

99. PRIVATE SECONDARY SCHOOLS

- 99.1 Private Secondary Schools (PSS) play an important role in the education sector in Mauritius, Rodrigues and Agalega by providing education to some 64040 students. Their overall administration of pedagogical activities and disbursement of grants to some of the institutions rest upon the Private Secondary Schools Authority (PSSA), a corporate body operating under the *aegis* of the Ministry of Education and Human Resources, Tertiary Education and Scientific Research.
- 99.2 The Managers of the respective private secondary schools are responsible for the recruitment of personnel and, therefore, they are employers of the secondary institutions. The establishment size of the teaching and non-teaching staff as at 31 December 2015 stood around 5043 and 2235 respectively.
- 99.3 At present there is a total of 107 registered private schools, of which about six are found in Rodrigues and one in Agalega. Out of the 107 schools, 87 operate on a full grant in aid system, one on a partly grant in aid system and 19 are non-grant aided. Classes up to Cambridge Higher School Certificate are run in 69 of the grant aided schools while 20 of them provide education up to Cambridge School Certificate. 73 Secondary schools also offer prevocational education.
- 99.4 In the context of the present review exercise, representations have been made for parity of esteem in term of allowances and grades; the creation of grades at different levels of operations; change in appellation to better reflect the duties, upgrading of salary at various levels and restyling of grades. We have examined all the proposals, apprised both Management and Staff Associations on issues that could not be retained as well as other representations that need to be analysed further. On the basis of our analysis, we are making appropriate recommendations.

Educator (Private Secondary Schools)

- 99.5 In the 2008 PRB Report, the Bureau has recommended that as from 01 July 2012 an Educator's Licence should be a requirement for the post of Educator (Secondary) and subsequently as from a date after 2010 a Postgraduate Certificate in Education (PGCE) or its equivalent would also be a requirement. However, in the 2013 PRB Report due to dearth of candidates holding those qualifications, the requirements was differed to a future date to be decided by the then Ministry of Education and Human Resources.
- 99.6 The Ministry of Education and Human Resources, Tertiary Education and Scientific Research (MOE & HE, TE and SR) has, in the context of this Report, submitted that there is still a shortage of graduates holding these qualifications particularly in disciplines which are scarce given that relevant courses are not being run by the Mauritius Institute of Education in all subjects and as such up

to now it has not been possible to implement the recommendation made by the Bureau. On this account and to ensure the availability of qualified candidate for the delivery of quality education in secondary institutions the Ministry has now proposed that Educators (Private Secondary School) should in future be recruited in a temporary capacity. They will be required to follow a comprehensive one year course leading to an Educators Licence and appointed as Educator (Private Secondary School) in a substantive capacity upon successful completion of this course. We have analysed the issue and concurred with the views and proposal of the Ministry.

Recommendation 1

99.7 We recommend that the PSSA in collaboration with the MOE & HR, TE and SR ensure that in future Educator (Private Secondary School) should be recruited in a temporary capacity and should be appointed in a substantive capacity only upon successful completion of a comprehensive one year training leading to an Educators' license. The module taken in the one year training course shall be bank towards a PGCE to be completed within five years.

99.8 Presently there are certain specific recommendations for the grade of Educator in the Civil Service that are equally applicable for Educators (Private Secondary Schools). We are maintaining these provisions.

Recommendation 2

99.9 We recommend that:

- (i) Candidates possessing a post 'A' Level Degree and appointed Educator (Private Secondary Schools) should join the recommended salary scale at salary point Rs 25525;**
- (ii) Educator (Private Secondary Schools) possessing a post 'A' Level Diploma or post 'O' Level Degree should be allowed to proceed beyond the QB inserted in the salary scale upon obtention of the Degree or a Masters' Degree as appropriate;**
- (iii) Educator (Private Secondary Schools) drawing a monthly salary of less than Rs 25525 should, on obtention of qualifications to cross the QB in the salary scale, be allowed to join the recommended salary scale at salary point of Rs 25525;**
- (iv) Educator (Private Secondary Schools) satisfying the requirement to cross the QB, would, on reaching the top salary point of Rs 56450, be allowed to move incrementally in the master salary scale up to salary point of Rs 61325 provided that they have:**
 - (a) drawn their top salary for a year; and**

- (b) **been consistently efficient and effective in their performance, as evidenced by the Performance Appraisal Report of the officer during the preceding two years and have not been adversely reported upon on ground of conduct.**

99.10 We also recommend that:

- (i) **Educator (Private Secondary Schools) should teach approximately 1190 minutes in a week, one or more subjects relating to his academic qualifications; and**
- (ii) **the monthly allowance payable to Educator (Private Secondary Schools) not possessing the qualifications to cross the QB and who are called upon to teach sixth form subjects in scarcity areas for at least eight periods weekly, should be revised to Rs 2360. On obtention of the qualifications required to cross QB, incumbent would be eligible to a salary point arrived at after adding the allowance to the basic salary or to draw the higher salary point where the sum thus obtained is between two salary points and would draw the new determined salary or Rs 25525 whichever is the higher.**
- (iii) **the above monthly allowance should be paid on a pro-rata basis to Educators (Private Secondary Schools) not possessing the qualifications to cross the QB and who are called upon to teach sixth form subjects in scarcity areas for a minimum of four periods weekly.**

Senior Educator (Private Secondary Schools)

99.11 The Errors, Omissions and Anomalies Committee Report recommended the creation of the grade of Senior Educator (Private Secondary Schools) to be filled by promotion of Educators (Private Secondary Schools) who possess the qualification to cross the QB in the salary scale and reckon at least 15 years' service in a substantive capacity in the grade.

99.12 Following the publication of the Report and based on representations from various quarters to review the qualification requirements, the High Powered Committee approved that the entry requirement of the grade be amended such that appointment thereto be by promotion of Educators (Private Secondary School) who possess the qualification to cross the QB in the Salary scale and reckon at least 15 years' cumulative service in a substantive capacity.

99.13 Further representations were made from Unions of PSS to clarify the terms "Promotion" and "cumulative service" and after study the Ministry views that the decision taken by the High Powered Committee as at paragraph 99.9 above should be upheld. The Ministry of Education and Human Resources, Tertiary

Education and Scientific Research and the Private Secondary Schools Authority have also highlighted that the staff community in the private secondary education sub-sector is a diversified and heterogeneous one. For instance, some teachers have joined the grade with School Certificate/Higher School Certificate and have crossed the QB subsequently while others have shifted from one school to another on account of closure/redundancy or transfer. The Ministry is, therefore, of the view that the continuous teaching experience reckoned by Educators in the Private Secondary Schools in Mauritius irrespective of the level of entry in the teaching grade should primarily be considered for promotion to the grade of Senior Educator.

- 99.14 We have analysed the issue and taking into consideration the mode of appointment of Senior Educator in State Secondary Schools, the particularities of the Private Secondary Schools as well as the decision of the High Powered Committee, we are making appropriate recommendation.

Recommendation 3

- 99.15 We recommend that appointment to the grade of Senior Educator (Private Secondary Schools) should be by promotion, on the basis of experience and merit, of officers in the grade of Educator (Private Secondary Schools) who possess the qualification to cross QB and reckoning 15 years' experience in a substantive capacity in the grade inclusive of their experience acquired in the teaching grades at different private secondary schools.**
- 99.16 We further recommend that all private secondary schools should make necessary arrangement to appoint a Senior Educator with a view to enhancing the quality of education and providing appropriate administrative and pedagogical support to the Rector for the benefit of the students' community.**

Rector

- 99.17 At present appointment to the grade of Rector is made by selection from among Deputy Rectors possessing the Postgraduate Certificate or Diploma in Education and reckoning at least three years' experience in a substantive capacity. In the 2013 Report we had recommended that the requirement of the Diploma in Management or Educational Management for appointment to the grade of Rector, should be maintained. However, the implementation date of this requirement should have been determined by the then Ministry of Education and Human Resources.
- 99.18 The issue was raised with both the Ministry of Education and Human Resources, Tertiary Education and Scientific Research and the Private Secondary Schools Authority . We have been apprised that due to the limited

intake of students at the tertiary level institutions for the Diploma in Management or Educational Management course, many Deputy Rectors could not be enrolled. Request has, therefore, been made for an extension of the transition period for a further five years, in order to give a fair chance to a greater number of Deputy Rectors to acquire the new qualification. We have studied the representations of all parties concerned and in a spirit of fairness we agree with this proposal.

Recommendation 4

99.19 We recommend that the requirement of the Diploma in Management or Educational Management for appointment to the grade of Rector, as recommended in our last Report should be maintained. However, the implementation date for this recommendation should be determined by the Ministry of Education and Human Resources, Tertiary Education and Scientific Research.

Head of Department

- 99.20 Heads of Department are selected on a seniority basis in their respective Private Secondary Schools from among Educators (Private Secondary Schools) possessing qualifications required to cross the QB. In the absence of fully qualified candidates, Educators (Private Secondary Schools) who do not possess the qualifications to cross the QB, but reckon at least five years' post qualification experience and having taught up to Form V/Form VI when posted respectively in Form V/Form VI colleges are also considered for the designated position. The Heads of Department are required to advise the Rector on matters relating to their respective specialities. e.g., syllabus, choice of books, laboratory equipment, time-table, internal examinations etc.
- 99.21 The list of subjects and subject combinations for which a headship allowance is paid has been established by the Private Secondary School Authority and at present the criteria for eligibility to the position of Head of Department, are as hereunder:
- (i) there should be two or more Educators (Private Secondary Schools) with a full time-table in the Department.
 - (ii) Educators (Private Secondary Schools) are teaching the subject for at least 1000 minutes weekly.
 - (iii) the total teaching time in the department should not be less than the full workload of a full-time teacher or approximately 1190 minutes per week.
- 99.22 Currently, the monthly headship allowance is Rs 1000 for Head of Department of Form V colleges and Rs 1500 for those of Form VI colleges whilst in scarcity areas Head of Departments (though not possessing the qualification required to cross the QB) are granted Rs 1800 monthly.

- 99.23 The Private Secondary School Authority has represented that in private secondary schools the teaching period varies from one school to another. For instance in some schools the teaching periods are of 35 minutes while in others they are 40 minutes thereby leading to some imbalance in the workload of Educators (Private Secondary Schools) and Heads of Department.
- 99.24 The staff side has on their behalf represented that the number of periods for Educators as well as Heads of Department be reduced with a view to enabling them to better perform their duties. In addition both the PSSA and the staff side have highlighted that the quantum of allowances for Heads of Department which have always been at par with those payable to counterparts in state secondary school have been reduced by the Errors, Omissions and Anomalies Committee Report and have requested for same to be re-established. We have studied both representation and consider that the criteria set for assignment of duty of HOD to Educators (PSS) should be maintained. We have reviewed the weekly teaching period for the assigned HOD while harmonising the quantum of the monthly allowance payable to them.

Recommendation 5

- 99.25 **We recommend that assignment of duties of Head of Department should continue to be made from among Educators (Private Secondary Schools), possessing qualifications required to cross the QB, on a seniority basis in the respective Private Secondary Schools and in the grade. In the absence of fully qualified candidates, Educators (Private Secondary Schools) who do not possess the qualifications to cross the QB, but reckon at least five years' post qualification experience and teach up to Form V/Form VI and posted respectively in Form V/Form VI colleges be also considered**
- 99.26 **We also recommend that incumbent assigned duties of Head of Department should continue to teach their subject of specialisation for approximately 840 minutes weekly and be paid a monthly Headship Allowance as hereunder:**

Head of Departments	Monthly Allowance Rs
In schools teaching up to SC	1330
In schools teaching up to HSC	2000
In scarcity areas (though not possessing the qualifications required to cross the QB)	2000

Section Leader

99.27 The payment of an allowance for being assigned the task of section leader was introduced in our previous report to enable Private Secondary Schools to have additional resources, among others, to tackle the problems of indiscipline and misconduct. Presently members of the teaching staff including Grade I Teachers, Grade II Teachers, Grade II Teachers (Others) and Educators (Private Secondary Schools) appointed as Section Leaders are paid an allowance equivalent to one increment at the point reached in their respective salary scale. We are maintaining the current arrangement.

Recommendation 6

99.28 We recommend that the current mode of assignment of duties of section leader be maintained and Section Leader be paid a monthly allowance equivalent to one increment at the point reached in the respective salary scale.

Discipline

99.29 A lot representations have been received from the staff side, managers of Private Secondary Schools and the Private Secondary School Authority for the creation of a dedicated grade to look after discipline in schools. The Bureau has observed that the profile of candidates to be appointed for performing the disciplinary duties differ widely.

99.30 The Ministry of Education, Human Resource and Scientific Research which has also been consulted by the Bureau for its views on this sensible issue has shown certain apprehension on the creation of such a grade. After an in-depth analysis of the issue and taking into consideration that additional mechanism in terms of the appointment of section leaders exists in Private Secondary Schools, the Bureau has come to the conclusion that Discipline within the school compound should be the concern of each and every member of the staff (teaching and non-teaching) and that the problem of indiscipline can be tackled through appropriate staffing arrangements at all levels. The Bureau is therefore maintaining the present arrangements together with a new recommendation to address the issue.

Recommendation 7

99.31 We recommend that Discipline within the school compound should be the concern of each and every member of the staff both teaching and non-teaching. Every staff member should participate actively to continuously maintain the highest level of discipline at school. They should act proactively and collectively to restore discipline immediately in situation of unruliness and disorderliness.

99.32 We also recommend that following the publication of this Report the Private Secondary School Authority in collaboration with the Ministry of Education, Human Resource and Scientific Research and the Ministry of Civil Service and Administrative Reforms should carry out a Human Resource Planning/Audit Exercise and make appropriate recommendations to ensure that all Private Secondary Schools are properly manned at all levels.

IT Technician

99.33 The grade of IT Technician which was created in the 2013 PRB Report, to implement, support and maintain computerised systems, in private secondary schools has not yet been filled. The Ministry of Education, Human Resource, Tertiary Education and Scientific Research is of the view that in order to bring uniformity as well as utilise the available resources in this sector, the grade should be created on the establishment of the Private Secondary School Authority rather than at school level. Upon in-depth analysis of the issue, the Bureau has reconsidered its recommendation made for this grade and is addressing the issue differently at the level of the PSSA.

Recommendation 8

99.34 We recommend that the grade of IT Technician on the establishment of Private Secondary Schools be abolished.

Casual Leave

99.35 At present, teaching personnel – namely Educators (Private Secondary Schools), Educator (Private Secondary Schools) (Personal), Grade II Teachers (Personal), Grade II Teachers (Others) (Personal) and Grade I Teacher (Personal) - are refunded their unutilised casual leave up to a maximum of 10 days at the rate of 1/88 of their monthly salary in the corresponding year. Representations have been received from the staff side to increase the rate of refund for the unutilised casual leave while increasing their attendance time in schools for the benefits of students to further motivate the teaching personnel.

Recommendation 9

99.36 We recommend that teaching personnel – namely Educators (Private Secondary Schools), Educator (Private Secondary Schools) (Personal), Grade II Teachers (Personal), Grade II Teachers (Others) (Personal) and Grade I Teacher (Personal) – should be refunded their unutilised casual leave up to a maximum of 10 days at the rate of 1/66 of their monthly salary in the corresponding year.

Tour of Service of Educators who have elected domicile in Mauritius and are serving in Rodrigues for several years

99.37 The conditions of service of employees domiciled in Mauritius and required to serve on a tour of service to Rodrigues and Outer Islands have been dealt with under Chapter 20 of Volume 1 and for ease of reference the relevant conditions of service applicable to Educators (Private Secondary Schools) domiciled in Mauritius and serving in Rodrigues are being reproduced hereunder:

Recommendation 10

99.38 We recommend that:

- (i) the duration of a tour of service in Rodrigues should generally be of 12 months' duration;**
- (ii) payment of the monthly disturbance allowance should be 25% of gross salary for the duration of a tour of service;**
- (iii) payment of the disturbance allowance should, save in exceptional circumstances and subject to the approval of the MCSAR, be limited to three tours of service only; and**
- (iv) Mauritian officers posted in Rodrigues on a tour of service should continue to benefit from rent-free accommodation/quarters.**

Vacation Leave

99.39 The general provisions regarding vacation leave have been made at Chapter 18 of Volume 1. In the 2013 PRB Report, provision has been made for teaching staff who have joined service on or after 30 June 2008 to enjoy similar leave privilege as their counterparts who joined the service prior to 30 June 2008. Additionally, certain provisions have also been made to enable some more flexibility for teaching staff to avail of vacation leave in excess of 19 days during term time. We are maintaining the current provision as hereunder:

Recommendation 11

99.40 (a) We recommend that the present vacation leave earning rate and ceiling for teaching staff should be in accordance with the provisions at Chapter 18 of Volume 1.

(b) We recommend that officers of the teaching personnel:

- (i) may be allowed to take up to a maximum of 19 days vacation leave, during term time subject to the exigencies of the service;**
- (ii) who have not taken the annual vacation leave during term time in a calendar year may be allowed to accumulate up to 50% of the annual vacation leave entitlement, over and above the**

leave ceiling annually, subject to a maximum not exceeding half the normal maximum accumulated vacation leave entitled to. However, officers who have already exceeded half the normal maximum accumulated vacation leave entitlement as at date of implementation of the Report, should retain same on a personal basis. Such leave may be taken as leave prior to retirement. Should the services of the officers be required during their pre-retirement leave, they will be refunded, at the time of retirement, at the rate of 1/30 of the last monthly salary per day for accumulated vacation leave not taken.

- (c) We also recommend that notwithstanding the provision of subparagraph (b) (i) above application for vacation leave in excess of the normal of 19 days entitlement during term time, may, subject to the exigencies of the service, be considered favourably in the following circumstances:
- (i) for medical treatment overseas for self or to accompany an immediate member of the family for treatment abroad when such treatment cannot be dispensed locally;
 - (ii) for convalescence purposes following depletion of officer's sick leave accumulated in "bank";
 - (iii) immediately after maternity leave entitlement;
 - (iv) attending to the graduation ceremony of an immediate member of the family abroad;
 - (v) for the wedding of the officer or the officer's children;
 - (vi) proceeding on pre-retirement leave;
 - (vii) for any other case,
 - (a) once for officers reckoning less than 20 years' service and
 - (b) not more than twice for those reckoning over 20 years' service inclusive of (a).
- (d) We further recommend that vacation leave may only be granted during the third term for the reasons specified at (c) (i) to (vii).

99.41 The term "immediate member of the family", for the purpose of the foregoing paragraph is deemed to mean the officer's father, mother, brother, sister, spouse and children.

99.42 We also recommend that members of the teaching personnel should attend to training courses/seminars, talks, workshops organised during school vacation.

Replacement Teacher

99.43 The staff side as well as other stakeholders have again represented that the PSSA be requested to provide replacement teacher for absence of leave for a period of less than 30 days as this causes much frustration among employees of the Private Secondary Schools. We have examined the request and are making appropriate recommendation.

Recommendation 12

99.44 We recommend that the PSSA should explore the possibility of providing replacement teachers whenever Educators (Private Secondary Schools) proceed on leave for a period of less than thirty days.

General Attendant

99.45 Certain provisions were made in the 2013 EOAC Report to compensate General Attendants who possess additional qualifications and work exclusively in the Laboratory. The Staff Side have represented that the present arrangement be extended to incumbent posted in Computer Laboratory. We have examined the request and we are bringing appropriate amendments.

Recommendation 13

99.46 We recommend that General Attendants who:

- (a) possess at least a pass in Biology or Chemistry or Physics or Maths or any science subject obtained at the Cambridge School Certificate or at the General Certificate of Education (Ordinary Level);**
 - (b) work exclusively in the laboratory and computer rooms; and**
 - (c) have reached the top salary of the scale,**
- be allowed to proceed incrementally up to salary point Rs 27075 in the Master Salary Scale.**

Part-Time Teachers

99.47 The formula presently used for determining the salary of Part Time Teacher is:

$$\frac{1.25 \times S \times M}{81 \times 60}$$

where S means Salary

M means Number of Minutes Taught

The present arrangement for the remuneration and other benefits accruing to part-time teacher is being maintained.

Non-Teaching Staff

99.48 Several requests have been received by the Bureau from different stakeholders to review the establishment size of non-teaching staff to enable Private Secondary Schools to function properly. For instance Managers and Rectors of these schools have requested for an increase in the number of General Attendants and School Clerks in view of the increase in the number of new laboratories and increasing administrative issues for the latter; and the provision of at least one Deputy Rector in every school to assist Rectors in their tasks. We have examined the issue and are making a new recommendation in this Report.

Recommendation 14

99.49 We recommend that following the publication of this Report the Private Secondary School Authority in collaboration with the Ministry of Education, Human Resource and Scientific Research and the Ministry of Civil Service and Administrative Reforms should carry out a Human Resource Planning/Audit Exercise and make appropriate recommendations to ensure that Private Secondary Schools are properly staffed to deliver effectively its services.

Roster System for Non-Teaching Staff

99.50 In our previous Report, we have made provision for Managers of Private Secondary Schools to consider the advisability of setting up a roster system for the non-teaching staff to be in attendance during school vacations. We consider the implementation of a roster system is appropriate and fair.

Recommendation 15

99.51 We recommend that Managers of Private Secondary Schools, subject to the exigencies of the service, make provision for setting up a roster system for the non-teaching staff to attend school during school vacations.

Services of Educational Psychologist and Safety and Health Officer/Senior Safety and Health Officer

99.52 In our last Report we recommended that the Private Secondary Schools Authority should make necessary arrangements with the Ministry of Education and Human Resources, Tertiary Education and Scientific Research to avail of the services of Educational Psychologists on a needs basis to Private Secondary Schools and should also ensure that the services of Safety and Health Officer/Senior Safety and Health Officer are provided to them to assess health and safety requirements and recommend the implementation of health and safety measures in Private Secondary Schools. In this Report, we have created the grade of Educational Psychologist on the establishment of Private

Secondary Schools Authority. However, pending the recruitment of Educational Psychologists, the present arrangements are being maintained.

Recommendation 16

99.53 We recommend that pending the recruitment of Educational Psychologist, the Private Secondary Schools Authority should continue to make necessary arrangements with the Ministry of Education and Human Resources, Tertiary Education and Scientific Research to avail of the services of Educational Psychologists on a needs basis.

99.54 We also recommend that the Private Secondary Schools Authority should ensure that its Safety and Health Officer/Senior Safety and Health Officers continue to carry out surveys and assess health and safety requirements and recommend the implementation of health and safety measures in Private Secondary Schools.

Protective Items

99.55 In the context of this review, representations have been made anew that protective equipment are not issued to a number of employees of the Private Secondary Schools though they are exposed to bodily injuries and/or bad weather. The Private Secondary Schools Authority has informed that so far the Authority has not received any representation from employees and that it proposes to issue a list of protective equipment, to be provided to employees concerned, to Managers of Private Secondary Schools. We are reviewing our recommendation on this issue.

Recommendation 17

99.56 We recommend that Managers of Private Secondary Schools should provide the necessary protective clothing/equipment as per the list of protective clothing/equipment issued by the Private Secondary School Authority to employees in approved grades whose nature of work warrants the use of same.

99.57 We also recommend that the PSSA should ensure compliance to the above recommendation in all Private Secondary Schools and take appropriate action on any representation received from employees concerned.

Conditions of Service

99.58 All relevant conditions of service recommended at Chapter 18 of Volume I of this Report should be applicable to all approved teaching and non-teaching staff, except where otherwise stated.

Contribution

Retirement Age

Accrual Rate and Qualifying Period

99.59 At present:

- (i) an employee of the private secondary schools contributes the difference between 6% of his pensionable salary rounded to the nearest rupee or redundancy allowance and the contributions payable by him to the National Pension Scheme. The existing arrangement for service prior to respective commencement date of this scheme is still maintained. The Private Secondary Schools Authority (PSSA) contributes the balance of the cost of the scheme;
- (ii) for employees of the Private Secondary Schools joining on or after 01 July 2008:
 - (a) the normal retirement age of an employee is 65 years but employees have the right to retire at the age of 60. Upon recommendation of the employer and on approval of the Private Secondary Schools Authority, an employee may retire at the age of 55;
 - (b) the quantum of pension is computed at the rate of $1/690^{\text{th}}$ of pensionable emoluments on retirement for every month of pensionable service, subject to a maximum of $460/690^{\text{th}}$; and
 - (c) the normal qualifying period to benefit from full pension for such employees is $38 \frac{1}{3}$ years (460 months).

99.60 The provisions listed at paragraph 99.59 above remain valid.

TRANSITIONAL PERIOD

Retirement Age

Accrual Rate

99.61 At present for employees of the Private Secondary Schools in post as at 30 June 2008:

- (i) the normal retirement age is gradually raised from 60 to 65 years in accordance with Table I.
- (ii) the optional retirement age of (i.e. the age at which employees can leave the service without seeking permission) is gradually raised from 55 to 60 years in accordance with Table II;
- (iii) the age at which an employee may retire with the approval of the Authority is gradually raised from 50 to 55 years in accordance with Table III

99.62 The provisions listed at paragraph 99.61 above remain valid.

Recommendation 18

99.63 We recommend that the transitional provisions as elaborated in Table I to Table III at the end of Chapter 15 Retirement and Retirement Benefits – Pension Scheme for the Public Sector in Volume 1 of this Report should be applicable to employees of the Private Secondary Schools.

Recommendation 19

99.64 We also recommend that the retirement benefits of employees in post as at 30 June 2008 should continue to be computed on the basis of the provisions in force.

Discounted Salaries for Employees not Opting for Pension Reforms

99.65 For employees who did not opt for the pension reforms on 01 July 2008 but instead opted for the pension arrangements in force prior to the coming into effect of the 2008 PRB Report, the new salary structures recommended are implemented at a discounted rate of 92% of the salary recommended. This arrangement remains valid.

Recommendation 20

99.66 We recommend that the provision regarding discounted salaries at the rate of 92% of the recommended salary for employees who did not opt for pension reforms be maintained.

Pensions in Payment

99.67 At present, pensions in payment in respect of employees of Private Secondary Schools who opted for the Modified Pension Scheme and who would retire after 01 July 2008, is computed in line with provisions for officers in the Public Service.

Recommendation 21

99.68 We recommend that employees of Private Secondary Schools who opted for the Modified Pension Scheme and who would proceed on retirement after 01 July 2008, should be computed in line with provisions for officers in the Public Service.

Refund of Contribution

Recommendation 22

99.69 We recommend that in the event an employee of the Private Secondary Schools leaves or otherwise ceases to be in the employment of the Private Secondary Schools and no portable benefit is transferable and no

pension, gratuity or other allowance is payable to him in respect of his past service in the Private Secondary Schools, the employee should be refunded 100% of the additional contribution made to the Modified Pension Scheme as from 01 July 2008 together with compound interest at the rate of 4% per annum, provided he has effectively contributed to the scheme for at least a year.

Pension Reforms – Defined Contribution (DC) Pension Scheme

Recommendation 23

99.70 We recommend that a single Defined Contribution (DC) Pension Scheme be made applicable to employees of the Private Secondary Schools in respect of new entrants as from 01 January 2013, as recommended in Chapter 15 – “Retirement and Retirement Benefits – Pension Scheme for the Public Sector” in Volume 1 of this Report.

Funeral Grant

99.71 At present the heir of an officer of the Private Secondary Schools holding a substantive appointment or having completed one year’s continuous service is paid a funeral grant of Rs 10000 in the event that the officer passes away while still in service. We are maintaining the current provision.

99. PRIVATE SECONDARY SCHOOLS

SALARY SCHEDULE

PSS 1	:	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17375
		General Worker/Caretaker Sanitary Attendant
PSS 2	:	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18075
		Gatekeeper
PSS 3	:	Rs 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200
		Handy Worker (Special Class)
PSS 4	:	Rs 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575
		Handy Worker/Groundsman/Gardener (Personal to holders in post at 30.06.98)

99. PRIVATE SECONDARY SCHOOLS (Contd)

- PSS 5 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050**
Gardener
- PSS 6 : 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 – 23975**
General Attendant
- PSS 7 : 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
Library Clerk
- PSS 8 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**
Library Clerk (Personal to holders in post at 30.6.93)
- PSS 9 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
College Clerk
- PSS 10 : Rs 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725 QB 32500 x 925 – 37125 x 1225 – 38350**
Grade II Teacher (Others) (Personal)
- PSS 11 : Rs 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Grade II Teacher (Personal)
- PSS 12 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Library Officer
- PSS 13 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375**
Grade I Teacher (Personal)
- PSS 14 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575 QB 40800 x 1525 – 49950 x 1625 – 56450**
Educator (Private Secondary Schools)

99. PRIVATE SECONDARY SCHOOLS (Contd)

- PSS 15 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 45375 QB 46900 x 1525 – 49950 x 1625 – 56450**
Educator (Private Secondary Schools) (Personal to holders in post as at 30.06.03)
- PSS 16 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Senior Educator (Private Secondary Schools)
- PSS 17 : Rs 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 66650**
Deputy Rector
- PSS 18 : Rs 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350**
Rector

