

63. OUTER ISLANDS DEVELOPMENT CORPORATION

- 63.1 The Outer Islands Development Corporation (OIDC), is established under Act No 41 of 1982 as a corporate body responsible for the management and development of the Islands of Agalega and St. Brandon. It operates under the *aegis* of the Ministry of Ocean Economy, Marine Resources, Shipping, Fisheries and Outer Islands.
- 63.2 The objects of the OIDC are to manage and develop the Outer Islands and also advise the Minister on the development of such activities as may lead to a more economic exploitation of the Outer Islands; and the grant or determination of leases over the Outer Islands on such terms and conditions as shall warrant their optimum use.

Outer Islands

Agalega

- 63.3 Agalega, situated at 1000 km North of Mauritius comprises two islands namely, the North and the South covering a total area of 2600 hectares which is mainly covered with coconut plantations.

North Island

- 63.4 The North Island consists of two villages namely, village 25 and Village La Fourche. Most of the activities of the islands are centred in village 25 such as the Administration, Police, Primary and Secondary Schools, Health Centre, Churches, Shops, Mauritius Telecom, Oil Mill, Meteorological Station and airstrip.
- 63.5 The Port Saint James (jetty) is located at village La Fourche where the main store is situated. All vessels sailing to Agalega anchor at La Fourche where embarkation/ disembarkation exercise takes place. The National Coast Guard post and the radar system for the surveillance of our marine zone are also located there.

South Island

- 63.6 Village Saint Rita is the only village of the South Island comprising one Health Centre, Church, Police Quarters, School, Shop etc. The main activities in the South Island are agriculture (vegetables), coconut plantation and livestock project.

St Brandon Islands

- 63.7 St Brandon Group of Islands constitutes 28 islets lying about 400 km to the North East of Mauritius. The total area of the islets is about 500 acres. These islets are spread over an area of approximately 1000 km. The Archipelago

supports several valuable fishery stocks and a diversity of marine, fauna and flora. There is no permanent population on St. Brandon but only fishermen working on a temporary basis.

- 63.8 The administration and control of the affairs of the corporation is vested in the Outer Islands Development Board. The General Manager is the Chief Executive of the OI DC. He is responsible for the execution of the policy of the Board and for the control and management of the day-to-day business of the corporation.
- 63.9 The Resident Manager is responsible for the administration and development of the two islands of Agalega including the maintenance of order and discipline and promoting the welfare of the inhabitants.
- 63.10 The OI DC has a strength of about 200 employees based at Agalega out of the whole population of 300. These employees are divided into different grades. Out of the 200 employees, only a few were covered by the Bureau and the rest were covered by a Collective Agreement signed between Management and representatives of the employees effective from 01 July 2008. The agreement has lapsed on 30 June 2013 and as from 01 July 2013 all the workers are covered by the PRB.
- 63.11 In the context of this review exercise, the Management and Staff Side of the OI DC have made joint representations. During consultations held at the Bureau, much emphasis was laid on paragraphs 287-289 of the Government Programme 2015-2019 which makes mention of several future projects for the development of the Outer Islands. Hence, there is need for the OI DC to be properly staffed so as to enable the organisation to deliver on its mandate efficiently and effectively. Evidently the main demands relate to the creation and restyling of some grades. We have examined all the proposals made and are making appropriate recommendations.

Administrative Officer (New Grade)

- 63.12 Presently, the OI DC is administered by the General Manager and he is assisted by the Deputy General Manager. It has been submitted that the Corporation is called upon to face new challenges in the light of the new government's mandate and vision. These involve, among others, investment in new projects, searching for new sources of finance, partnerships and collaborations with local and international institutions.
- 63.13 Request has been made for a level to strengthen the Administration Department and at the same time provide appropriate administrative and leadership support to the organisation, to which we are agreeable.

Recommendation 1

63.14 We recommend the creation of a grade of Administrative Officer. Appointment thereto, should be made by selection from among candidates possessing a Degree in Management or Administration from a recognised institution or an equivalent qualification acceptable to the Board and reckoning at least four years' post qualification experience in administration and management.

63.15 Incumbent would be required, *inter alia*, to be in charge of the administration division of the OI DC and be responsible for its day-to-day management; be responsible for the formulation and implementation of manpower planning and development and training schemes; formulate and direct the implementation of plans and policies relating to industrial relations, discipline, health and safety and staff welfare; and act as Secretary to the sub-committees.

Coordinator, Social Work (New Grade)

63.16 It has been submitted that, following the social developments in recent years, the standard of living of Agaleans has increased with the introduction of monetary use. However, this has also brought some forms of social malpractices in relation to excessive consumption of alcoholic drinks, increased reported cases of domestic violence, among others.

63.17 Management has represented that, given the specificity of the Outer Islands, their location and the complex nature of cases in the social arena coupled with the fact that activities in the field of social work has increased considerably over the years, there is a pressing need for a level to monitor the prevailing situation and assist Management towards upgrading the quality of life in the Outer Islands. We subscribe to this and are, therefore, making appropriate recommendation.

Recommendation 2

63.18 We recommend the creation of a grade of Coordinator, Social Work. Appointment thereto, should be made by selection from among candidates possessing a Degree in Psychology or Sociology or Social Work from a recognised institution or an equivalent qualification acceptable to the Board and reckoning at least four years' experience in the field of social work.

63.19 Incumbent would be required, *inter alia*, to plan, supervise, co-ordinate and monitor the work of social workers; be responsible for the organisation, co-ordination of informative training and recreational activities for the inhabitants of the Outer Islands; work in collaboration with relevant stakeholders for the implementation of welfare programmes in the Outer Islands; follow up and monitor hardship cases which need special attention and making use of

referrals techniques; organise awareness campaigns and Information, Education and Communication (IEC) programmes for inhabitants of the Outer Islands; and investigate into cases of abuse and/or violence against women, children and in the family and take appropriate remedial action.

Procurement and Supply Officer (New Grade)

- 63.20 The main store is situated at La Fourche Village. It is a central store used to warehouse all the goods received from Mauritius. Goods for sales are issued to the two shops on the islands while those not for sales such as spare parts, building materials, among others, are kept in the main store.
- 63.21 Provision of cargo comprising mainly shop goods, building materials, tools, spare parts and fuel amounting to around Rs 6-7 million per shipment is undertaken during the months of February, June, August and November by Vessel "M/S Trochetia" to service Agalega on a timely basis to ensure that the inhabitants are not deprived of any essential commodity to sustain their living on the islands. The chartering fees for the shipment of cargo to/from Agalega by Vessel "M/S Trochetia" amounts to around Rs 10-11 million per trip.
- 63.22 Management has represented that the lack of qualified personnel in Agalega for the stores section is impeding the proper monitoring and control over the key functions of receiving, checking, recording and issuing of goods to users. This shortcoming has also been reported by the Audit Department.
- 63.23 With the increase in the number of trips to Agalega and in view of the high financial implications of each trip, it has been submitted that the stores section should be manned by qualified personnel to ensure that its activities are carried out efficiently and effectively. We are agreeable to the request and recommend accordingly.

Recommendation 3

- 63.24 **We recommend the creation of a grade of Procurement and Supply Officer. Appointment thereto, should be made by promotion, on the basis of experience and merit, from officers in the grade of Assistant Procurement and Supply Officer who reckon at least two years' service in a substantive capacity in the grade.**
- 63.25 Incumbent would be required, *inter alia*, to be responsible for the preparation of requisitions in consultation with the Resident Manager; organise and manage procurement and supply activities; be responsible for the maintenance of proper system of control over procurement, supply, warehousing and stock control operations; and ensure that all adequate safeguards against the risks of fire, theft, deterioration and damage exist and that all items are stored in good condition.

Human Resource Officer/Senior Human Resource Officer

Recommendation 4

63.26 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 with Human Resource Management as a major component from a recognised institution or an equivalent qualification acceptable to the Board 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.**

Resident Manager

63.27 The Resident Manager is responsible for the administration and development of the two islands of Agalega including the maintenance of order and discipline and promoting the welfare of the inhabitants.

63.28 In the previous Report, recommendation was made to provide the Resident Manager with appropriate means of commutation since incumbent has no fixed hours of work and is expected to be available at all times in the performance of his duties. Considering the topography of the Island and the nature of duties performed, we are maintaining this provision.

Recommendation 5

63.29 We recommend that the Resident Manager should continue to be provided with appropriate means of commutation for both official and private purposes.

Inducement Allowance

63.30 An inducement allowance equivalent to 60% of monthly salary is presently being paid to Mauritian Officers posted to Agalega Islands on a contract basis. We are maintaining the allowance.

Recommendation 6

63.31 We recommend that an inducement allowance equivalent to 60% of the monthly salary should be paid to officers on contract employment posted to Agalega Islands.

63.32 We also recommend that the monthly inducement allowance payable to these officers be pro-rated with respect to the duration of their stay in these islands.

Disturbance Allowance

63.33 Officers domiciled in Mauritius are also required to serve in Agalega and St. Brandon on a tour of service which varies from four to six months. These officers are presently being paid a monthly disturbance allowance of 60% of their gross salary. We are maintaining the allowance.

Recommendation 7

63.34 We recommend that a monthly disturbance allowance equivalent to 60% of gross salary (basic salary plus salary compensation at approved rates) should be paid to officers on a tour of service in Agalega and St. Brandon.

63.35 We also recommend that the monthly disturbance allowance payable to these officers be pro-rated with respect to the duration of their stay in these islands.

63. OUTER ISLANDS DEVELOPMENT CORPORATION

SALARY SCHEDULE

OIC 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
OIC 2	:	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450
		Caretaker Childcare Assistant Facilitator Pre-Primary <i>formerly Preschool Assistant</i> Handy Worker Office Assistant
OIC 3	:	Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825
		Shop Assistant Tradesman's Assistant
OIC 4	:	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050
		Office Attendant

63. OUTER ISLANDS DEVELOPMENT CORPORATION (Contd)

- OIC 5 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 22575**
Boatman
- OIC 6 : 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
Shopkeeper
- OIC 7 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**
Field Supervisor
- OIC 8 : 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**
Tradesman
- OIC 9 : Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975**
Head Office Attendant
- OIC 10 : 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**
Telephone Operator/Receptionist
- OIC 11 : Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525**
Driver (Heavy Mechanical Unit)
- OIC 12 : 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 – 26300**
Support Officer
- OIC 13 : 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 – 27075**
Clerk Assistant
- OIC 14 : 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 – 28625**
Assistant Stores Officer (Personal)
Store/Indent Officer

63. OUTER ISLANDS DEVELOPMENT CORPORATION (Contd)

- OIC 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**
Purchasing and Marketing Assistant
- OIC 16 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**
Clerk (Personal)
Clerk/Word Processing Operator
- OIC 17 : Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**
Foreman
- OIC 18 : Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30950**
Data Records Officer
- OIC 19 : Rs 15450 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30950**
Maintenance Technician
- OIC 20 : Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**
Works Officer
- OIC 21 : Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Public Relations Officer
- OIC 22 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Accounts Clerk
Assistant Accounts Officer
Assistant Procurement and Supply Officer
Assistant Agricultural Development Officer
formerly Field Supervisor
- OIC 23 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 34350**
Office Coordinator

63. OUTER ISLANDS DEVELOPMENT CORPORATION (Contd)

- OIC 24 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275**
Social Worker
- OIC 25 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Confidential Secretary
- OIC 26 : Rs 21000 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Senior Maintenance Technician
- OIC 27 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Procurement and Supply Officer (New Grade)
- OIC 28 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800**
Human Resource Officer/Senior Human Resource Officer
- OIC 29 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Administrative Assistant
Fisheries Officer
Safety and Health Officer/ Welfare Officer
- OIC 30 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Accounts Officer/Senior Accounts Officer
Purchasing and Marketing Officer/Senior Purchasing and Marketing Officer
- OIC 31 : Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375**
Assistant Resident Manager
- OIC 32 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Agricultural Development Officer

63. OUTER ISLANDS DEVELOPMENT CORPORATION (Contd)

- OIC 33 : Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Development Officer
Administrative Officer (New Grade)
Coordinator, Social Work (New Grade)
- OIC 34 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Accountant/Senior Accountant
Administrative Manager (Personal)
Internal Auditor/Senior Internal Auditor
- OIC 35 : Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Engineer/Senior Engineer
- OIC 36 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Resident Manager
- OIC 37 : Rs 53200 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000**
Deputy General Manager
- OIC 38 : Rs 101000**
General Manager

