

## 75. STATE TRADING CORPORATION

- 75.1 The State Trading Corporation (STC) was set up by an Act of Parliament in 1982 to be the trading arm of the Government. At present, it operates under the *aegis* of the Ministry of Industry, Commerce and Consumer Protection.
- 75.2 Over the past years, the STC has grown to be the largest Mauritian organisation in terms of turnover. It deals with the importation of essential and strategic products such as petroleum products, liquefied petroleum gas, staple rice, flour and luxury rice (Basmati). The Corporation is entrusted with the mandate to sell rice and flour as determined by the Government.
- 75.3 The landscape of bunkering trade has changed significantly over the last three years. With the risk represented in the piracy zone, more ships are calling at Port Louis for fuelling. This has generated an opportunity for Mauritius to develop the bunkering trade. In the Government Budget 2013-2016, provision has been made to invest massively in the Port in order to receive greater number of ships calling to Port Louis. In this respect, the STC will have to embark on the ambitious project for the construction of a new petroleum storage capacity to supply the market. Also, the longer term plan is to allow the Corporation to become a future petroleum hub.
- 75.4 All the activities of the organisation are carried out in different divisions. The General Manager is the Chief Executive responsible for the execution of the policy of the Corporation as well as for the control and management of its day-to-day business. Each division is manned by a Manager and is supported by professional, technical and administrative staff.
- 75.5 Given that the market conditions and global business environment have changed and the commodity markets have become more dynamic and complex, there is need to continuously monitor the market and procure when the conditions are opportune. To respond to those challenges and to achieve the objectives set by the government, management has submitted that there is need to have the appropriate organisation structure. Thus, in view of the important role of the STC, we are in this Report, strengthening the organisation structure with the creation of grades at managerial position and reengineering the procurement division which is a significant component of the Corporation.

### **Assistant Commercial Manager (New Grade)**

- 75.6 With the vision of Government for the development of Mauritius as a bunkering hub, and more broadly, a petroleum hub, the supply of bunker fuels to local oil companies is taking place in a partially liberalised market. The anticipated entry of international operators into floating storage and onshore terminal business will require an expanded role of the STC in the petroleum sector. Consequently,

in line with the substantial growth and efficient running of the Commercial Division, Management has proposed for the creation of a grade to assist the Commercial Manager in his day-to-day operations. We are making the appropriate provision.

### **Recommendation 1**

**75.7 We recommend the creation of the grade of Assistant Commercial Manager on the establishment of the STC. Appointment thereto, should be made by promotion, on the basis of experience and merit, of officers in the grade of Commercial Analyst reckoning at least three years' service in a substantive capacity in the grade.**

75.8 Incumbent would be responsible for the preparation of procurement and related documents; and would be required, *inter alia*, to assist the Commercial Manager; ensure compliance with legal framework; provide assistance in the evaluation of tender for goods and associated services; and plan and monitor execution of contracts for procurement of goods and related services as well as sales contract.

### **Procurement Division**

75.9 As the trading arm of the Government, the STC is one of the largest procurement entity in the country. Being a state-owned organisation, the STC should lead the way in terms of transparency and accountability when procuring goods and services. Management has submitted that the Corporation does not have a procurement unit and has consequently, requested the setting up of a Procurement Division to ensure that procurement activities are carried out in the most economical and efficient manner.

### **Procurement Manager (New Grade)**

#### **Recommendation 2**

**75.10 We recommend the creation of the grade of Procurement Manager on the establishment of the STC. Appointment thereto, should be made by selection from among candidates possessing a degree and a post-graduate degree in Supplies and Procurement or Economics or Finance or Accounting and reckoning at least five years' post graduate experience in Procurement.**

75.11 Incumbent would be responsible for the efficient running of the Procurement Division and would be required, among others, to implement Board policies for procurement; advise the General Manager on procurement policies and procedures; ensure compliance with Public Procurement Act; and attend the Procurement Committees.

## Procurement and Supply Officer (New Grade)

### Recommendation 3

75.12 We recommend the creation of the grade of Procurement and Supply Officer on the establishment of the STC. Appointment thereto, should be made by selection from among candidates possessing a Cambridge Higher School Certificate with a pass at Principal Level in Accounting or Mathematics and a Certificate in Purchasing and Supply from a recognised institution or an alternate qualification acceptable by the Corporation.

75.13 Incumbent, would be required, *inter alia*, to assist the Procurement Manager in his duties; prepare tender documents for commodities, services and capital goods; and arrange for publication and notices on website and in the press.

## 75. STATE TRADING CORPORATION

### SALARY SCHEDULE

STC 1 : Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450

Handy Worker

STC 2 : Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575

Security Guard

STC 3 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050

Office Attendant

STC 4 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050

Granary Operative

STC 5 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200

Driver

STC 6 : 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

**75. STATE TRADING CORPORATION (Contd)**

- STC 7 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975**  
Senior/Head Office Attendant
- STC 8 : 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/Telephone Operator
- STC 9 : 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 – 25525**  
Forklift Driver
- STC 10 : 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**  
Word Processing Operator
- STC 11 : 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
- STC 12 : Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**  
Chief Tradesman  
Chief Tradesman (Fitter)
- STC 13 : Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**  
Senior Word Processing Operator
- STC 14 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**  
Management Support Officer (New Grade)
- STC 15 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**  
Supplies and Sales Officer
- STC 16 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**  
Executive Officer (Personal)
- STC 17 : Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500**

Workshop Supervisor

**75. STATE TRADING CORPORATION (Contd)**

**STC 18 : Rs 17050 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**

Clearing and Forwarding Officer

**STC 19 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**

Confidential Secretary

**STC 20 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**

Higher Executive Officer

Higher Supplies and Sales Officer

Procurement and Supply Officer (New Grade)

**STC 21 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**

IT Technician

Safety and Health Officer/Senior Safety and Health Officer

**STC 22 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850**

Senior Supplies and Sales Officer

**STC 23 : Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 QB 37125 x 1225 – 40800 x 1525 – 45375**

Accounting Technician

**STC 24 : Rs 27850 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 46900**

Office Superintendent

**STC 25 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 51575**

Senior Technical and Facilities Officer

**STC 26 : Rs 33425 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 51575**

Principal Supplies and Sales Officer

Senior Accounting Technician

**STC 27 : 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**

Administrative Assistant

**75. STATE TRADING CORPORATION (Contd)**

- STC 28 : Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**  
Communication Officer
- STC 29 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**  
Systems Administrator  
Systems Analyst
- STC 30 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**  
Human Resource Management Officer  
Internal Auditor
- STC 31 : Rs 36200 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**  
Chief Supplies and Sales Officer (Future Holder)
- STC 32 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**  
Business Development Officer (Marketing)  
Business Development Officer (Research and Development)  
Commercial Analyst  
Risk and Treasury Officer
- STC 33 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**  
Assistant Financial Manager  
Human Resource Manager  
Procurement Manager (New Grade)  
Secretary
- STC 34 : Rs 39575 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 64800**  
Chief Supplies and Sales Officer (Personal)
- STC 35 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450**  
Assistant Commercial Manager (New Grade)  
Assistant Risk and Treasury Manager  
Audit Manager  
IT Manager

**75. STATE TRADING CORPORATION (Contd)**

**STC 36 : Rs 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000**

Business Development Manager  
Commercial Manager  
Financial Manager  
Risk and Treasury Manager

**STC 37 : Rs110000**

General Manager

