

### 43. MAURITIUS RESEARCH COUNCIL

- 43.1 The Mauritius Research Council (MRC) established under Act No. 10 of 1992 operates under the *aegis* of the Ministry of Technology, Communication and Innovation. It is the apex government organisation responsible for promoting science, research, technology and innovation. With the MRC Amendment Act 2014, the Council is being called upon to take an even more prominent role in contributing towards accelerating the socio-economic development of the country.
- 43.2 Over and above promoting and co-ordinating national investment in research, the MRC has spearheaded a number of green-field projects on a national scale such as Land Based Oceanic Industry, Marine Renewable Energy, Wheat Cultivation, Seaweed Industry and Intellectual Property Rights.
- 43.3 Management has submitted that with its new mandate to drive research and innovation, there is need to empower the MRC to become more efficient and responsive. In this regard, the MRC has proposed the restyling of a few grades, creation of levels, and reviewing the qualification requirements for the grade of Technician/Driver. In view thereof, we are creating a few grades and revisiting the scheme of service for the grade of Technician/Driver.

#### **Accounts Officer (New Grade)**

#### **Procurement and Supply Officer (New Grade)**

- 43.4 At present, there is a grade of Accounts/Purchasing Officer at the MRC. Management has reported that the said grade is no more serving its dual purpose. Besides, procurement of the organisation has increased considerably. Given that the post of Accounts/Purchasing Officer is vacant, the Bureau is making provision for two distinct grades to perform duties related to accounting and procurement respectively.

#### **Recommendation 1**

- 43.5 We recommend the creation of a grade of Accounts Officer. Appointment thereto, should be made by selection from among candidates possessing a Cambridge School Certificate with credit in at least five subjects including English Language, French and Mathematics or Principles of Accounts obtained on one certificate, and either a pass at Principal Level in Accounting at the Cambridge Higher School Certificate or possess a Certificate of the London Chamber of Commerce and Industry in Accounting (Level 3) formerly Higher Stage or possess a Certificate of the London Chamber of Commerce and Industry in Book Keeping and Accounting (Level 2) formerly Intermediate Stage.**

- 43.6 Incumbent would be required, among others, to assist in the day-to-day running of the Accounts Department and the supervision of its staff; control and discharge expenditure and payments in compliance with regulations; control and collect revenue/receipts as well as ensure the safekeeping and banking thereof; prepare/assist in the preparation of Estimates; prepare and submit financial statements/returns, as and when required; and prepare payroll and examine vouchers before payments.
- 43.7 We also recommend the creation of a grade of Procurement and Supply Officer. Appointment thereto, should be made by selection from among candidates possessing a Cambridge Higher School Certificate with passes at Principal Level in Accounting or Mathematics and a Certificate in Purchasing and Supply Management from a recognised institution or an alternative qualification acceptable by the Council.**
- 43.8 The Procurement and Supply Officer would be required, *inter alia*, to: organise and manage the procurement and supply activities of the Council; be responsible for procurement and supply storekeeping and stock control duties; prepare reports on procurement activities and maintain contract agreements; carry out test checks and report on discrepancy; keep and update store records; and receive materials into stores and ensure that they comply with requisition orders and are in good conditions.

#### **Technician/Driver**

- 43.9 Management has submitted that there is need to amend the scheme of service for the grade of Technician/Driver to include a Trade Test Certificate in Electricity as an alternative qualification to the NTC3/NC3 in Electrical Installation. The Bureau is agreeable to the request and is recommending accordingly.

#### **Recommendation 2**

- 43.10 We recommend that the scheme of service for the grade of Technician/Driver should be amended so that, in future, appointment to the grade be made by selection from among candidates possessing the NTC3/NC3 in Electrical Installation or a Trade Test Certificate in Electricity and a valid driving licence to drive a car/van.**

#### **Safety and Health Officer (Part-Time) (New Grade)**

- 43.11 Management has further submitted to create a grade of Safety and Health Officer on a part-time basis to advise on all matters relating to safety and health and also to increase awareness on health at all levels within the Council.

### **Recommendation 3**

**43.12 We recommend the creation of a grade of Safety and Health Officer on a part-time basis on the establishment of the MRC. Appointment to the grade should be made by selection from among candidates possessing a Diploma in Occupational Health and Safety.**

43.13 Incumbent would, *inter alia*, be required to: advise on all matters relating to safety and health; assist in the preparation, elaboration and implementation of plans to maintain adequate safety and health measures; ensure compliance with legislation related to occupational safety and health; and investigate any occupational accident and recommend on measures to prevent its occurrence.

### **Consultancy Services**

43.14 The MRC staff are currently allowed to provide consultancy services. Net income from the consultancy services are distributed between the consultancy team and the MRC. This provision is being maintained.

### **Recommendation 4**

**43.15 We recommend that the MRC staff should continue to be allowed to provide consultancy services and the net income distribution ratio between officers involved in the scheme for consultancy services and the MRC, should be 2:1.**

### **Enhanced Pension Benefits for PhD Holders**

43.16 PhD holders of the MRC are granted enhanced pension benefits similar to academics holding PhD degree at the University of Mauritius. We are maintaining the existing provisions.

### **Recommendation 5**

**43.17 We recommend that the MRC staff holding a PhD degree recognised by the Council should continue to benefit from four pensionable months of service every three years of post-doctoral effective service subject to a maximum of 40 months.**

## **43. MAURITIUS RESEARCH COUNCIL**

### **SALARY SCHEDULE**

**MRC 1 : Rs 17330**

Safety and Health Officer (Part-Time) (New Grade)

### 43. MAURITIUS RESEARCH COUNCIL (Contd)

- MRC 2 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050**  
Office Attendant
- MRC 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  
Driver/Office Attendant
- MRC 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 – 23975**  
Technician/Driver
- MRC 5 : 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**  
Receptionist/Word Processing Operator
- MRC 6 : 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 officers in post as at 31.12.12)  
Clerk/Word Processing Operator
- MRC 7 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**  
Management Support Officer
- MRC 8 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**  
Executive Officer (Personal to officers in post as at 31.12.12)  
Research Support Officer
- MRC 9 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**  
Confidential Secretary
- MRC 10 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**  
Accounts Officer (New Grade)  
Procurement and Supply Officer (New Grade)
- MRC 11 : Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575**  
Office Management Assistant

**43. MAURITIUS RESEARCH COUNCIL (Contd)**

- MRC 12 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**  
IT Technician/Senior IT Technician
- MRC 13 : Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**  
Administrative Officer  
Public Relations and Communication Officer  
Research Assistant  
Statistician
- MRC 14 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**  
Accountant  
Resource Officer  
Project Monitoring Officer
- MRC 15 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**  
Systems Administrator
- MRC 16 : Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350**  
Business Services Manager  
Research Officer
- MRC 17 : Rs 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 89000**  
Research Coordinator
- MRC 18 : Rs 101000**  
Head of Finance and Administration  
Programme Director
- MRC 19 : Rs 152000**  
Executive Director (Personal to holder in post as at 31.12.15)

