

## **08. CONSERVATOIRE NATIONAL DE MUSIQUE FRANCOIS MITERRAND TRUST FUND**

- 8.1 The Conservatoire National de Musique François Mitterrand Trust Fund (Conservatoire) has as prime objective, to organise and run music courses including courses on music technology at all levels and promote music as well as the Mauritian Musical Heritage.
- 8.2 As musical heritage is of paramount importance for any nation, the Conservatoire which is a national institution, is also actively involved in the preservation of musical elements which form part of the Mauritian musical heritage such as music manuscripts, publication by Mauritian Composers, old music instruments, among others. Further, it also preserves our musical heritage through concerts and conferences which it organises regularly with a view to promoting works by Mauritian Artists. In the pursuance of its mission, the Conservatoire has steadily expanded its activities over the years. Presently, it has over 2500 students enrolled for its music courses which are dispensed in its eight branches, including the one in Rodrigues Island.
- 8.3 We revisited the organisation structure of the Conservatoire in our last Report, creating a few grades and restyling others. Its structure was further reinforced with the creation of additional grades in the EOAC Report.
- 8.4 The Director who is at the helm of the Conservatoire, is responsible for its day to day activities and she is assisted by a complement of teaching, professional, technical and supporting staff.
- 8.5 During consultation, the Director has expatiated on the importance of the Conservatoire and its contribution in the cultural development of the country. She considers that the existing structure is adequate for the organisation to function efficiently to which we agree. The present organisation set up is, therefore, being maintained. We are, however, reviewing the mode of remuneration of Part Time Teachers.

### **Music Tutors**

- 8.6 At present, Music Tutors are allowed to proceed incrementally in the Master Salary Scale up to salary point Rs 58775 subject to certain conditions. We are maintaining this recommendation and revising the salary point.

### **Recommendation 1**

- 8.7 We recommend that Music Tutors be allowed to proceed incrementally up to salary point Rs 62950 in the Master Salary Scale through the grant of one increment every year provided they have:**

**(i) drawn the top salary for a year; and**

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

### **Part Time Music Teachers**

8.8 The Part Time Music Teachers, employed by the Conservatoire are presently remunerated on the basis of their qualification and number of hours put in as follows:

- Teachers holding Diploma in Music or a higher qualification Rs 350/hr
- Teachers holding a qualification lower than a Diploma in Music Rs 285/hr

8.9 In addition, these Teachers are refunded travelling by bus and are entitled to 1/12 of their annual earnings as End of Year Bonus.

8.10 In the past remuneration of the part-time Music Teachers was based on their qualifications. Taking into consideration the qualification required to teach at these levels and the salary scales provided for the relevant grades, it is observed that the mode of remuneration is not appropriate. Even at Tertiary institutions, the remuneration of resource persons is based on the level taught and not on the profile of the Resource Person. We are, therefore, making appropriate amendments.

8.11 We are also conscious of the fact that certain courses may be running right now and Resource Persons have already embarked on a sort of undertaking. With a view not to penalise them we are taking the necessary measures.

### **Recommendation 2**

8.12 **We recommend that for future intakes:**

- (i) **Teachers teaching level 1 should be remunerated at the rate of Rs 155/hr;**
- (ii) **Teachers teaching level 2 and 3 should be remunerated at the rate of Rs 220/hr.**

8.13 **We also recommend that for the present courses being run, Teachers should continue to draw on a personal basis the rate in force i.e.:**

- Teachers holding a Diploma in Music or a higher qualification Rs 350/hr**
- Teachers holding a qualification lower than a Diploma in Music Rs 285/hr**

8.14 **The Bureau further recommends that the part-time Teachers should continue to be entitled for refund of travelling by bus and an End-of-Year Bonus computed at the rate of 1/12 of their annual earnings.**

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MITTERRAND TRUST FUND  
SALARY SCHEDULE**

- CNMTF 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
- CNMTF 2 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050**  
Caretaker
- CNMTF 3 : 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
- CNMTF 4 : 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**  
Handy Worker/Tradesman
- CNMTF 5 : 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 (New Grade)  
Clerical Officer/Higher Clerical Officer (Personal)  
Library Clerk
- CNMTF 6 : Rs 15450 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**  
Technician
- CNMTF 7 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**  
Management Support Officer
- CNMTF 8 : Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**  
Events Officer
- CNMTF 9 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275 QB 36200 x 925 - 37125 x 1225 – 38350**  
Piano Accompanist

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- CNMTF 10 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**  
Assistant Financial Officer/Financial Officer
- CNMTF 11 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**  
Confidential Secretary
- CNMTF 12 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**  
Procurement and Supply Officer
- CNMTF 13 : Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575**  
Office Management Assistant
- CNMTF 14 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375 QB 46900 x 1625 – 56450**  
Music Tutor
- CNMTF 15 : Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**  
Administrative Secretary  
Public Relations Officer
- CNMTF 16 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 66650**  
Head, Music Department
- CNMTF 17 : Rs 95000**  
Director

