

18. MINISTRY OF FINANCE AND ECONOMIC DEVELOPMENT

- 18.1 The Ministry of Finance and Economic Development (MOFED) is responsible for the formulation of economic development and fiscal policies as well as for the economic management of the affairs of Government to achieve faster and sustainable economic development. MOFED is also the principal instrument of policy for public finance, financial soundness of Government's economic policy and for the proper control of revenue and expenditure.
- 18.2 Its mission is to formulate and implement sound macroeconomic and fiscal policies to ensure sustainable and social development of the country and improve standard of living and also to ensure adequate allocation of funds and maximise revenue mobilisation, while providing the right incentives for growth and social development.
- 18.3 The 2015-2016 Budget has set the foundation for Mauritius to propel itself towards its next phase of development that would be driven by innovation. In the wake of the speech of the Prime Minister on "*Achieving the second economic miracle and vision 2030*", the Ministry aims at providing the right enabling environment for the implementation of the Vision 2030 by promoting economic development, good governance, social progress, enhanced competitiveness and rising living standards for all Mauritians through accountability, economic, efficient, equitable and sustainable management of public finance, and maximising revenue mobilisation, while marketing Mauritius as a reputable financial centre and attracting higher levels of investment.
- 18.4 The objectives of the Ministry are to maintain macroeconomic stability and achieve fiscal sustainability; steer the economy towards a path of high investment and high employment by developing new pillars to facilitate growth and employment geared by knowledge and innovation; modernise public financial management to improve accountability and transparency; modernise tax administration and customs management and enhance revenue collection; implement an Accounting and Financial Reporting Framework benchmarked with international best practices and revitalise private and foreign investment, and create new employment opportunities. One of the strategic objectives is to shift from a middle income country to high income country and achieve greater equality and social justice for one and all.
- 18.5 The working structure of the technical arm of the Ministry consists of eight directorates namely: Economic Research and Sustainability; Public Financial Management and Budget Issues; Inclusive Development; Tax Issues and Policies; Increasing Competitiveness and Growth; Public Infrastructure and Sustainable Development; Development Co-operation and Africa Strategy and Financial Sector and Manpower Development . The Corporate Services are responsible for Parliamentary affairs, Office Operations, IT Services, Human

resources, Financial Operations, Procurement and Supply and Internal Control, among others.

- 18.6 MOFED is also responsible to provide human resources to all Ministries to facilitate the smooth running of their core business in three main areas namely Financial Operations, Procurement and Supply and Internal Control.
- 18.7 The Financial Secretary is the technical and administrative head of MOFED. He is assisted in his administrative functions and duties by two Deputy Financial Secretaries, the Permanent Secretary and officers from the various cadres and classes namely: Analyst Cadre, Financial Operations Cadre, Procurement and Supply cadre, Internal Control Cadre, Administrative, Human Resources as well as officers belonging to the general services grades. He is also responsible for the overall administration of its various Cadres and Divisions as well as for the general supervision of the departments falling under the *aegis* of the Ministry, namely: Assessment Review Committee, Independent Review Panel, Procurement Policy Office, Central Procurement Board, The Treasury, Statistics Mauritius, Valuation Department *formerly Valuation and Real Estate Consultancy Services*, Corporate and Business Registration Department and the Registrar-General's Department.
- 18.8 In the context of the current review exercise, the main representations have been focused on abolition of grades, revision of schemes of service, reviewing the modes of appointment at certain levels in various cadres and creation of grades at different levels of operation. We have examined all the proposals made and are making appropriate recommendations.

Deputy Director, Economic and Finance

- 18.9 Management requested to abolish the post of Deputy Director, Economic and Finance from the establishment of the Ministry as the grade is evanescent. Moreso, this level of operation is not required in the new organisational set-up. We are agreeable with this request and are making appropriate provision to this effect.

Recommendation 1

- 18.10 We recommend that the post of Deputy Director, Economic and Finance be abolished on vacancy. A personal salary has been provided to incumbent.**

Lead Analyst

- 18.11 Lead Analysts, *formerly Assistant Directors* in post as at 30 June 2008 at the Ministry of Finance and Economic Development are allowed to move incrementally up to salary point Rs 89000 in the Master Salary Scale. **The present arrangement is maintained.**

Recommendation 2

18.12 We recommend that Lead Analysts, *formerly Assistant Directors* in post as at 30 June 2008 at the Ministry of Finance and Economic Development be allowed to move incrementally up to salary point of Rs 95000 in the revised 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.**

Recommendation 3

18.13 We recommend that, on reaching salary point Rs 95000, Lead Analysts, *formerly Assistant Directors*, in post as at 30.06.08 at the Ministry of Finance and Economic Development should bear the appellation of Assistant Director, Economic and Finance.

Senior Analyst (Personal)

18.14 Senior Analysts (Personal) in post as at 30.06.2008 at the Ministry of Finance and Economic Development are allowed to move incrementally by two increments over and above the special provision set out at paragraph 10.40 of Volume 1 with specific conditions. The present arrangement is being maintained.

Recommendation 4

18.15 We recommend that incumbents in the grade of Senior Analyst (Personal) in post as at 30 June 2008 at the Ministry of Finance and Economic Development be allowed to move incrementally by two increments over and above the special provision set out at paragraph 10.40 of Volume 1 provided that 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.**

Analyst/Senior Analyst

18.16 Presently, Analyst/Senior Analyst who are registered professional Accountant, Architect and Engineer are allowed to draw a higher initial salary in the salary scale. We are maintaining this provision.

Recommendation 5

18.17 We recommend that Registered Accountant, Architect and Engineer appointed to the grade of Analyst/Senior Analyst should continue to draw a higher initial salary point in the salary scale provided for the grade as hereunder:

Grade	Initial Salary Rs
Accountant	28625
Architect	29400
Engineer	29400

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SALARY SCHEDULE

Salary Code	Salary Scale and Grade
01 000 109	Rs 164000 Financial Secretary
01 000 107	Rs 140000 Deputy Financial Secretary
01 000 105	Rs 119000 Director, Economic and Finance
01 000 099	Rs 98000 Deputy Director, Economic and Finance (Personal)
01 095 097	Rs 86000 x 3000 – 92000 Assistant Director, Economic and Finance
01 086 095	Rs 64800 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000 Lead Analyst

Salary Code	Salary Scale and Grade
01 069 085	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Manager, Financial Management
01 054 085	Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Analyst/Senior Analyst Senior Analyst (Personal)
01 054 081	Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Financial Management Officer
08 038 063	Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 Executive Assistant (Finance)
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
24 016 043	Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200 Stores Attendant
24 015 040	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18075 Lorry Loader
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
