

24. LE MORNE HERITAGE TRUST FUND

- 24.1 Le Morne Heritage Trust Fund was established in May 2004 under the Le Morne Heritage Trust Fund Act. Its main objectives comprise, among others, the promotion of Le Morne as a national, regional and international memorial site; preservation and promotion of the historical, cultural, environmental and ecological aspects of Le Morne; encouragement of research and support projects and publications related to slavery and marronage; and the collection, publication and dissemination of information pertaining to the history of slavery and marronage.
- 24.2 The Le Morne Cultural Landscape was inscribed on the United Nations Educational, Scientific and Cultural Organisation World Heritage list on 10 July 2008, to represent symbolically a place of resistance to slavery and the determination of slaves to acquire freedom. As such, one of the Fund's major aim is to preserve, safeguard and manage the landscape so that it can be used in a wise and sustainable manner, without compromising its authenticity and integrity.
- 24.3 The Fund is administered and managed by a Board. A Director is responsible for the execution of the policy and decisions of the Board as well as the control and management of the day-to-day business.
- 24.4 In the context of this Report, Management has submitted that in view of an expansion of the activities of the Fund, there is need for the creation of a few grades to strengthen the structure to enable an enhanced delivery of services. After careful study, we are agreeable to create the grades of Management Support Officer, Marketing and Public Relations Officer, Accounting Technician and ICT Technician.

Management Support Officer (New Grade)

Recommendation 1

- 24.5 We recommend that the grade of Management Support Officer be created, in line with provisions made at paragraphs 24 (i) of this Report.**

Marketing and Public Relations Officer (New Grade)

Recommendation 3

- 24.6 We recommend the creation of the grade of Marketing and Public Relations Officer. Appointment thereto should be made from among candidates possessing a Degree in Tourism Management or Marketing or Communication Studies from a recognised institution.**

- 24.7 Incumbent would be required to, among others, develop and coordinate marketing policies and strategies; develop and coordinate the marketing activities and programmes related to the visitor management and the promotion of the Le Morne Cultural Landscape, UNESCO World Heritage site; create, enhance and sustain awareness of Le Morne Cultural Landscape, UNESCO World Heritage Site in the media towards local and foreign communities; and assist in the planning, promotion and execution of special events and activities.

Accounting Technician (New Grade)

Recommendation 4

- 24.8 We recommend the creation of the grade of Accounting Technician. Appointment thereto should be made from among candidates possessing a Cambridge Higher School Certificate and a pass in papers F1, F2 and F3 of the ACCA Fundamentals (Knowledge) and any other four papers of the ACCA Fundamentals (Skills)**

- 24.9 Incumbent would be required to, *inter alia*, be in charge of the Finance department; establish, manage and monitor financial reporting system; set up and maintain system to monitor transactions carried out; prepare budget plans and cash flows; prepare and submit regular financial reports on income expenditure trends; attend to audit queries on financial issues; and keep accounting records and books of accounts.

Recommendation 5

- 24.10 We further recommend that the Accounting Technician would be allowed to cross the Qualification Bar in the salary scale upon completion of the ACCA fundamentals examinations or possession of an equivalent qualification acceptable to the Board.**

ICT Technician (New Grade)

Recommendation 5

- 24.11 We recommend the creation of the grade of ICT Technician. Appointment thereto should be made from among candidates possessing a Diploma in IT or Computer Science or Information System or Software Engineering or an equivalent qualification and reckoning at least one year experience in the maintenance and repairs of IT equipment.**

- 24.12 Incumbent would be required to, among others, maintain, repair and administer the computer system, including all peripherals; provide general technical guidance and support to end users; devise appropriate systems of security in relation to hardware and software; maintain an overview of the implementation of the Board's ICT policy; diagnose problems related to internet access in

Boards and taking remedial action; and provide support to staff in the use of ICT.

Clerk Assistant

24.13 Management has submitted that the grade of Clerk Assistant no longer fits in the organisation's structure. We are, therefore, making the grade evanescent and granting a personal salary to incumbent in post as at 31 December 2015.

Recommendation 6

24.14 We recommend that the grade of Clerk Assistant be made evanescent.

24. LE MORNE HERITAGE TRUST FUND SALARY SCHEDULE

MHTF 1	:	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450
		Handy Worker
MHTF 2	:	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575
		Security Guard
MHTF 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 Driver
MHTF 4	:	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 (Personal to officers in post as at 31 December 2015)
MHTF 5	:	Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175
		Clerk/Word Processing Operator Heritage Guide
MHTF 6	:	Rs 14325 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30950
		Conservation Officer
MHTF 7	:	Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500
		Management Support Officer (New Grade)

24. LE MORNE HERITAGE TRUST FUND (Contd)

- MHTF 8 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Accounts Officer
- MHTF 9 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
ICT Technician (New Grade)
Site Officer
- MHTF 10 : Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 QB 37125 x 1225 – 40800 x 1525 – 45375**
Accounting Technician (New Grade)
- MHTF 11 : Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Administrative Secretary
Marketing and Public Relations Officer (New Grade)
Research Officer
Site Manager
- MHTF 12 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Documentalist
- MHTF 13 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Curator
- MHTF 14 : Rs 95000**
Director

