

## **09. CONSTRUCTION INDUSTRY DEVELOPMENT BOARD**

- 9.1 The Construction Industry Development Board (CIDB) is a statutory body established under the CIDB Act of 2008 and it operates under the *aegis* of the Ministry of Public Infrastructure and Land Transport. With the growing economic importance of the construction sector and with the upcoming of megaprojects such as smart cities, the CIDB is being called upon to fully assume its role as regulator and facilitator of the construction industry. In this respect, the CIDB Act has been amended in March 2015 and the composition of the Council has been reviewed.
- 9.2 One of the core activities of the CIDB is the registration of both local and foreign contractors/consultants. The Executive Director is responsible for the control and management of the day-to-day activities at the CIDB.
- 9.3 Representations from Unions were mainly to compensate for additional duties performed by a few officers and to create the grade of Management Support Officer. The Management of CIDB has requested to demerge the grade of Manager and also to create grades in the information technology, administrative and technical sections. After careful examination of the submissions, the Bureau is making appropriate recommendations to enable the CIDB to better fulfil its role in the development of the construction industry.

### **Manager, Corporate Services**

### **Manager, Technical Services *formerly Manager***

- 9.4 It has been submitted by the Management of CIDB that the Manager of the Corporate Services and that of the Technical Services have different roles and responsibilities and the qualification requirements also differ. Given that the CIDB has been encountering difficulties to recruit Managers with the recommended profile, it has been proposed to demerge the grade of Manager and reinstate it as it was prior to the 2013 PRB Report. We are agreeable to the submission of the Management and are recommending accordingly.

### **Recommendation 1**

- 9.5 **We recommend that the grade of Manager be demerged and restyled Manager, Corporate Services and Manager, Technical Services.**
- 9.6 **We further recommend that appointment to the grade of Manager, Corporate Services should be made by selection from candidates who are registered as a Professional Accountant with the Mauritius Institute of Professional Accountants (MIPA) under the Financial Reporting Act or are Members of the Institute of Chartered Secretaries and Administrators and possess a Master's Degree in Management or Business Administration**

from a recognised institution, and reckon at least five years' post registration experience in the construction industry.

- 9.7 **We also recommend that appointment to the grade of Manager, Technical Services should be made by selection from among candidates who are registered as a Professional Architect under the Professional Architects Council Act or registered as a Professional Engineer under the Registered Professional Engineers Council Act or registered as a Professional Member of the Royal Institution of Chartered Surveyors as (Quantity Surveying), and reckon at least five years' post registration experience in the construction industry.**
- 9.8 The Manager, Corporate Services and Manager, Technical Services will report to the Executive Director and will assist him in the smooth running of the Corporate Services and Technical Services respectively.
- 9.9 Incumbent in the grade of Manager, Corporate Services would be required, among others, to be responsible for the administrative functions of the Board; formulate, maintain and implement adequate administrative procedures; assist in the preparation of legislation and the handling of matters having legal implications; and be responsible for the promotion of staff welfare and ensure a safe and healthy working environment.
- 9.10 The Manager, Technical Services would be, *inter alia*, required to assist in the formulation of strategies and policies in accordance with the objects of the Board; assist in the preparation of budget estimates of the Board; be responsible for the registration of consultants and contractors; and follow up and report development in the construction industry.

#### **Technical Executive (New Grade)**

- 9.11 Management has submitted that the technical section needs to be further strengthened with a professional grade in view of the higher responsibilities to be devolved upon incumbent in the new organisational set up. Given that the core activity at the CIDB requires professional support and expertise, the request is justified and we are, therefore, providing for a grade of Technical Executive on the establishment of the CIDB.

#### **Recommendation 2**

- 9.12 **We recommend the creation of a grade of Technical Executive. Appointment thereto, should be made by selection from among candidates possessing a Degree in Engineering or Architecture or Quantity Surveying from a recognised University or an equivalent qualification acceptable to the Board and having at least one year post qualification experience in the construction industry.**

9.13 Incumbent would be responsible to the Manager, Technical Services and would be, *inter alia*, required to assist the latter in all technical matters; assist in processing of applications for registration of consultants and contractors; carry out survey studies and research on matters relating to the construction industry; provide advice to members of public on construction matters; and assist in the compilation and updating of the national schedule of rates.

#### **IT Support Officer (New Grade)**

9.14 In view of the extensive reliance and use of information technology (IT) especially for the registration of consultants and contractors, the Management proposed the creation of the grade of Systems Analyst to ensure proper functioning of the current IT system. The Bureau considers that in the first instance a grade in the IT field may be created at the diploma level. Hence, we are making provision to that end.

#### **Recommendation 3**

**9.15 We recommend the creation of a grade of IT Support Officer. Appointment to the grade should be made by selection from among candidates possessing a Diploma in Information and Communication Technology or an equivalent qualification acceptable to the Board.**

9.16 Incumbent would be required, among others, to implement, support and maintain the IT system at the CIDB; develop small computer programmes for end-users; be responsible for the security and back up of files; and train end-users.

### **09. CONSTRUCTION INDUSTRY DEVELOPMENT BOARD**

#### **SALARY SCHEDULE**

**CIDB 1 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**

Handy Worker/Driver

**CIDB 2 : 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**

Word Processing Operator/Receptionist

**CIDB 3 : 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

**09. CONSTRUCTION INDUSTRY DEVELOPMENT BOARD (Contd)**

**CIDB 4 : 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

**CIDB 5 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**  
Management Support Officer

**CIDB 6 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**  
Administrative Assistant  
IT Support Officer (New Grade)  
Technical Coordinator

**CIDB 7 : Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 QB 37125 x 1225 – 40800 x 1525 – 45375**  
Accounting Technician

**CIDB 8 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**  
Technical Executive (New Grade)

**CIDB 9 : Rs 61325 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 83000**  
Manager, Corporate Services  
Manager, Technical Services  
*formerly Manager*

**CIDB 10 : Rs 101000**  
Executive Director

