

01. AAPRAVASI GHAT TRUST FUND

- 1.1 The Aapravasi Ghat Trust Fund (AGTF) is a body corporate, set up by Act No. 31 of 2001 to document, manage and promote the Aapravasi Ghat Site as a national and international site. The Aapravasi Ghat, a recognised UNESCO World Heritage Site, is a depot-turned-monument marking one of the biggest waves of immigration to Mauritius. It operates under the *aegis* of the Ministry of Arts and Culture.
- 1.2 The Site was declared National Monument under the National Monuments Act in 1987 and subsequently proclaimed National Heritage in 2003 under the National Heritage Act 2003. It was inscribed on the World Heritage List in 2006 by UNESCO to maintain the cultural and natural heritage that are irreplaceable, unique and authentic.
- 1.3 The objectives of AGTF are, among others, to establish and promote Aapravasi Ghat as a national, regional and international site; set up a museum at Aapravasi Ghat; create public awareness in the history of the site and depict the arrival, settlement and evolution of indenture in Mauritius. It also has to identify and acquire sites, buildings and structures and linked with the history of the arrival of immigrants and promote the social and cultural aspects of Aapravasi Ghat.
- 1.4 The organisation structure of the AGTF consists of Research and Technical Unit, Interpretation Centre, Administrative Section and Finance Section.
- 1.5 In the context of the present review exercise, representations have been made for the merging and restyling of grades as well as upgrading of qualifications requirements and job enlargement. We have examined all the proposals and apprised Management on issues that could not be retained for this Report. We are, however, making appropriate recommendations.

Stores Attendant (New Grade)

- 1.6 Presently, the Fund does not have staff specifically for procurement and incumbent in the grade of Gateman has been assigned the duties of procurement against payment of a monthly allowance. Management has submitted that the volume of work in respect of stores keeping has increased considerably as the Fund is also involved in activities such as publication of new books/magazine and ordering of specific items from overseas for the Beekrumsing Ramlallah Interpretation Centre. As such, there is need for a grade of Stores Attendant to be responsible for all procurement and supply functions of the Fund. We are making provision to this effect.

Recommendation 1

- 1.7 **We recommend the creation of a grade of Stores Attendant. Appointment thereto should be made by selection from among serving officers of the Aapravasi Ghat Trust Fund possessing the Certificate of Primary Education or an alternative equivalent qualification acceptable to the Board.**
- 1.8 Incumbent in the grade of Stores Attendant would be responsible for opening and closing of store apertures and offices; cleaning the store premises; collecting, loading, unloading and conveying stores items; opening packages, crates and cases; handling all stores items; removing all packing materials and empty crates; packing stores items; washing, cleaning and stowing empties; placing and arranging items of store on shelves and maintaining them clean and in order; and collecting and despatching stores correspondence and files.

Human Resource Officer/Senior Human Resource Officer

Recommendation 2

- 1.9 **We recommend that incumbents in the grade of Human Resource Officer/ Senior Human Resource Officer possessing a Diploma in Human Resource Management or a Diploma with Human Resource Management as a major component from a recognised institution or an equivalent qualification should be allowed to move incrementally in the master salary scale up to salary point Rs 42325 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.**

Programme Co-ordinator

- 1.10 Presently, incumbents in the grade of Programme Co-ordinator possessing a Diploma in Administration or Management or Human Resource Management or Heritage Studies or History or Museum Studies or an alternative equivalent qualification acceptable to the Board are allowed to proceed incrementally beyond the Qualification Bar (QB) in the salary scale of the grade. **This recommendation is maintained.**

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SALARY SCHEDULE

- AGTF 1 : 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
- AGTF 2 : Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18075**
Gateman
Site Attendant
- AGTF 3 : Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200**
Stores Attendant (New Grade)
- AGTF 4 : Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575**
Security Guard
- AGTF 5 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475**
Office Attendant/Senior Office Attendant
- AGTF 6 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**
Driver/Office Attendant
- AGTF 7 : 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**
Site Conservation Worker
- AGTF 8 : 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**
Field Guide
Ticket/Sales Officer
- AGTF 9 : 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 – 29400**
Clerk Assistant

01. AAPRAVASI GHAT TRUST FUND (Contd)

- AGTF 10 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**
Clerical Officer/Higher Clerical Officer (Personal to incumbents in post as at 31.12.15)
Clerk/Word Processing Operator
- AGTF 11 : Rs 14325 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**
Heritage Guide/Public Outreach Officer
- AGTF 12 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Management Support Officer (New Grade)
- AGTF 13 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Accounts Clerk
Executive Officer (Personal to incumbents in post as at 31.12.15)
- AGTF 14 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 QB 38350 x 1225 – 39575**
Programme Co-ordinator
- AGTF 15 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Confidential Secretary
- AGTF 16 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Financial Officer
- AGTF 17 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800**
Human Resource Officer/Senior Human Resource Officer
- AGTF 18 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
ICT Technician
- AGTF 19 : Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 QB 37125 x 1225 – 40800 x 1525 – 45375**
Accounting Technician

01. AAPRAVASI GHAT TRUST FUND (Contd)

AGTF 20 : Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450

Administrative Secretary
Marketing Officer
Research Assistant

AGTF 21 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450

Documentalist

AGTF 22 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950

Archaeologist
Heritage Interpretation Manager
Historian
Researcher
World Heritage Site Assistant Manager

AGTF 23 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 66650

Head, Research and Documentation Unit
World Heritage Site manager

AGTF 24 : Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450

Head, Technical Unit

AGTF 25 : Rs 95000

Director

