

## **68. RIGHTS MANAGEMENT SOCIETY**

- 68.1 The Rights Management Society (RMS) which operates under the *aegis* of the Ministry of Arts and Culture has been established under Section 43 of the Copyright Act 2014. It has replaced the former Mauritius Society of Authors and as a Copyright Management Society has had its activities enlarged. The main objects and functions of the RMS, amongst others, are to collectively manage rights which may include the rights of authors or owners of Copyright under the Copyright Act 2014; and represent and defend the interests of its members in Mauritius and abroad.
- 68.2 The RMS is managed by a Board and headed by a Director who is responsible for the implementation of the policy of the Board and its day-to-day management. The present organisation structure of the RMS comprises the Administrative and the Technical Divisions of the former MASA. To deliver on its mandate effectively in line with the provisions of the new Copyright Act, it is considered that the organisation structure needs to be re-engineered.
- 68.3 In the context of this review exercise, the staff side have represented that, there is need for a proper structure to enable the society to cater for the increasing demand for membership, to pursue the expansion of its activities in line with the new Copyright Act, to maintain sustained dynamism; and to have a better enforcement of the provision of the Act. The Management of RMS had in response to the Bureau's Circular dated 09 January and 05 March 2015 conveyed the proposal of its Board requesting the Bureau to align the salary scales of employees at the RMS to those of similar position in other Parastatal Bodies.
- 68.4 During meeting at the Bureau, both the Ministry of Arts and Culture and Management of RMS were sounded on the proposals from the staff side requesting for the creation of numerous dedicated grades and were advised to review their initial proposal at the RMS Board level. However, Management of the RMS has, in view of the short lapse of time for the publication of this Report, submitted that the prevailing organisation structure be maintained and the salaries be aligned with corresponding grades across Parastatal Bodies. Management has also informed that the Board has decided to review all schemes of service of its employees.
- 68.5 We are, therefore, maintaining the present organisational structure while restyling the grade of Director-General to Director to be in line with the Copyright Act 2014.

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**SALARY SCHEDULE**

- RMS 1 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050**  
Office Attendant
- RMS 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
- RMS 3 : 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/Telephonist
- RMS 4 : Rs 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**  
Licensing Officer (Personal)
- RMS 5 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**  
Management Support Officer (RMS)
- RMS 6 : Rs 18075 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275**  
Senior Officer (RMS)
- RMS 7 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**  
Financial Officer  
Membership and Repertoire Officer
- RMS 8 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**  
Accountant
- RMS 9 : Rs 95000**  
Director  
*formerly Director-General*

