

39. MAURITIUS MEAT AUTHORITY

- 39.1 The Mauritius Meat Authority (MMA) operates under the *aegis* of the Ministry of Agro-Industry and Food Security. It is established as a body corporate under the Mauritius Meat Act of 1974. Its mission is to ensure the slaughter and timely delivery of meat fit for human consumption.
- 39.2 The main activities at the MMA are organised under three sections: Production, Secretariat and Administrative Services, and Finance. The different slaughter houses at the Central Abattoir are namely: Beef, Pork, and Sheep-Goat meat. In each slaughter house, the social, cultural and religious aspects are given a special consideration while carrying out the slaughtering as well as for the meat delivery.
- 39.3 Both the Unions and Management have submitted representations to create additional levels in respect of the core functions of the Authority as well as for the Human Resource Section and Finance Department. In view of the expansion of its activities, the Bureau considers that the present organisation structure should be better equipped and we are, to this end, making appropriate recommendations.

Human Resource/Senior Human Resource Officer

Recommendation 1

- 39.4 **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 in Human Resource Management as a major component 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.**

Slaughterman/Senior Slaughterman formerly Slaughterman

- 39.5 Representations have been received that there is need for a grade at the supervisory level to coordinate the work of the Slaughtermen. After careful examination of the submission, it was observed that the creation of an additional level may end up with duplication of duties. Taking into consideration the number of employees in post in the grade of Slaughterman and the additional

duties devolving upon them, we are restyling the grade of Slaughterman and providing for an elongated salary scale.

Recommendation 2

- 39.6 We recommend that the grade of Slaughterman be restyled Slaughterman/Senior Slaughterman.**
- 39.7 We further recommend that, in future, appointment to the grade of Slaughterman/Senior Slaughterman should be made by selection from officers in the grade of Meat Loader/Lorry Helper reckoning five years' experience and who have obtained at least one year training as Slaughterman in the Abattoir.**
- 39.8 We also recommend that the scheme of service for the grade of Slaughterman/Senior Slaughterman *formerly Slaughterman* be enlarged to include the additional duties and responsibilities.**

Allowance to General Worker

- 39.9** General Workers posted at the Abattoir are presently paid a monthly allowance of
Rs 1000 for performing specific tasks such as sorting of animals; cleaning of bleeding area, slaughter halls, weighing rooms, cold rooms; collection and disposal of Abattoir wastes; and assisting the Laundry Worker as and when required. There is still need for such tasks to be undertaken by the General Workers. The allowance is, therefore, being maintained.

Recommendation 3

- 39.10 We recommend that General Workers posted at the Abattoir to perform the above-mentioned specific duties should continue to be paid the monthly allowance of Rs 1000.**

Transport Management

- 39.11** Assistant Head Butchers are currently required to perform additional duties related to transport management for different sections of the Abattoir against payment of a monthly allowance of Rs 625. We are maintaining the allowance which is serving its purpose.

Recommendation 4

- 39.12 We recommend that the monthly allowance payable to the Assistant Head Butchers for work performed over and above their normal duties in connection with the management of the transport fleet of the MMA be maintained at Rs 625.**

Specific Conditions of Service for the Authority

Breakfast

39.13 Employees of the MMA starting work before 0600 hours on peak days are provided breakfast. This arrangement should continue in view of the specificity of the organisation.

Recommendation 5

39.14 We recommend that the MMA should continue to provide breakfast to all employees who start work before 0600 hours on peak days.

Attendance Bonus

39.15 An attendance bonus of Rs 60 per hour is presently paid to employees working prior to 0600 hours to ensure timely supply of meat in good hygienic conditions, among others.

Recommendation 6

39.16 We recommend that the attendance bonus payable to officers in the above mentioned grade should be revised to Rs 65 per hour:

Head of Illegal Slaughter Squad	Plant Operator
Head Butcher	Motor Mechanic Grade I
Assistant Head Butcher	Electro Mechanic
Slaughterman/Senior Slaughterman	Boiler Operator
<i>formerly Slaughterman</i>	Driver
Meat Loader/Lorry Helper	
General Purpose Handy Worker/ Tradesman's Assistant	

Hours of Work

39.17 In order to ease the day-to-day activities of the Authority, the Management of the MMA has adopted variable patterns of work and modes of appointment.

Recommendation 7

39.18 We recommend that the MMA continues to apply the alternative modes of employment as specified at Chapter 13 of Volume 1 – Employment on Contract and Alternative Modes of Employment.

Health Surveillance

39.19 At the Abattoir of the MMA, employees have higher risk of contracting diseases due to the specific working environment and it is necessary that a Health Surveillance mechanism be set up for a close monitoring of these employees' health.

Recommendation 8

39.20 We recommend that the MMA should, with the assistance of the relevant authorities, continue to ensure that an annual health risk assessment is carried out to identify situations where employees are exposed to noxious substances or adverse working conditions that may impair their health and that the employees concerned are placed under a suitable Health Surveillance Programme.

Meat Loader/Lorry Helper

39.21 After reaching a certain age, Meat Loader/Lorry Helpers are not able to carry heavy weights and make great physical effort. To this end, specific recommendations were made in the 2013 PRB and EOAC Reports regarding the redeployment and retirement of Meat Loader/Lorry Helpers. We share the views of Management and Unions for its continued implementation.

Recommendation 9

39.22 We recommend that Management considers the advisability of redeploying those Meat Loader/Lorry Helpers, who are above 55 years and whose duties require physical fitness, in other sections where less physical effort is required.

39.23 We further recommend that Meat Loader/Lorry Helpers be allowed to retire after completing 25 years' of pensionable service. However, retirement benefits for these employees should be governed by provisions as specified under the Chapter 15 of Volume 1 - Retirement and Retirement Benefits -Pension Scheme for the Public Sector.

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SALARY SCHEDULE

MA 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

MA 2 : Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700

Laundry Worker

MA 3 : Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200

Stores Attendant

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- MA 4 : Rs 17330**
Safety and Health Officer (Part-time)
- MA 5 : Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575**
Security Guard
- MA 6 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050**
Gardener
General Purpose Handy Worker/Tradesman's Assistant
Meat Loader/Lorry Helper
Office Attendant
Stockman (Personal)
- MA 7 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**
Driver
- MA 8 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**
Senior Stockman (Personal)
- MA 9 : 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
Plant Operator
Electro-Mechanic
Motor Mechanic Grade I
- MA 10 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975**
Senior/Head Office Attendant
- MA 11 : Rs 12490 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525**
Receptionist
- MA 12 : 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 – 25525**
Slaughterman/Senior Slaughterman
formerly Slaughterman

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- MA 13 : 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**
Slaughterman (Personal)
- MA 14 : Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525**
Driver (Meat Van)
- MA 15 : 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
- MA 16 : 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 – 30175**
Assistant Head Butcher
- MA 17 : 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
- MA 18 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Cashier (Personal)
Management Support Officer (New Grade)
- MA 19 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Assistant Financial Officer
formerly Assistant Financial Operations Officer
Assistant Procurement and Supply Officer
Executive Officer (Personal to officers in post as at 31.12.15)
- MA 20 : Rs 18075 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 34350**
Head Butcher (Goat, Pork, Cattle/Sheep)
- MA 21 : Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Head of Illegal Slaughter Squad

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- MA 22 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Confidential Secretary
- MA 23 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Financial Officer
Higher Executive Officer
Procurement and Supply Officer
- MA 24 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800**
Human Resource Officer/Senior Human Resource Officer
- MA 25 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Abattoir Supervisor
- MA 26 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850**
Senior Financial Officer
- MA 27 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Accountant
- MA 28 : Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Engineer
- MA 29 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Administrative Secretary
- MA 30 : Rs 110000**
General Manager

