

54. NATIONAL HERITAGE FUND

- 54.1 The National Heritage Fund (NHF), which operates under the *aegis* of the Ministry of Arts and Culture, is established by the NHF Act No 40 of 2003. The Fund is entrusted with the prime responsibility of safeguarding, managing and promoting the National Heritage of Mauritius. Along with protecting and preserving our National Heritage, the NHF also aims to instill a sense of belonging and civic pride in our cultural heritage which represent our precious legacy.
- 54.2 Presently, the NHF has under its supervision 177 designated National Heritage Sites in Mauritius and Rodrigues. Two of these sites are listed as World Heritage Sites. The NHF also manages 100 other potential National Heritage Sites and advises on the maintenance, conservation, restoration and rehabilitation of historical buildings and sites owned by the Government and Parastatal Institutions in addition to privately owned ones.
- 54.3 Besides, the NHF also acts as the National Repository of intangible cultural heritage. For this purpose, it has to constantly research on our intangible cultural heritage which are then compiled in a national inventory. So far, more than 120 intangible heritage have been identified, among which there is the Traditional Mauritian Sega. It has been inscribed on the UNESCO Representative list of intangible cultural Heritage of Humanity in November 2014.
- 54.4 The NHF is headed by a Director who is assisted by an array of professional, technical and supporting staff. In our last Report, we have restyled the grade of Heritage Officer to Research/Heritage Officer with a view to better reflecting the nature of duties being performed by the incumbent. Further, the structure of the organisation was reinforced in the EOAC Report with the creation of a grade of Documentation Officer.
- 54.5 In its submissions for this review exercise, Management has requested for the creation of new levels to further strengthen the organisation structure; change in mode of appointment and provision of enhanced conditions and benefits for its employees.
- 54.6 We have carefully examined each of these representations, paying particular attention to the factors that could possibly hinder effective service delivery as evoked by Management during the consultative meeting. In this perspective, we are making provision for a new grade of Assistant Procurement and Supply Officer to better equip the NHF to deliver on its mandate and reviewing the scheme of service of the grade of Research/Heritage Officer to provide a career path for qualified officers serving in the organisation. In so far as the other demands are concerned, Management was explained the reasons behind our

refusal and was also advised on the most appropriate course of action to be taken.

Assistant Procurement and Supply Officer (New Grade)

54.7 It has been submitted that previously all procurement and records of the NHF were being handled by an Accounts Clerk. However, both the National Audit Office and the ICAC have drawn attention regarding the need for segregation of the finance and procurement functions and have consequently recommended the creation of a specific grade to look after procurement. As the said recommendation goes in the same direction as the present practice in the public sector, we are therefore, agreeable to the proposal.

Recommendation 1

54.8 We recommend the creation of a grade of Assistant Procurement and Supply Officer on the establishment of the National Heritage Fund. Appointment thereto should be made by selection from Clerical Officers reckoning at least four years' service in a substantive capacity and who are conversant with Procurement and Supply Management including basic principles in procurement, supply and warehouse operations and any other relevant Financial and Supplies Laws/Regulations. In the absence of qualified serving officers, recruitment should be made from outside candidates possessing a Higher School Certificate and reckoning at least four years' relevant experience.

54.9 The Assistant Procurement and Supply Officer would be required, amongst others, to organise and manage the procurement and supply activities of the NHF; perform procurement and supply duties, storekeeping and stock control duties in accordance with the provisions laid down in approved rules and procedures; keep and update stores records, prepare tender documents, receive materials into stores and ensure that they comply with requisition orders and are in good condition, submit return of all unserviceable stores, dormant stores and return to stores and assist in any assignment related to procurement, supply and warehouse operations.

Scheme of Service – Research/Heritage Officer

54.10 Appointment to the grade of Research/Heritage Officer is, at present, made by selection from candidates possessing a degree in Archaeology, History, Architecture, Anthropology, Mauritian Studies and Sociology and reckoning at least two years' post qualification experience in fieldwork and research. Management has proposed that the mode of recruitment to the grade be reviewed so that selection be made from serving officers who hold the prescribed qualifications as the organisation culture is already ingrained in them. However, while subscribing to this view, we also consider that if at some point in

time there are no qualified candidates internally, this might hinder the filling of posts. Therefore, we are making a recommendation that takes into account all the above.

Recommendation 2

54.11 We recommend that the scheme of service of the grade of Research/Heritage Officer be amended so that appointment thereto is made in the first instance by selection from serving officers of the National Heritage Fund possessing a Degree in either Archaeology, History, Architecture, Anthropology, Mauritian Studies or Sociology and reckoning at least two years' post qualification experience in fieldwork and research. In the absence of qualified serving officers, selection should be made from candidates possessing the above qualifications.

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SALARY SCHEDULE

- NHF 1 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050**
Office Attendant
- NHF 2 : 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
- NHF 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 (New Grade)
Heritage Protection Assistant
- NHF 4 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Management Support Officer
- NHF 5 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Accounts Clerk
Assistant Procurement and Supply Officer (New Grade)
- NHF 6 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Confidential Secretary

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NHF 7 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325

Documentation Officer
Heritage Technical Officer

NHF 8 : Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 QB 37125 x 1225 – 40800 x 1525 – 45375

Accounting Technician

NHF 9 : Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450

Administrative Secretary
Research/Heritage Officer

NHF 10 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950

Manager, Technical Section

NHF 11 : Rs 95000

Director

