

87. UNIVERSITE DES MASCAREIGNES

- 87.1 Established under the Université des Mascareignes Act 2012, the Université des Mascareignes(UDM) envisions to classify itself among the first interdisciplinary universities in the region and to become the first choice university for students, academics and researchers of Mauritius and neighbouring countries. It aims at encouraging innovation and excellence in teaching and research.
- 87.2 The objects of the UDM are, among others, to provide tertiary education, and develop and promote excellence in life, natural, applied and social sciences and humanities; foster and encourage the advancement of knowledge and skills; provide research, development, consultancy and other services; promote entrepreneurship among its students; serve as a centre for fostering co-operation, partnership and exchange of ideas; and develop into an institution of excellence in teaching, training, scholarship, research, consultancy and other services, with emphasis on its areas of operation.
- 87.3 The institution is mandated to, *inter-alia*, conduct programmes and courses of study for degrees, diplomas, certificates and other academic distinctions; hold examinations and confer degrees, diplomas, certificates and other academic distinctions whether on its own or jointly with any other tertiary education institution; institute and award scholarships, prizes and medals and confer such other awards for recognition; determine standards and specify conditions for the admission of students to courses of study; and establish exchange programmes and courses with any other institution.
- 87.4 At present, the University is staffed with employees of the two defunct organisations namely Institut Supérieur de Technologie and Swami Dayanand Institute of Management. Prior to the proclamation of the UDM Act in September 2012, these two institutions were operating under the aegis of the University of Technology, Mauritius. The employees have been absorbed in the UDM as per provisions of the Act.
- 87.5 The UDM comprises two campuses, situated at Rose Hill and Pamplémousses respectively and consists of three faculties, seven departments, two schools and one research institute. The principal executive and academic officer of the UDM is the Director-General.
- 87.6 In the context of this Report, the Bureau has received strong and persistent representations from both Staff Associations and Management for the UDM to be provided the right structure to enable it to function as any other full-fledged university. It has also vehemently been pointed out that staff of the ex-IST and ex-SDIM have been deprived of promotion prospect for nearly 20 years owing to

a lack of a reorganisation exercise, which took place with the setting up of the UDM in 2012.

- 87.7 The Bureau perfectly understands the legitimate feeling of demotivation and frustration among the employees of ex-IST and ex-SDIM. However, we also wish to highlight that grades are created with respect to their functional needs in the organisation, and in the present case, a university context is concerned. In this perspective, the main representation from both Management and Unions, were geared towards the creation of several grades, both academic and non-academic. It is worth highlighting that most of these grades have been created after the meeting held with the different stakeholders. Management has informed that the Board's approval would be sought for the creation of other grades in view of enabling the UDM to function with the appropriate structure.
- 87.8 Against this background, we are not creating additional grades in this Report, save for that of Management Support Officer. We have also provided the salaries for grades created on an *ad hoc* basis on the establishment of the University. We are, in addition, making specific provisions for academics and introducing the payment of a few allowances, in line with what obtains in the other tertiary education institutions.

Management Support Officer (New Grade)

- 87.9 Management has submitted that with an expansion in activities at the University, there is strong need to strengthen the structure of the General Services cadre which currently comprises the level of Clerical Officer/Higher Clerical Officer only. In this context, request has been made for the creation of the grades of Management Support Officer and Office Management Assistant which will also serve as a promotional route for officers in the grade of Clerical Officer/Higher Clerical Officer.
- 87.10 After carefully examining the request, we are agreeable to the creation of the grade of Management Support Officer.

Recommendation 1

- 87.11 We recommend the creation of the grade of Management Support Officer, in line with provision made at paragraphs 24 (i) of this Report.**

Safety and Health Officer/Senior Safety and Health Officer

- 87.12 Prior to this Report, the MCSAR submitted to the Bureau a proposed scheme of service of the grade of Safety and Health Officer/Senior Safety and Health Officer created on the establishment of the UDM, for salary grading. We have provided the salary of the grade in the salary schedule. However we are providing for the appropriate qualification requirements that should be set in line

with what obtains in the Civil Service for the grade of Safety and Health Officer/Senior Safety and Health Officer.

Recommendation 2

87.13 We recommend that the qualification requirements of the grade of Safety and Health Officer/Senior Safety and Health Officer should be a Diploma in Occupational Health and Safety of the University of Mauritius or an equivalent qualification acceptable to the Board.

Private Work for Registered Professionals

Recommendation 3

87.14 We recommend that academic staff who are registered professionals should be allowed to exercise their profession, provided it is done outside their working hours and is not in conflict with their work at the University.

Sabbatical Leave Scheme

Recommendation 4

87.15 We recommend that the Université des Mascareignes considers the advisability of setting up a Sabbatical Leave Scheme for its academic staff.

Consultancy Services

87.16 The Bureau has been apprised that the UDM also provides consultancy services to various stakeholders and engage in research projects on a contractual basis against payment. The net income is then shared between the University, given that the consultancy team uses its space, equipment and laboratories and relevant staff. We are making provisions for a distribution ratio which should be applicable in such cases as well as for short courses, seminars and workshops.

Recommendation 5

87.17 We recommend that the distribution ratio of the net income between academics and supporting staff and the University should be:

- (i) 2:1 for Research and Consultancy; and**
- (ii) 4:1 for short courses, seminars and workshops.**

Allowance to Head of Department and Dean of Faculty

87.18 Academics are assigned additional duties as Head of Department and Dean of Faculty, where they are responsible for a department or faculty. We consider that these academics should be paid an allowance for shouldering the extra duties.

Recommendation 6

- 87.19 We recommend that academics who have been assigned the duties of Head of Department or Dean of Faculty should be paid a monthly allowance of Rs 1525 and Rs 1830 respectively.**

Academic Attainment

- 87.20 The Bureau considers that academics should be compensated additionally for improving their qualifications and achievement within their academic field. We are recommending accordingly.**

Recommendation 7

- 87.21 We recommend that Lecturers, Senior Lecturers and Associate Professors holding a PhD and/or Master's Degree and reckoning academic achievement through published research, teaching, administrative contributions and publications and having stayed on top of their revised salary scale for one year should be allowed to move incrementally up to a maximum of two increments to be read from the Master Salary Scale.**
- 87.22 We also recommend that for implementation of paragraph 87.21, the new salary point reached by virtue of the provisions made at paragraph 10.40 of Volume I of this Report shall be deemed to be the new top salary.**

Political Activities

- 87.23 In general, full-time employees of public universities are not allowed to participate in active politics with a view to ensuring a smooth running in the operations of the University. We consider that this provision should also apply to staff of the UDM.**

Recommendation 8

- 87.24 We recommend that full time employees of the UDM should not be allowed to participate in active politics.**

Movement for Administrative Officers

Recommendation 9

- 87.25 We recommend that officers in the grade of Administrative Officer who have stayed on top of their revised salary scale for one year should be allowed to move incrementally up to salary point Rs 62950 provided they have been consistently efficient and effective in their performance as evidenced by their Performance Appraisal Report during the preceding two years and have not been adversely reported upon on ground of conduct.**

87. UNIVERSITE DES MASCAREIGNES

SALARY SCHEDULE

- UDM 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
- UDM 2 : Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450**
Handyworker
- UDM 3 : Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200**
Stores Attendant
- UDM 4 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050**
Gardener
Library Attendant
Office Attendant
Workshop Assistant (Personal)
- UDM 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
- UDM 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**
Binder
Handyworker (Skilled)
- UDM 7 : 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
- UDM 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 – 27075**
Computer Laboratory Attendant
- UDM 9 : 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

87. UNIVERSITE DES MASCAREIGNES (Contd)

- UDM 10 : 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
Library Clerk
- UDM 11 : Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30950**
Technical Assistant
- UDM 12 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Management Support Officer (New Grade)
- UDM 13 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Assistant Financial Officer (Personal)
Assistant Procurement and Supply Officer (Personal)
- UDM 14 : Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Usher (Personal)
- UDM 15 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Confidential Secretary
- UDM 16 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Computer Technician
Library Officer
Maintenance Officer
Safety and Health Officer/Senior Safety and Health Officer
- UDM 17 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375 QB 46900 x 1525 – 49950 x 1625 – 56450**
Trainer (Personal)

87. UNIVERSITE DES MASCAREIGNES (Contd)

- UDM 18 : Rs 25125 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Administrative Officer
Examinations Officer
Human Resource Management Officer
Public Relations Officer
Quality Assurance Officer
Sports Officer
- UDM 19 : Rs 27850 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
IT Officer/Systems Administrator
Systems Engineer
- UDM 20 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Accountant
Internal Auditor
- UDM 21 : Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Lecturer
- UDM 22 : Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450**
Assistant Manager (Personal)
- UDM 23 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350**
Assistant Registrar
- UDM 24 : Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350**
Head of Finance
Head of Information Services
Head of International Affairs, Student Welfare and Support
Head of Projects, Estates and Endowment
Head of Quality Assurance
Head of Research, Consultancy and Innovation
Senior Lecturer
- UDM 25 : Rs 51575 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350**
Manager (Personal)

87. UNIVERSITE DES MASCAREIGNES (Contd)

UDM 26 : Rs 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000

Registrar

UDM 27 : Rs 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 89000

Associate Professor

UDM 28 : Rs 102500

Deputy Director-General

UDM 29 : Rs 110000

Director-General

**EX-INSTITUT SUPERIEUR DE TECHNOLOGIE
SALARY SCHEDULE**

IST 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 (Personal)

IST 2 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050

Library Attendant (Personal)

Office Attendant (Personal)

IST 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/ Higher Clerical Officer (Personal)

Library Clerk (Personal)

IST 4 : Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30950

Technical Assistant (Personal)

IST 5 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500

Assistant Procurement and Supply Officer (Personal)

Assistant Financial Operations Officer (Personal)

EX-INSTITUT SUPERIEUR DE TECHNOLOGIE (Contd)

- IST 6 : Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Usher (Personal)
- IST 7 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Confidential Secretary (Personal)
- IST 8 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Financial Operations Officer (Personal)
- IST 9 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Computer Technician (Personal)
- IST 10 : Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Assistant Lecturer/Lecturer (Personal)
- IST 11 : Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450**
Assistant Manager (Personal)
- IST 12 : Rs 51575 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350**
Manager (Personal)

EX-SWAMI DAYANAND INSTITUTE OF MANAGEMENT

SALARY SCHEDULE

- SDIM 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 (Personal)
- SDIM 2 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050**
Library Attendant (Personal)
Workshop Assistant (Personal)

EX-SWAMI DAYANAND INSTITUTE OF MANAGEMENT (Contd)

- SDIM 3 : 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/Receptionist (Personal)
- SDIM 4 : 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 (Personal)
- SDIM 5 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Assistant Financial Operations Officer (Personal)
Assistant Procurement and Supply Officer (Personal)
- SDIM 6 : Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Usher (Personal)
- SDIM 7 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Confidential Secretary (Personal)
- SDIM 8 : Rs 22175 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Financial Operations Officer (Personal)
- SDIM 9 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Computer Technician (Personal)
- SDIM 10 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375 QB 46900 – 49950 x 1625 – 56450**
Trainer (Personal)
- SDIM 11 : Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Assistant Lecturer/Lecturer (Personal)
- SDIM 12 : Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450**
Assistant Manager (Personal)
- SDIM 13 : Rs 51575 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350**
Manager (Personal)