

35. MINISTRY OF OCEAN ECONOMY, MARINE RESOURCES, FISHERIES, SHIPPING AND OUTER ISLANDS

- 35.1 The Ministry of Ocean Economy, Marine Resources, Fisheries, Shipping and Outer Islands has been set up in line with Government vision to making the ocean economy an important industry to sustain economic diversification, job creation and wealth generation as enunciated in the Government Programme 2015-2019. The Ministry has the vision to be an economic pillar with due regard to sustainability of aquatic resources and social development for the benefit of all stakeholders. It has the responsibility to develop the ocean economy with its 2.3 million square kilometres Exclusive Economic zone.
- 35.2 Being considered as one of the future contributors to the country's national income and in line with the Government's vision for a Blue Economy, the Ministry aims towards an integrated approach to the development, management, regulation and promotion of ocean-related economic activities in the ocean whilst improving Ocean Governance and ensuring proper ocean and coastal management, conservation, healthy marine eco-system and safety for all ocean-related activities.
- 35.3 The Ministry has under its portfolio all ocean-related activities and various industries/sectors namely: fishing industry; maritime industry; research development and innovation; and promotion of ocean sector and governance. In line with its new and enlarged responsibilities, the creation of an Ocean Economy Division is under way. A Permanent Secretary is at the apex of the organisation. He is assisted on the technical side by the Director of Fisheries and Director of Shipping, who are responsible to oversee the proper functioning of the Divisions of Fisheries and Shipping respectively and of officers of the administrative cadre.
- 35.4 In the context of this Report, both Management and Staff Associations have submitted that with the expansion and growth of the ocean economy as an economic pillar of the country, there is a strong need to strengthen the existing structure prevailing at the Ministry. In this perspective, requests made have been mainly geared towards the creation of grades to meet operational needs; merging of grades where much overlapping of duties are prevalent; restyling of job appellations to commensurate with the nature of duties performed and upgrading of qualification requirements of grades of the technical cadre.
- 35.5 Whilst examining the representations, the Bureau has taken into account the importance of the Ocean Economy in terms of its contribution to economic growth. To this end, we are in this Report, creating grades to improve service delivery and reviewing the mode of appointment of promotional grades with an upgrading in qualification requirements. In addition, we are restyling grades to more appropriate job titles and maintaining the existing allowances.

FISHERIES DIVISION

- 35.6 The Fisheries Division is responsible, among others, for management and policy advice, as well as for development of near-shore and off-shore fisheries and aquaculture. It has under its umbrella the Fisheries Protection Service (FPS), which is the enforcement arm of the Ministry responsible for the protection and conservation of fishery resources for sustainable development. The Fisheries Training and Extension Centre (FiTEC) which is mandated to provide formal training to fishers plays a leading role in developing capabilities for the sustainable development of the fisheries resources and conservation of marine environment; and the Competent Authority is involved in the verification and certification of fish and fish products for export to European countries and non-European countries.
- 35.7 In the context of this Report, both Management and Staff Associations have, among others, made proposals for an upgrading of the Fisheries Protection Officer cadre on account of new responsibilities devolving upon them; the requirement of a relevant Diploma for appointment to higher grades at the FPS; provision of an incentive to officers of the technical cadre; and payment of risk allowance to officers of the FPS.
- 35.8 After analysis, we consider that the organisation structure of the Fisheries Division is appropriate to deliver on its mandate and is therefore, being maintained. We are, however, providing enhanced career earnings to Technical Officers (Fisheries), reviewing the qualification requirements of the grade of Principal Fisheries Protection Officer, restyling grades at the Competent Authority and reinforcing its structure to better equip the FPS.

Technical Officer (Fisheries)

- 35.9 The Technical Officer cadre comprises the grades of Technical Officer (Fisheries), Senior Technical Officer (Fisheries) and Principal Technical Officer (Fisheries). During consultations, the Bureau has been apprised that many Technical Officers are confronted to a serious problem of absence of career movement. In fact, the concerned officers have been stagnating on their top salary whilst reckoning more than 35 years of service. Request has, therefore, been made to allow Technical Officers to move in the salary scale of the Senior Technical Officer as a merger of the two grades could not be envisaged as their duties are different and there is need for a supervisory level.
- 35.10 We have studied the request and are agreeable to the proposal which is in line with our general philosophy favouring career earnings. Moreover allowing for such movement in the salary scale would enable the organisation to gainfully utilise the expertise of experienced officers. We are, therefore, making appropriate recommendations to that end.

Recommendation 1

35.11 We recommend that Technical Officers (Fisheries) who have drawn their top salary for a year should be allowed to proceed incrementally in the salary scale of the grade of Senior Technical Officer (Fisheries) up to the salary point of Rs 46900 provided they:

- (i) have been efficient and effective in their performance during the preceding year; and**
- (ii) are not under report.**

This recommendation should, however, not preclude Technical Officers (Fisheries) from being promoted to the grade of Senior Technical Officer (Fisheries) before they have reached the top of their salary scale or on vacancy arising in the latter grade.

35.12 We further recommend that Technical Officers (Fisheries) should perform the duties and assume the responsibilities of the grade of Senior Technical Officer (Fisheries) upon moving in the higher salary scale.

Fisheries Protection Service

Principal Fisheries Protection Officer

35.13 At present, appointment to the grade of Principal Fisheries Protection Officer is made by promotion, on the basis of experience and merit, of officers in the grade of Senior Fisheries Protection Officer who reckon at least four years' service in a substantive capacity in the grade.

35.14 During consultations, the Bureau has been apprised that owing to a significant evolution and developments in the Fisheries Sector, coupled with the problematic issue of climate changes, there is need to upgrade the qualification requirements for senior grades at the FPS so as to enable officers to cope with the new challenges. We have studied the issue carefully and after taking account the level and nature of duties performed by each grade, we consider that it would be more appropriate to upgrade the qualification required for the position of Principal Fisheries Protection Officer, the moreso, a few Senior Fisheries Protection Officers have been sponsored to follow a relevant diploma course. We are, therefore, recommending accordingly.

Recommendation 2

35.15 We recommend that:

- (i) as from year 2018, appointment to the grade of Principal Fisheries Protection Officer should be made by promotion, on the basis of experience and merit, of officers in the grade of Senior Fisheries Protection Officer possessing a diploma in Fisheries Science and**

reckoning at least four years' service in a substantive capacity in the grade;

- (ii) Management should make necessary arrangements with the University of Technology, Mauritius or any other recognised institution, for the mounting of the diploma course in Fisheries Science and sponsor officers of the Fisheries Protection Officer cadre to follow same;
- (iii) officers in the grade of Principal Fisheries Protection Officer possessing a diploma in Fisheries Science should be allowed to proceed beyond the Qualification Bar (QB) inserted in their salary scale; and
- (iv) officers in the grades of Fisheries Protection Officer and Senior Fisheries Protection Officer possessing a diploma in Fisheries Science and who have drawn their top salary for a year should be allowed to move incrementally in the master salary scale by two increments provided that they:
 - (a) have been efficient and effective in their performance during the preceding year; and
 - (b) are not under report.

Technical and Mechanical Officer (Fisheries) (New Grade)

35.16 Management has submitted that there is need for a dedicated grade to ensure the proper maintenance and repair of the plants and equipment, patrol boats as well as research and training boats of the Ministry. Given that the services of a Technical and Mechanical Officer (Fisheries) will be required on a full time basis to perform regular maintenance and repairs, we are making appropriate recommendation to this effect.

Recommendation 3

35.17 **We recommend the creation of the grade of Technical and Mechanical Officer (Fisheries). Appointment thereto, should be made by selection from among candidates possessing a Diploma in Electromechanical Engineering and Automation or Diploma in 'Genie Electromécanique et Automatismes' and reckoning at least two years' experience in the repair and maintenance of marine engines less than 750 kw, auxiliary machinery and hydraulic operated equipment.**

35.18 Incumbent would be responsible for overall maintenance and repairs of research vessels, patrol, inboard and outboard motors and all plants and equipment in the Ministry; and would be required to, *inter alia*, participate in sea trips for monitoring

of the engines of the vessels fishing deck machinery and to undertake any emergency repairs at sea; and ensure the sea worthiness of the vessels, boats and proper running of fishing deck machinery as well as plants and equipment.

Allowances

Sea-Going Allowance

35.19 Presently, officers who work as observers on board vessels operating in our Exclusive Economic Zone (EEZ), and officers participating in Surveillance Missions outside our EEZ, and who are not entitled for overtime, are paid a daily allowance for working for a period of five days at a stretch. We are maintaining this provision.

Recommendation 4

35.20 We recommend that officers who work as observers on board vessels operating in our Exclusive Economic Zone (EEZ), and officers participating in Surveillance Missions outside our EEZ, and who are not entitled to the payment of overtime, should continue to be paid an allowance of Rs 975 a day for working for a period of five days at a stretch.

35.21 We further recommend that those officers working for a lesser period should be governed by the rates and conditions provided at paragraph 35.23 (a), (b) and (c).

35.22 Scientific/Technical staff as well as officers of the Fisheries Protection cadre who are required to go out at sea for placing and maintenance of Fish Aggregating Devices (FADs), for research work and training of those fishermen working in the Aquaculture Division, the Marine Conservation Centre, the Import/Export Quarantine Clearance Unit and the Licensing Unit are presently paid a Sea-Going Allowance. It has been submitted that officers of the FPS who are required to go out at sea for afloat patrol and surveillance should also be paid this allowance. We consider the request to be justified. We are reviewing the recommendation accordingly.

Recommendation 5

35.23 We recommend that Scientific/Technical Staff and officers of the Fisheries Protection cadre who are required to go at sea for placing, maintenance and monitoring of Fish Aggregating Devices (FADs); for research work; training of those fishermen working in the Aquaculture Division, Marine Conservation Centre, Import/Export Quarantine Clearance Unit and Licensing Unit; and for afloat patrol and surveillance should be paid a Sea-Going Allowance as follows:

- (a) one day's pay for working in the open sea for four hours up to 12 hours on working days.**

(b) one and a half day's pay for working beyond 12 hours, including Saturdays, up to 24 hours.

(c) one day's pay and one day off for working four to 12 hours on public holidays and Sundays.

In-Attendance Allowance

35.24 At present, Scientific Officers and Technical Officers who are required to work outside normal working hours during weekdays, weekends and public holidays in cases of fish mortality, stranded mammals and sea pollution are paid an in-attendance allowance at an hourly rate. Representations have been made to extend this allowance to officers of the Fisheries Protection cadre as they also perform the same exercise and keep watch on eggs of marine turtles and protect them from predators or poaches. We are, therefore, making an appropriate recommendation to that end.

Recommendation 6

35.25 We recommend that Scientific Officers, Technical Officers and officers of the Fisheries Protection Officer cadre, who effectively work outside normal working hours in emergency cases, should be paid an In-Attendance allowance of Rs 125 per hour.

Rent Allowance

35.26 Officers of the Fisheries Protection Service not occupying Government quarters are presently paid a rent allowance. We are maintaining this provision.

Recommendation 7

35.27 We recommend that eligible officers of the Fisheries Protection Service not occupying Government quarters should continue to be paid a monthly Rent Allowance as specified below:

Grades	Amount (Rs)
Fisheries Protection Officer	645
Senior Fisheries Protection Officer	700
Principal Fisheries Protection Officer	895
Assistant Controller, Fisheries Protection Service	985
Deputy Controller, Fisheries Protection Service	1010
Controller, Fisheries Protection Service	1065

Diving Allowance

35.28 At present, officers of the Fisheries Division who are required to perform diving duties for carrying out observation and data collection underwater are paid a diving allowance of Rs 660 per dive, subject to a maximum of Rs 9900 a month. We are maintaining the payment of the allowance and its quantum.

Recommendation 8

35.29 We recommend that a diving allowance should continue to be paid to officers of the Fisheries Division at the rate of Rs 660 per dive, subject to a maximum of Rs 9900 a month.

Allowances to officers posted in Flying Squads

35.30 Officers of the Fisheries Protection Service who are posted in the Flying Squads are presently paid a monthly Special Duty Allowance. We are maintaining this provision.

Recommendation 9

35.31 We recommend the continued payment of a monthly Special Duty Allowance equivalent to one and a half increments at the initial of their respective salary scales to officers of the Fisheries Protection Service, posted in the Flying Squads.

Night Duty Allowance

35.32 Fisheries Protection Officers, Senior Fisheries Protection Officers and Principal Fisheries Protection Officers who effectively perform night duty are presently 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 maintaining this provision.

Recommendation 10

35.33 We recommend that Fisheries Protection Officers, Senior Fisheries Protection Officers and Principal Fisheries Protection Officers who effectively work on night shift should continue to be paid a Night Duty Allowance equivalent to 25% the normal rate per hour for the hours between 2300 hours and 0500 hours.

Risk Allowance

- 35.34 Union members have informed that owing to new exigencies in the fisheries sector, officers are now required to perform in off lagoon operations and combat illegal fishing in our maritime zone. During these surveillance missions at sea, they have on various occasions been assaulted by aggressive poachers and illegal fishers. They equally have to face armed pirates and defrauders without any protective weapon when carrying out patrol in the Exclusive Economic Zone. We have also been informed that in such situations these officers have been victims of outrage and violence.
- 35.35 The Bureau acknowledges the risks being faced by the officers but unfortunately cannot pronounce on the degree of risks to which incumbents are confronted. However, we are providing for a mechanism which will address this issue.

Recommendation 11

- 35.36 We recommend that Management makes the necessary arrangements for the conduct of a Risk Assessment Exercise in view of determining the degree of risk faced by the concerned officers. The modalities for this exercise are spelt out at paragraph 18.15.23 of the Chapter on Risk, Insurance and Compensation in Volume 1 of this Report.**

Share of Fines

- 35.37 In the 2003 PRB Report we introduced a reward in the form of 'Share of Fines' with a view to encouraging officers of the FPS to perform their duties more effectively. However, during consultations we have been apprised that this recommendation has not been implemented up to now as it is subject to amendments to be brought to the Fisheries and Marine Resources Act.
- 35.38 The Bureau opines that since a new Fisheries and Marine Resources Bill would be introduced, as mentioned in the Government Programme 2015 – 2019, the issue of 'Share of Fines' could be considered in that context. Concurrently, we are proposing to set up a Committee to look into this issue. We are, therefore, recommending along these lines.

Recommendation 12

- 35.39 We recommend that Management should consider the advisability of setting up a Committee comprising representatives of the Ministry of Ocean Economy, Marine Resources, Fisheries, Shipping and Outer Islands and Ministry of Finance and Economic Development to work out the modalities regarding the payment of a reward in the form of 'Share of Fines' to officers of the Fisheries Protection Service.**

Creation of a Bank of Fisheries Protection Officers

- 35.40 Union members have represented that quite often they are called back on duty while being on leave or off duty to attend to emergencies. According to them, this situation arises owing to a shortage of staff. In this perspective, request has been made for the creation of a Bank of Fisheries Protection Officer to palliate any shortage of staff.
- 35.41 The Bureau views that it would be more apt to take a decision on this issue after the conduct of an HR planning exercise by Management as service delivery is impeded owing to a shortage of staff.

Office Clerk

- 35.42 Provision has been made in the EOAC 2013 Report for the MCSAR in collaboration with the Civil Service College to mount an appropriate award course for Office Clerk, the successful completion of which would entitle them to move incrementally in the master salary scale up to salary point Rs 25925, that is by two increments. It is to be noted that the objective of the course is to equip the Office Clerks with relevant skills to effectively perform clerical duties which are being assigned to them.
- 35.43 The Office Clerks have drawn our attention to the high level set for the course which falls beyond their capacity and competence making it difficult for them to obtain the award. We are, therefore, making an appropriate recommendation to address the issue.

Recommendation 13

35.44 We recommend that:

- (i) the Ministry of Civil Service and Administrative Reforms should continue, in collaboration with the relevant authorities, to organise work oriented Award Course for Office Clerks.**
- (ii) Office Clerks who have successfully completed the course be allowed to move incrementally in the master salary scale up to salary point
Rs 28625.**
- (iii) Office Clerks who have successfully completed the Award Course and who have attained compulsory retirement age before reaching the top salary of the scale should be granted an additional increment at the point reached for the computation of their pensionable emoluments.**

- (iv) **the MCSAR should ensure that the level of the course set should also take into consideration the level of the duties as well as the profile of the Office Clerks.**

Competent Authority

- 35.45 The Competent Authority operates under the Ministry as a semi-autonomous public body. It is responsible for the verification and certification of fish and fish products destined for export to member states of the European Union and to non-European Union countries. It has also been entrusted the responsibility for the importation and control of fish and fish products for human consumption as well as live aquatic animals meant for farming and ornamental purposes.
- 35.46 In view of the evolution in this sector, Management has mainly requested for the creation of additional levels to enable the proper functioning of the Authority, merging of grades where much overlapping of duties exists and restyling of grades to be in consonance with the nature of duties performed by incumbents. We have duly examined the proposals and only those deemed meritorious have been considered.

Head, Competent Authority (New Grade)

- 35.47 As per present arrangements, a Senior Veterinary Officer on secondment from the Ministry of Agro-Industry and Food Security is acting as officer-in-charge of the Competent Authority. Management has submitted that to ensure optimum returns from the Authority, there is need for it to be properly structured and resourced with a Head to oversee its proper functioning. The more so, the Authority plays a crucial role in sustaining the seafood sector. We have analysed the proposal and consider that there is merit in the case in view of the growing importance of this sector.

Recommendation 14

- 35.48 **We recommend the creation of the grade of Head, Competent Authority. Appointment thereto, should be made by promotion, on the basis of experience and merit, of officers in the grade of Senior Veterinary Officer (Competent Authority) formerly Senior Veterinary Officer who reckon at least three years' service in a substantive capacity in the grade and who possess organising and supervisory skills; and good communication and interpersonal skills.**
- 35.49 Incumbent would be responsible to provide overall leadership, co-ordination and technical advice on administration and management of the Competent Authority and would be required, *inter alia*, to: plan and ensure the execution of all approved policies in relation to fisheries and aquaculture development; assess the fisheries sector and identify priorities for its development; supervise the activities of the

Units; and be responsible for organising and implementing training programmes for staff and stakeholders in food safety and the fisheries sector.

Veterinary Officer

Senior Veterinary Officer

35.50 The grades of Veterinary Officer and Senior Veterinary Officer exist on the establishment of the Ministry of Agro Industry and Food Security as well as on that of the Competent Authority. However, given that their duties differ at each organisation, there is need to demarcate them through different job appellations. Moreover, being given that the field of Veterinary Science is a scarcity area, we are providing a means of compensation to Veterinary Officers in line with our general philosophy favouring career earnings and for assuming higher responsibilities.

Recommendation 15

35.51 **We recommend that the grades of Veterinary Officer and Senior Veterinary Officer at the Competent Authority be restyled Veterinary Officer (Competent Authority) and Senior Veterinary Officer (Competent Authority) respectively.**

35.52 **We further recommend that:**

- (i) **Veterinary Officers (Competent Authority), *formerly Veterinary Officers*, having reached the top of their salary scale should be allowed to move in the salary scale of the grade of Senior Veterinary Officer (Competent Authority) *formerly Senior Veterinary Officer*, provided they:**
 - (a) **have drawn their top salary for a year;**
 - (b) **have been efficient and effective in their performance during the preceding year; and**
 - (c) **are not under report; and**
- (ii) **Veterinary Officers (Competent Authority), *formerly Veterinary Officers*, should perform the duties and assume the responsibilities of the grade of Senior Veterinary Officer (Competent Authority), *formerly Senior Veterinary Officers*, upon moving in the higher salary scale.**

Special Professional Retention Allowance

35.53 The Special Professional Retention Allowance (SPRA) was introduced in the 2008 overall review, more specifically in the EOC Report 2009, to curb recruitment and retention problems in the fields of Engineering/

Architecture/Quantity Surveying and the Veterinary Services which were considered as scarcity areas.

- 35.54 Based on the survey carried out by the Bureau in context of the 2013 PRB Report, the SPRA was maintained as it served its purpose of retaining professionals of high calibre. Following the publication of the 2013 EOAC Report, officers in several other grades were listed for eligibility for SPRA without any stated justification.
- 35.55 In the context of this review, Management, Unions and individual officers have made strong representations for maintaining SPRA and for extending same to other grades. The Bureau recently conducted a survey to determine the extent to which professionals of high calibre and possessing scarce skills are leaving the public sector, and also to assess the market value of these professionals. However, it is worth noting that the survey revealed that there are no serious recruitment and retention problems in the Engineering/Architecture/Quantity Surveying fields except in the Veterinary Science field.
- 35.56 It is also worth highlighting that some organisations have not responded to the survey carried out and as such the Bureau has not been able to ascertain whether these organisations are still encountering difficulties in recruiting and retaining professionals of right profile and calibre in the Engineering/Architecture/Quantity Surveying fields. Though some organisations did not respond to the survey, they have nevertheless made representations for maintaining SPRA and extending it to other categories of professionals.
- 35.57 In the given circumstances and taking into consideration: (i) the findings of the survey; (ii) representations from stakeholders; and (iii) position of concerned organisations, we are in this Report maintaining the payment of the SPRA to eligible officers in post as at 31 December 2015 up to 31 December 2016.

Recommendation 16

- 35.58 We recommend that officers in the Veterinary Officer cadre eligible for the payment of the Special Professional Retention Allowance as at 31 December 2015 should continue to be paid same up to 31 December 2016 as specified in the following table:**

Grades	SPRA (% of Monthly Salary)
Veterinary Officer (Competent Authority) <i>formerly Veterinary Officer, reckoning at least 10 years' service in the grade</i>	7
Senior Veterinary Officer (Competent Authority) <i>formerly Senior Veterinary Officer</i>	7

35.59 We also recommend that those officers who:

- (i) leave the service prior to the age at which they may retire without the approval of the appropriate Service Commission (Table II at Chapter 15 of Volume 1) should refund the totality of the Special Professional Retention Allowance paid to them; and**
- (ii) retire from the service on reaching the age at which they may retire without the approval of the appropriate Service Commission or thereafter, should refund only that part of the Special Professional Retention Allowance which they would have earned under this scheme after reaching the age at which they may retire without the approval of the appropriate Service Commission.**

However, provisions made at (i) and (ii) above, should not apply to officers retiring as per their new compulsory retirement age or on medical ground.

35.60 All officers in the Veterinary Science field who are eligible for the payment of the Special Professional Retention Allowance as from 01 January 2016 and have been granted same prior to the publication of this Report should continue to draw the Special Professional Retention Allowance up to 31 December 2016.

Technical Officer

Technical Officer (Fisheries)

35.61 In the context of this Report, Management has requested to merge and restyle the grades of Technical Officer and Technical Officer (Fisheries) under a single appellation as their duties overlap to a large extent.

35.62 After examining the qualification requirements and duties of both grades, we view that they may be merged and known under a single appellation. We are recommending along these lines.

Recommendation 17

- 35.63 We recommend that the grades of Technical Officer and Technical Officer (Fisheries) of the Competent Authority be merged and restyled Technical Officer (Competent Authority).**
- 35.64 We further recommend that, in future, appointment to the grade of Technical Officer (Competent Authority) *formerly Technical Officer and Technical Officer (Fisheries)* should be made by selection from among candidates possessing a diploma in Fisheries Science or Aquaculture or Agriculture or a relevant field.**

Senior Technical Officer (Competent Authority) (New Grade)

- 35.65 Management has submitted that in view of the critical role of the Competent Authority, there is need for a supervisory level to ensure effective inspection and guarantee credible certification of fish and fish products. In this respect, request has been made for the creation of a supervisory grade to head the Technical cadre. This level would at the same time provide a career path to Technical Officers. The Bureau is agreeable to the proposal as it would lead to an enhanced delivery of services.

Recommendation 18

- 35.66 We recommend the creation of the grade of Senior Technical Officer (Competent Authority). Appointment thereto, should be made by promotion, on the basis of experience and merit, of officers in the grade of Technical Officer (Competent Authority) who reckon at least four years service in a substantive capacity in the grade or an aggregate of four years service in the grade of Technical Officer or Technical Officer (Fisheries).**
- 35.67 Incumbent would be required, inter alia, to: supervise the work of Technical Officers (Competent Authority); conduct official audits, routine/follow up/ad hoc inspections of approved fish processing establishments for verification and compliance with legislation in force; carry out inspection of consignments of fish and fish products prior to export and of imported fish and fish products for re-export; and carry out inspection of landing sites and fishing vessels.

Fish Inspection

- 35.68 Veterinary Officers and Senior Veterinary Officers of the Competent Authority are required to work on a roster basis on Saturdays and Sundays for carrying out inspection and certification of fish consignments. They are presently paid a daily allowance of Rs 800. We are maintaining the payment of the allowance whilst revising its quantum.

Recommendation 19

- 35.69 We recommend that Veterinary Officers (Competent Authority), formerly Veterinary Officers, and Senior Veterinary Officers (Competent Authority), formerly Senior Veterinary Officers, of the Competent Authority who are required to work on a roster basis on Saturdays and Sundays for inspection and certification of fish consignments should be paid a daily allowance of Rs 840.**

SHIPPING DIVISION

- 35.70 The Shipping Division is the specialised arm of the Ministry of Ocean Economy, Marine Resources, Fisheries, Shipping and Outer Islands. It is responsible for all maritime safety, maritime security and prevention of pollution of the marine environment from ships and shipping matters. It also acts as the Maritime Administration responsible for the development of maritime activities which include among others: registration of ships, implementation of the Merchant Shipping Act, Survey and Certification of ships and enforcement of international conventions.
- 35.71 The Division is headed by the Director of Shipping who is assisted by the Deputy Director of Shipping and the Secretary for Shipping Development. Other staff comprise Inspectors, Surveyors and officers in technical grades.
- 35.72 During consultation, management reported that to be in line with the Government Vision 2030, the mission of the Ministry is to fully optimize the immense potential of our Exclusive Economic Zone and to develop the ocean economy as a new pole of growth for making Mauritius a high income economy. Hence, the Ministry would, in this endeavour, develop appropriate Regulatory Framework for the management of all ocean related activities; give a boost to the Shipping Sector; ensure sustainability of marine resources and ecosystems for enhancement of aqua-culture products; fish and fish products for local consumption and export, and finally empower the fisherman community to put them at the centre of development and ensure their capacity building and training for improved livelihood.
- 35.73 To meet these challenges, Management informed that there is a need to revisit the organisational structure of the Shipping Division and in this respect, proposed a new structure comprising four distinct technical units, namely: Ship Registration, Seafarers Welfare and Regulatory Framework; Nautical, Maritime Safety and Maritime Security Standards and Operations; Marine Engineering and Marine Environment Standards and Operations; and Shipping Development. As each technical unit will have a specific attribute, Management emphasised on the need of restyling existing grades and creation of additional levels at the functional and corporate levels and even submitted their proposed schemes of service.

Management also highlighted the recurrent problems of recruitment and retention of officers in the professional cadre.

35.74 As there was no consensus between Management and the head of the Division in respect of the new structure, Management proposed to defer the issue for reconsideration. Thereafter the salary gradings of the new grades could have been provided by the Bureau on an *ad hoc* basis.

35.75 We are, in this Report, revising the salary scales of existing grades and on the basis of our survey findings on recruitment and retention, maintaining the provision for a Special Professional Retention Allowance to officers in the Marine Engineering Surveyor Cadre and the Nautical Surveyor Cadre.

Recommendation 20

35.76 We recommend that officers in the grades of Marine Engineering Surveyor and Principal Marine Engineering Surveyor as well as Nautical Surveyor and Principal Nautical Surveyor eligible for the payment of the Special Professional Retention Allowance as at 31 December 2015 should continue to be paid same up to 31 December 2016 as specified in the following table:

Salary	SPRA % of monthly salary
Rs 29400 up to Rs 62950 and reckoning at least 10 years' service in their respective grade	7
Above Rs 62950 and up to Rs 70450	7
Above Rs 70450 and up to Rs 86000	10
Above Rs 86000 and up to Rs 101000	12.5

35.77 We also recommend that those officers who:

- (i) leave the service prior to the age at which they may retire without the approval of the appropriate Service Commission (Table II at Chapter 15 of Volume 1) should refund the totality of the Special Professional Retention Allowance paid to them; and
- (ii) retire from the service on reaching the age at which they may retire without the approval of the appropriate Service Commission or thereafter, should refund only that part of the Special Professional Retention Allowance which they would have earned under this scheme after reaching the age at which they may retire without the approval of the appropriate Service Commission.

However, provisions made at (i) and (ii) above, should not apply to officers retiring as per their new compulsory retirement age or on medical ground.

- 35.78 All officers in the Engineering/Architecture/Quantity Surveying fields who are eligible for the payment of the Special Professional Retention Allowance as from 01 January 2016 and have been granted same prior to the publication of this Report should continue to draw the Special Professional Retention Allowance up to 31 December 2016.**

Ship Registration/Legal and Crew Matters Section

Extra Allowance for issue of port clearance to ships at odd hours

- 35.79 The Superintendent and the Assistant Superintendent of Shipping are required to be in attendance at the Capitainery Building after normal working hours to issue port clearances to departing ships.
- 35.80 We are maintaining the provision to compensate for the additional hours put in beyond normal working hours.

Recommendation 21

- 35.81 We recommend that arrangements be made for the Superintendent of Shipping and the Assistant Superintendent of Shipping who are required, on a regular basis, to put in additional hours of work for issue of port clearances to departing ships, to be granted equivalent time off for the extra hours put in. However, where it has not been possible for management to grant, upon application, time off within a period of four months, the officers should be compensated at the normal hourly rate for extra hours put in subject to their having put in a minimum of 15 extra hours in a month.**

Head, Mauritius Maritime Training Academy

- 35.82 In line with Vision 2030, Cabinet has at its meeting on 19 February 2016 taken note that the Ministry of Ocean Economy, Marine Resources, Fisheries, Shipping And Outer Islands is revisiting the Management of the Mauritius Maritime Training Academy (MMTA) to make it more responsive to the needs of potential trainees as it is expected that some 18000 jobs in the Ocean Economy Sector would be created by 2030. It has also approved the creation of a post of Head, Mauritius Maritime Training Academy to head, drive and coordinate the activities of the Academy in a more holistic and integrated manner.
- 35.83 In the context of this review exercise, Management has requested that the grade of Head, Mauritius Maritime Training Academy be created on the establishment of the Shipping Division of the Ministry. The Bureau has considered the issue and is making appropriate recommendation to this effect.

Recommendation 22

35.84 We recommend the creation of the grade of Head, Mauritius Maritime Training Academy. Appointment thereto should be made by selection from among candidates possessing a Master's Degree in Social Science or Management or the Maritime related field from a recognised institution and reckoning at least eight years' post qualification experience in the Maritime Industry or Educational field.

35.85 Incumbent would, *inter alia*, be responsible for the formulation and implementation of policies and strategies for the development of the MMTA; the design and organisation of demand-driven training programmes for the Maritime Sector; the promotion of the MMTA as a regional Maritime Training Centre; and for exploring opportunities of partnerships and networking with other institutions.

**MINISTRY OF OCEAN ECONOMY, MARINE RESOURCES, FISHERIES,
SHIPPING AND OUTER ISLANDS
SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
02 000 106	Rs 122000 Permanent Secretary
19 000 102	Rs 110000 Director of Fisheries
19 085 095	Rs 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000 Assistant Director (Fisheries)
19 075 089	Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Divisional Scientific Officer (Fisheries)
19 055 085	Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Scientific Officer/Senior Scientific Officer (Fisheries)

Salary Code	Salary Scale and Grade
19 066 081	Rs 35275 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Controller, Fisheries Protection Service
19 064 076	Rs 33425 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Deputy Controller, Fisheries Protection Service
19 057 074	Rs 27850 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375 Assistant Controller, Fisheries Protection Service
19 050 069	Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 QB 38350 x 1225 – 38350 Principal Fisheries Protection Officer
19 043 063	Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 32500 Senior Fisheries Protection Officer
19 027 060	Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175 Fisheries Protection Officer
19 067 081	Rs 36200 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Principal Technical Officer (Fisheries)
19 061 076	Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Senior Technical Officer (Fisheries)
19 044 072	Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Technical Officer (Fisheries)

Salary Code	Salary Scale and Grade
26 044 072	Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Technical and Mechanical Officer (Fisheries) (New Grade)
13 044 071	Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 Fishing Boat Inspector (Engineering) Fishing Boat Inspector (Nautical)
13 035 056	Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075 Motorman/Engine Driver Second-Hand Fishing (Limited)
05 044 072	Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Library Officer
08 022 056	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075 Office Clerk
08 038 063	Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 Agricultural Clerk (Personal) <i>formerly GSC 10</i>
08 026 060	Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175 Agricultural Clerk (Personal) <i>formerly GSC 9</i>
24 040 061	Rs 18075 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30950 Senior Laboratory Auxilliary <i>formerly Senior Laboratory Attendant</i>

Salary Code	Salary Scale and Grade
24 023 056	Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075 Laboratory Auxilliary <i>formerly Laboratory Attendant</i>
24 027 051	Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 Field Supervisor
24 032 056	Rs 15450 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075 Driver (Heavy Vehicles above 5 tons) (Roster-day and night)
24 023 052	Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975 Driver (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
24 018 044	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 Security Guard
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
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
25 023 052	Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975 Carpenter Marine Mechanic – Diesel (Fisheries) Mason Painter Plant Mechanic

Salary Code	Salary Scale and Grade
24 036 052	Rs 16725 x 325 – 17700 x 375 – 19575 x 475 –21950 x 625 – 23200 x 775 – 23975 Head Nursery Attendant
24 037 054	Rs 17050 x 325 – 17700 x 375 – 19575 x 475 –21950 x 625 – 23200 x 775 – 25525 Head Nursery Attendant (Fisheries) (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 Nursery Attendant/Senior Nursery Attendant (Fisheries) (Roster) <i>formerly Nursery Attendant (Fisheries) (Roster)</i> <i>Senior Nursery Attendant (Fisheries) (Roster)</i>
13 042 071	Rs 18825 x 375 – 19575 x 475 –21950 x 625 – 23200 x 775 – 32500 x 925 – 35275 QB 36200 x 925 – 37125 x 1225 – 40800 Skipper
13 022 047	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 –21000 Deckhand/Fisherman
13 019 045	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 –20050 Boatman
25 016 042	Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825 Tradesman's Assistant
COMPETENT AUTHORITY	
19 075 089	Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Head, Competent Authority (New Grade)

Salary Code	Salary Scale and Grade
19 069 085	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Senior Veterinary Officer (Competent Authority) <i>formerly Senior Veterinary Officer</i>
19 065 081	Rs 34350 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Veterinary Officer (Competent Authority) <i>formerly Veterinary Officer</i>
19 061 076	Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Senior Technical Officer (Competent Authority) (New Grade)
19 044 072	Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Technical Officer (Competent Authority) <i>formerly Technical Officer</i> <i>Technical Officer (Fisheries)</i>
19 029 062	Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725 Technical Assistant
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
SHIPPING DIVISION	
02 000 106	Rs 122000 Permanent Secretary
13 000 102	Rs 110000 Director of Shipping
13 000 099	Rs 98000 Secretary for Shipping Development

Salary Code	Salary Scale and Grade
13 087 095	Rs 66650 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000 Deputy Director of Shipping
13 079 092	Rs 53200 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 77175 Principal Marine Engineering Surveyor Principal Nautical Surveyor
13 075 089	Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Marine Engineering Surveyor Nautical Surveyor Principal Maritime Officer
13 069 085	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Superintendent of Shipping Senior Maritime Officer
13 055 085	Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Maritime Security Officer
13 055 081	Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Assistant Superintendent of Shipping
13 054 081	Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Maritime Officer
13 044 071	Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 Nautical Inspector Marine Engineering Inspector

Salary Code	Salary Scale and Grade
24 027 056	<p>Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075</p> <p>Leading Hand/Senior Leading Hand <i>formerly Leading Hand</i></p>
24 022 051	<p>Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200</p> <p>Driver</p>
MAURITIUS MARITIME TRAINING ACADEMY	
06 085 095	<p>Rs 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000</p> <p>Head, Mauritius Maritime Training Academy (New Grade)</p>
06 075 091	<p>Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350</p> <p>Principal, Mauritius Maritime Training Academy</p>
06 061 087	<p>Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 66650</p> <p>Head, Deck Department Head, Engineering Department</p>
13 055 081	<p>Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450</p> <p>Marine Scientist</p>
06 044 076	<p>Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425</p> <p>Marine Training Officer</p>
06 044 074	<p>Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375</p> <p>Instructor, Mechanical Workshop</p>

Salary Code	Salary Scale and Grade
13 044 070	Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575 Marine Information Officer
13 044 063	Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 Petty Officer
13 035 055	Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 26300 Boatswain (Personal)
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
24 019 045	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050 School Caretaker
24 018 044	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 Security Guard
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
