

20. MINISTRY OF YOUTH AND SPORTS

- 20.1 The Ministry of Youth and Sports is responsible for the promotion of Youth and Sports activities throughout the country. Its mission is to develop policies to create an enabling environment and act as a catalyst and facilitator for the promotion and development of youth and sports at regional, national and international levels.
- 20.2 The Ministry aims at increasing the levels and standards of sports activities by putting more facilities at the disposal of the general public; taking appropriate measures to increase the number of high level athletes so that Mauritius becomes more competitive on the international scene; enhancing the ability of athletes through sports training, coaching, education, personal support and social accompaniment.
- 20.3 Its activities are organised under two sections namely, the Youth Sector and the Sports Sector, which are dealt with separately in the ensuing paragraphs of this chapter.

YOUTH SECTOR

- 20.4 The Youth Sector of the Ministry is responsible, among others, to respond to the aspirations and needs of the youth by providing them with the logistic support to practice healthy and enjoyable activities. Thus, the Ministry is committed to provide greater access to quality and user friendly services to the youth and prepare them to better participate in the socio-economic development of the country.
- 20.5 The Youth Sector offers a wide range of programmes and activities geared towards Youth Empowerment. These programmes and activities include, among others, education, training and youth participation in decision making; free internet facilities in youth centres; strengthening youth participation through the youth centres; enhancing employment and entrepreneurship opportunities for the youth through the setting up of training courses in entrepreneurship, seminars and forums on health related issues; provision of family life education and counselling; sensitisation of young people on the dangers of substance abuse; programmes for promoting volunteerism, social responsibility, leadership development, citizenship, spirituality and human values.
- 20.6 Under the above programmes and activities, the Ministry has been able to achieve the following:-
- (i) reaching out to 7000 young people under the implementation of Junior Life Skills course in some 200 pockets of poverty;
 - (ii) training of 1500 persons in Human Rights Education;

- (iii) annual enrolment of approximately 300 persons under the Youth Excellence Award;
- (iv) training of 150 persons annually under the Fonds d'Insertion pour les Jeunes and Jeunes Entreprises;
- (v) sensitisation of 1000 secondary students annually on the dangers of substance abuse; and
- (vi) training of 500 persons every year in Disaster Management and Awareness Campaigns on climate change.

20.7 The Ministry has also submitted that participation in youth activities has been boosted with the setting up of 29 Regional Youth Centres around the island. Four new youth centres have recently been set up in remote regions such as Cité La Cure, Cité Malherbes, Petite Rivière Noire and Long Mountain to cater for the growing needs of the youth.

20.8 The main objectives of the youth sector are to ensure the implementation of innovative development programmes to meet the expectations of the youth component of the society; equip young people including students and youth at risk with the appropriate skills and knowledge to become responsible citizens; and to focus on the empowerment of the youth.

20.9 The Youth Sector has, at its apex, the Director of Youth Affairs who is responsible for the management of its day-to-day activities. He is supported by officers in the grades of Assistant Director of Youth Affairs; Principal Youth Officer; Senior Youth Officer and Youth Officer.

20.10 In the context of this review exercise, Management emphasized on provisions of the Government Programme 2015 – 2019 wherein it is stated that *“to provide greater access to quality and user friendly services to the young and empowering them to better participate in the socio-economic development of the country, Government will review the operations of youth centres.”* On this basis, youth centres would be called upon to become a “one-stop shop” in the long run. The main submissions of Management relate to the upgrading of the Youth Officer Cadre.

20.11 The present organisation structure of the Youth Sector responds to the needs of the organisation and enables it to meet its mandate efficiently and effectively. We are, therefore, maintaining it together with appropriate compensation for the Youth Officer who is over qualified and is being required to shoulder higher responsibilities.

Youth Officer

20.12 Presently, Youth Officers are appointed by selection from among candidates possessing a Diploma in Social Work. It has been submitted that Youth Officers possessing a Degree in the relevant field are being required to shoulder responsibilities at a higher level and that they should be compensated accordingly. We are making appropriate recommendation.

Recommendation 1

20.13 We recommend that officers in the grade of Youth Officer possessing a Degree in Social Work or an alternative equivalent qualification and who are regularly required to shoulder higher responsibilities, should be allowed to move incrementally up to salary point Rs 40800 after drawing their top salary for a year.

20.14 A Qualification Bar (QB) was inserted in the salary scale of the grade of Youth Officer to allow incumbents possessing a Diploma in Social Work or an alternative equivalent qualification to proceed incrementally beyond the QB in the salary scale recommended for the grade. **This provision is being maintained.**

SPORTS SECTOR

20.15 The Sports Sector is responsible for the overall promotion and development of sports in all its forms namely, leisure, health and competition. It ensures a balanced development of sports in all regions of the country by putting adequate facilities at the disposal of the public.

20.16 The sector also provides necessary means and support to athletes and clubs; devises appropriate training policies; empowers athletes through sports training, coaching, education, personal support and social accompaniment; opens sports infrastructure to the public after school hours and outside normal working hours, wherever possible; assists sports federations to promote and develop their discipline; and devotes particular attention to the development of sports for disabled.

20.17 Mauritius has attained great heights in sports activities. The country won a total of 185 medals at the Indian Ocean Islands Games 2015 recently held in Reunion Island, including 66 gold medals. This gold medal tally as well as the overall performance are the best results achieved so far by Mauritius at these games. This was followed by 14 medals, including five gold, at the African Games 2015.

20.18 The present structure of the Sports Section comprises the Sports Officer Cadre on the professional side and the Coach Cadre on the technical side. It is headed by the Director of Sports.

20.19 Management has submitted that the present structure is appropriate for the organisation to deliver its mandate efficiently and effectively. We are, therefore, maintaining the structure while revising the existing salary of all grades.

Coach Cadre

20.20 In our last Report, the Coach and Coach (Swimming) Cadres were merged to provide for better operational effectiveness. The basic qualifications requirement were same for the two grades except for Coach (Swimming) where an additional qualification is also required. We are maintaining the existing provision for new recruits.

Recommendation 2

20.21 We recommend that new recruits joining the grade of Coach who would be required to conduct coaching session in swimming should draw salary point of Rs 17050.

Sports Medical Unit

Sports Medical Officer

Recommendation 3

20.22 We recommend that Sports Medical Officers, who have reached the top of their salary scale, should be allowed to move incrementally up to salary point Rs 92000 in the master salary scale.

Special Medical Service Allowance

Recommendation 4

20.23 We recommend that the provision made at paragraph 23.71 under the Ministry of Health and Quality of Life in respect of the Special Medical Service Allowance should be extended to the Sports Medical Officers.

Special Provisions for Officers of the Medical Profession

Recommendation 5

20.24 We recommend that the provision made at paragraph 23.81 under the Ministry of Health and Quality of Life in respect of the Special Provisions for Officers of the Medical Profession should equally apply to the Sports Medical Officers.

Rent Free Telephone and Free Calls

Recommendation 6

20.25 We recommend that the provision made at paragraph 23.78 under the Ministry of Health and Quality of Life in respect of Rent Free Telephone and

Free Calls for Officers of the Medical Profession should be made applicable to the Sports Medical Officers.

Continuing Professional Development

Recommendation 7

20.26 We recommend that the provision made at paragraph 23.69 under the Ministry of Health and Quality of Life in respect of the Continuing Professional Development for Officers of the Medical Profession should equally be extended to the Sports Medical Officers.

Allowance to Sports Nursing Officers

20.27 At present, Sports Nursing Officers who are required to work beyond their normal working hours on Weekdays, Saturdays, Sundays and Public Holidays are granted, as far as possible, equivalent time off for the extra hours put in or are paid a monthly commuted allowance of Rs 1850 for putting in a minimum of 20 hours monthly over and above their normal working hours.

20.28 Representations have been received to the effect that when the Sports Nursing Officers put in less than 20 hours monthly beyond their normal working hours, they are not entitled to the payment of the commuted allowance. We have duly examined the issue and we are of the view that these officers should, on the basis of fairness and equity, be compensated for putting in additional hours of work. We are, thus, recommending accordingly.

Recommendation 8

20.29 We recommend that Sports Nursing Officers who are required to work beyond their normal working hours on Weekdays, Saturdays, Sundays and Public Holidays should be granted equivalent time off for the additional hours put in during the month. In case time off cannot be granted, they should be compensated at the normal hourly rate at the salary point reached in their respective salary scales for the excess hours put in over and above their normal working week in the month subject to a maximum of 20 hours.

Retention Allowance to Sports Nursing Officers

Recommendation 9

20.30 We recommend that the provision made at paragraphs 23.152 to 23.154 under the Ministry of Health and Quality of Life in respect of Retention Allowance should be extended to the Sports Nursing Officers.

Diploma in General Nursing

Recommendation 10

20.31 We recommend that the provision made at paragraphs 23.136 to 23.138 under the Ministry of Health and Quality of Life in respect of Diploma in General Nursing should also apply to the Sports Nursing Officers.

Time off facilities

20.32 The Ministry organises many sports and youth activities outside normal working hours during weekdays, weekends and public holidays to ensure increased accessibility to a wide majority of people. In our last Report, provision was made to compensate officers of the Ministry who are required to regularly work beyond normal working hours, to provide a citizen-centric service. We are improving the existing provisions in this Report.

Recommendation 11

20.33 We recommend that arrangements should continue to be made for officers of the Sports Officer Cadre, Coach Cadre and Youth Officer Cadre who are required, on a regular basis, to put in additional hours of work to cope with the demands of their job 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, subject to having put in a minimum of 15 extra hours in a month.

Hours of work – officers of the Sports and Youth Sections

20.34 The Ministry makes optimum use of its infrastructure to enable their maximum use by members of the public until late in the evening. In this regard, we recommended in our previous Reports that the Ministry should consider the advisability of reviewing the hours of attendance of the technical staff to bring in the desired flexibility.

20.35 The Ministry operates on a new pattern of work for its technical staff since 2012, which is effective.

20.36 We reiterate that the pattern of work for technical staff should continue to be determined by the Responsible Officer.

MINISTRY OF YOUTH AND SPORTS

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 106	Rs 122000 Permanent Secretary
	SPORTS DIVISION
06 092 094	Rs 77175 x 2825 – 80000 x 3000 – 83000 Director of Sports
06 075 089	Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Assistant Director of Sports
06 069 085	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Senior Sports Officer
06 054 081	Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Sports Officer
06 052 073	Rs 23975 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850 Senior Coach
06 036 067	Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 Coach
09 074 094	Rs 45375 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 83000 Sports Medical Officer
09 042 070	Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 QB 37125 x 1225 – 39575 Sports Nursing Officer

Salary Code	Salary Scale and Grade
25 045 064	Rs 20050 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 33425 Maintenance Supervisor (Youth and Sports) <i>formerly Maintenance Supervisor</i>
22 032 065	Rs 15450 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 34350 Technician (Youth and Sports)
25 041 060	Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175 Foreman
25 026 056	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 – 27075 Boiler Operator (Personal)
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 Boiler Operator General Assistant Maintenance Assistant Electrician Painter Welder
25 016 042	Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825 Assistant Welder
24 025 054	Rs 13530 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525 Driver (Shift) (Personal salary for employees in post as at 30.06.08)
24 024 053	Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 24750 Driver (Roster – day and night)

Salary Code	Salary Scale and Grade
24 023 053	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 – 24750 Swimming Pool Attendant (Roster)
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) (Personal salary for employees in post as at 30.06.08)
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
24 022 051	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 Driver (Personal to employees in post as at 30.06.08)
24 020 046	Rs 12230 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20525 Caretaker (Roster)
24 019 045	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050 Gardener/Nursery Attendant
24 018 044	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 Security Guard
24 017 043	Rs 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200 Handy Worker (Special Class)
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

Salary Code	Salary Scale and Grade
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
YOUTH DIVISION	
23 090 092	Rs 72400 x 1950 – 74350 x 2825 – 77175 Director of Youth Affairs
23 065 081	Rs 34350 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Assistant Director of Youth Affairs
23 057 076	Rs 27850 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Principal Youth Officer
23 052 073	Rs 23975 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850 Senior Youth Officer (Personal to officers in post as at 31.12.12)
23 052 072	Rs 23975 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Senior Youth Officer (Future Holder)
23 037 070	Rs 17050 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 QB 38350 x 1225 – 39575 Youth Officer
24 024 053	Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 24750 Driver (Roster – day and night)

Salary Code	Salary Scale and Grade
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) (Personal salary for employees in post as at 30.06.08)
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
24 022 051	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 Driver
24 020 040	Rs 12230 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20525 Caretaker (Roster)
24 018 040	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
