Exercise, the Management of the Meteorological Services has submitted that two Meteorological Telecommunications Technicians who are equally involved in the deployment of wave riders, be granted the above allowance. We concur with the views of the Management of the Mauritius Meteorological Services and are recommending, accordingly.

Recommendation 15

- 14.4.51 We recommend that officers in the grades of Meteorological Telecommunications Technician, Senior Meteorological Telecommunications Technician and Principal Meteorological Telecommunications Technician who are effectively called upon to perform additional duties relating to Wave Riders/Wave Hunters and/or any other remote –marine sensing equipment, should be paid a monthly allowance of Rs 750.**

Training Allowance

- 14.4.52 In the performance of their duties, the Chief Meteorological Telecommunications Technician and the Principal Meteorological Telecommunications Technician are required to provide formal as well as classroom training lasting between 1¼ to 1½ hours, to new recruits. As such, they have requested that an appropriate allowance be paid to them along similar lines as payable to counterparts of the Meteorological Services.
- 14.4.53 We have analysed the request and find that in a spirit of fairness and equity, the submission made is justified. We are recommending, accordingly.

Recommendation 16

- 14.4.54 We recommend that the Chief Meteorological Telecommunications Technician and the Principal Meteorological Telecommunications Technician who are required to provide formal as well as classroom training to new recruits of the Meteorological Services, be paid a fee of Rs 340 per session of 1¼ and 1½ hours.**

Hardship Allowance

- 14.4.55 Officers of the Meteorological Telecommunications Technician cadre have submitted that while proceeding on official mission to Agalega and St. Brandon, they are faced with much difficulties, such as, sea sickness, accommodation and logistic, embarkation and disembarkation, transport problems, hygiene, water quality and food problems added to the hardships associated with isolation.
- 14.4.56 In the given circumstances, union members have requested for the extension of the Hardship Allowance to the Meteorological Telecommunications Technician' cadre, being paid to the Technicians' cadre of the Civil Aviation Department, when they proceed on official missions to those Outer Islands. The Management of the Meteorological Services has supported the request to which we are equally agreeable.

Recommendation 17

- 14.4.57 We recommend that officers of the Meteorological Telecommunications Technicians cadre who effectively proceed on official mission to Agalega and St. Brandon, be paid a Hardship Allowance, for each trip undertaken as hereunder:**

Grade	Hardship Allowance (Per Trip) (Rs)
Principal Meteorological Telecommunications Technician	2000
Senior Meteorological Telecommunications Technician	1500
Meteorological Telecommunications Technician	1200

METEOROLOGICAL SERVICES

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
19 000 102	Rs 110000 Director
19 085 095	Rs 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000 Deputy Director
19 075 089	Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Divisional Meteorologist
19 059 085	Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Meteorologist/Senior Meteorologist <i>formerly Meteorologist</i>
19 053 055	Rs 24750 x 775 – 26300 Trainee Meteorologist
22 059 085	Rs29400 x 775 –32500 x 925 –37125 x 1225 –40800 x 1525 – 49950 x 1625 – 62950 Telecommunication Engineer/Senior Telecommunication Engineer
22 064 077	Rs33425 x 925 –37125 x 1225 –40800 x 1525 – 49950 Chief Meteorological Telecommunications Technician(Personal to officers in post as at 30.06.08)
22 063 076	Rs32500 x 925 –37125 x 1225 –40800 x 1525 – 48425 Chief Meteorological Telecommunications Technician(<i>appointed as from 01.07.08</i>)

Salary Code	Salary Scale and Grade
22 061 075	Rs 30950 x 775 –32500 x 925 –37125 x 1225 –40800 x 1525 – 46900 Deputy Chief Meteorological Telecommunications Technician (New Grade)
22 060 074	Rs30175 x 775 –32500 x 925 –37125 x 1225 –40800 x 1525 – 45375 Principal Meteorological Telecommunications Technician(Personal to officers in post as at 30.06.08)
22 058 072	Rs28625 x 775 –32500 x 925 –37125 x 1225 –40800 x 1525 – 42325 Principal Meteorological Telecommunications Technician(<i>appointed as from 01.07.08</i>)
22 050 072	Rs22575 x 625 –23200 x 775 –32500 x 925 –37125 x 1225 –40800 x 1525 – 42325 Senior Meteorological Telecommunications Technician(Personal to officers in post as at 30.06.08)
22 047 069	Rs 21000 x 475 –21950 x 625 –23200 x 775 –32500 x 925 –37125 x 1225 – 38350 Senior Meteorological Telecommunications Technician (<i>appointed as from 01.07.08</i>)
22 035 065	Rs 16400 x 325 –17700 x 375 – 19575 x 475 –21950 x 625 –23200 x 775 –32500 x 925 –34350 Meteorological Telecommunications Technician(Personal to officers in post as at 30.06.08)
22 032 062	Rs15450 x 300 – 15750 x 325 –17700 x 375 – 19575 x 475 –21950 x 625 –23200 x 775 –31725 Meteorological Telecommunications Technician(<i>appointed as from 01.07.08</i>)
22 024 026	Rs13270 x 260 –13790 Trainee Meteorological Telecommunications Technician
19 067 081	Rs 36200 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Chief Meteorological Technician

Salary Code	Salary Scale and Grade
19 064 080	Rs 33425 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 54825 Deputy Chief Meteorological Technician (New Grade)
19 061 078	Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 QB 49950 x 1625 – 51575 Principal Meteorological Technician
19 056 074	Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 QB 43850 x 1525 – 45375 Senior Meteorological Technician
19 035 069	Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275 QB 36200 x 925 – 37125 x 1225 – 38350 Meteorological Technician Meteorological Technician (Agalega)
19 028 030	Rs 14325 x 275 – 14875 Trainee Meteorological Technician
19 031 064	Rs 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 33425 Meteorological Observer (Agalega)
19 024 026	Rs 13270 x 260 – 13790 Trainee Meteorological Observer (Agalega)
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
24 018 044	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 Security Guard

Salary Code	Salary Scale and Grade
24 001 038	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 General Worker
