

## **88. UNIVERSITY OF MAURITIUS**

- 88.1 The University of Mauritius (UoM) was established in 1965 and became operational in July 1968. It envisions to be one of the leading international tertiary education providers and a research-led university. Its mission consists in providing quality education to students and promoting knowledge creation and dissemination through research and innovative teaching while responding to the developmental needs of the country and global community.
- 88.2 The University has developed a strategic plan 2015-2020, where six Strategic Directions have been identified to enable the UOM to achieve its vision for 2020: Excellence in Teaching and Learning; Excellence in Research and Innovation; Strategic Partnership for internationalisation; Enriching Student Experience; Sustainable Community Engagement; and Long Lasting Financial Sustainability.
- 88.3 The UOM as an awarding body offers modularised programmes in all principal fields of studies, up to PhD level. Its programmes are designed in line with educational developments to meet the needs of the country in close collaboration with stakeholders. The activities are organised under several Divisions, Departments and Faculties. A new Faculty of Ocean Studies as well as a Doctoral School have been set up. The University further intends to establish a Faculty of Information Technology and a Faculty of Medicine and Health Sciences.
- 88.4 The Vice-Chancellor is the principal academic and administrative officer of the University. The latter is assisted by two Pro-Vice Chancellors as well as by academic and non-academic staff in a ratio of 1:1.5.
- 88.5 In the light of the proposals made by both Management and Staff Associations, we are bringing changes in the structure of certain cadres, creating levels where they are warranted whilst revising existing allowances.

### **Director, Centre for Innovative Lifelong Learning (New Grade)**

- 88.6 The Bureau has been apprised that the Centre for Professional Development and Lifelong Learning (CPDL) and the Virtual Centre for Innovative Learning Technologies (VCILT) have been merged into a new centre, namely the Centre for Innovative Lifelong Learning (CILL). The CILL is a specialised centre in the promotion of lifelong learning through e-learning and educational technology.
- 88.7 In the above context, Management has submitted that there is need for a new grade of Director to head the CILL. In the same breath, the grades of Director, CPDL and Director, VCILT are no longer required and may be abolished as they are vacant. We are agreeable to the proposal and recommending accordingly.

## **Recommendation 1**

**88.8 We recommend the creation of a grade of Director, Centre for Innovative Lifelong Learning. Appointment thereto should be made by selection from among candidates possessing a Master's Degree in Information Technology or Educational Technologies or Distance Education or an equivalent qualification; and reckoning at least 10 years' post qualification experience in teaching, research and management in the field of e-Learning and Lifelong Learning.**

88.9 Incumbent would be required to, among others, maintain and promote the efficiency and good order of the Centre in accordance with policies and procedures of the University; develop the CILL in accordance with set objectives; advise on the organisational framework, functions, human resources and technology required for the CILL, and coordinate the development of on-line learning resources.

## **Recommendation 2**

**88.10 We further recommend that the grades of Director, Centre for Professional Development and Lifelong Learning; and Director, Virtual Centre for Innovative Lifelong Learning be abolished.**

## **Director of Doctoral School**

88.11 Management has informed that the University is in the process of setting up a Doctoral School, which would regroup all research postgraduate and postdoctoral programmes. The School is expected, among others, to bring researchers together and provide a stimulating research environment and opportunities to pursue high quality doctoral programmes. In this context, it has been submitted that there is need for a designate position of Director of Doctoral School, where incumbent would be responsible for the overall management and streamlining of procedures in respect of research postgraduate and postdoctoral programmes. We are recommending accordingly.

## **Recommendation 3**

**88.12 We recommend the creation of a designate position of Director of Doctoral School, to be filled from among officers holding a substantive appointment in the grade of Associate Professor or Professor and possessing a PhD qualification and at least 10 years' quality experience at University level teaching and/or research at university/national level institutions.**

**88.13 We also recommend that the Director of Doctoral School should be paid a monthly allowance of Rs 2600.**

## **Associate Dean**

- 88.14 Management has apprised that further to a significant rise over the past few years in the number of academic and support Staff, undergraduate and postgraduate students and number of programmes, the administrative workload of Deans has increased considerably. In such a context, the Dean is left with limited time to ensure excellence in teaching and lead the strategic direction of research in the Faculty. Management has subsequently proposed for the creation of a designate position of Associate Dean and incumbent would provide assistance to the Dean. The Bureau has examined the issue carefully and considers that such a position would enhance service delivery, given the size and span of activities at the University of Mauritius.
- 88.15 However, we have been informed that creation of this position would involve an amendment to the UOM statutes, which is not envisaged at this stage. Against this backdrop, the Bureau considers that it would be more appropriate if the issue be thrashed out at the level of Senior Management, Staff Committee and University Council in a first instance.

## **Public Relations and Communication Officer (New Grade)**

- 88.16 The Bureau was informed that with the fast evolution of information and communication technologies, digital technologies and the growing importance of social media platforms, the need is felt for a dedicated grade of Communication Officer. Incumbent would be responsible to provide timely and useful information to all stakeholders and be the key spokesperson and media contact for the institution.
- 88.17 The Bureau views that as there is already a grade of Public Relations Officer on the establishment of the UOM, a new grade of Public Relations and Communication Officer may be created against that of Public Relations Officer being made evanescent. We are recommending accordingly.

## **Recommendation 4**

### **88.18 We recommend that:**

- (i) a grade of Public Relations and Communication Officer be created. Appointment thereto should be made by selection from among candidates possessing a degree in Communication or Media or Journalism or Public Relations or International Affairs from a recognised institution and at least four years' experience in the relevant field; and**
- (ii) the grade of Public Relations Officer be made evanescent. A personal salary has been provided to incumbent.**

88.19 Incumbent in the new grade of Public Relations and Communication Officer would be required, among others, to perform the duties of the evanescent grade of Public Relations Officer as well as act as the University's spokesperson and direct contact for inquiries from the media and supervise responses to requests from the media; develop and implement internal communication strategies, programmes and activities to ensure accurate and timely communication of news and information within departments; and produce digital content for website, e-news letter and social media platforms.

#### **Quality Assurance Officer (New Grade)**

88.20 At present, the Quality Assurance Office comprises the grade of Director, Quality Assurance only. The latter is supported by administrative staff. In line with the university's new vision, mission and goals, there is need to reinforce the structure at the Quality Assurance Office. We are therefore providing for a new level of Quality Assurance Officer.

#### **Recommendation 5**

**88.21 We recommend the creation of the grade of Quality Assurance Officer. Appointment thereto should be made by selection from among candidates possessing a Degree in the field of Management, Engineering, Sciences, Social Sciences or Technology and a Master's Degree in the relevant field as well as at least three years' post qualification proven experience in the field of Quality Assurance.**

88.22 Incumbent would be required to, among others, assist the Director, Quality Assurance in the setting up of appropriate mechanisms for the successful implementation of quality assurance procedures and practices at the UOM; conduct audit exercises in quality assurance processes within Faculties/Centres; and provide training, advice and guidance to staff members.

#### **Driver/Office Attendant (New Grade)**

88.23 Management has proposed the creation of a grade of Driver/Messenger so as to make optimum use of resources. The Bureau is agreeable to the proposal save for the appellation, as it is in line with the Bureau's policy for polyvalence and efficiency in the delivery of services. Incumbents would therefore be required to perform both driving and messengerial duties.

88.24 The Bureau further considers that employees in the grade of Driver should be given the option to join the new grade, along with some incentive. We are making recommendations to that end.

## **Recommendation 6**

- 88.25 We recommend the creation of the grade of Driver/Office Attendant. Appointment thereto should be made by selection from among candidates possessing a Certificate of Primary Education, a valid driving licence (manual gear) to drive cars or vans or minibuses or lorries of up to five tons, along with a clean driving record.**
- 88.26 Incumbents would be required to, among others, drive vehicles of the UOM, clean, wash and maintain vehicles, effect minor repairs to vehicles; perform despatch duties and run errands; deliver documents within and outside the university; receive visitors and directing them to offices.
- 88.27 We also recommend that Drivers in post as at 31 December 2015 be given the option to join the new grade of Driver/Office Attendant and on joining, be granted one additional increment to be read from the master salary scale.**

## **Technician's Cadre**

- 88.28 At present, the Technician's cadre comprises the grades of Technician/Senior Technician, Principal Technician and Laboratory Coordinator. Officers are posted in science and IT laboratories and the entry requirement to the base grade of the cadre is a diploma in the relevant field.
- 88.29 For this Report, both Management and the Union have made strong representations for a review of the structure and qualification requirements of the relevant grades as they no longer fit in the present context, the moreso the duties have much evolved over the years. The Union also requested for a site visit in view of enabling the Bureau to better understand the change in the nature of their work and the environment in which they operate.
- 88.30 In this respect, a site visit was conducted in the various laboratories of the UOM. The Bureau took note of the multitude of highly sophisticated equipment with which the technicians work on a daily basis to conduct practical classes and run tests. It was also observed that the degree of complexity of the work performed by the technicians has increased owing to the nature and level of research conducted by students. Moreover incumbents also assist academic staff in the laboratories in the running of practical classes and provide support to students in their research and analyses for undergraduate, postgraduate and doctoral degrees.
- 88.31 As regards the working environment, the Bureau acknowledges the fact that the risk of an accident happening is present owing to the use of chemical products/substances and a few state of the art equipment and apparatuses.

However this element has already been taken into consideration at arriving to the salary recommended for the grades.

- 88.32 Further to the findings of the site visit and an in-depth analysis carried out by the Bureau on the evolution of the duties of the Technician's cadre, we consider that the existing qualification requirements no longer match the duties being presently performed. We view that it is imperative for the officers to possess a good technical and scientific background in order to perform more effectively and cope with the more and more innovating and challenging research projects and equipment of cutting edge technology.
- 88.33 Against this background, we are restyling the grades of the Technician's cadre to distinct appellations for incumbents posted in the science laboratories and those posted in the IT laboratories as the nature of duties performed are different. In so doing, the officers posted in the science and IT laboratories would evolve in separate structures and be provided with better career prospects. In the same breath, we are upgrading the qualification requirements at entry level with a view to professionalising the cadre.

#### **Technician's Cadre – Officers posted in Science Laboratories**

##### **Laboratory Officer**

*formerly Technician/Senior Technician*

##### **Recommendation 7**

88.34 We recommend that:

- (i) the grade of Technician/Senior Technician should be restyled Laboratory Officer;
- (ii) officers in the former grade of Technician/Senior Technician, who are posted in the science laboratories should be known as Laboratory Officer;
- (iii) in future, appointment to the grade of Laboratory Officer *formerly Technician/Senior Technician*, should be made by selection from among candidates possessing a degree in the relevant science field; and
- (iv) officers in the grade of Laboratory Officer *formerly Technician/Senior Technician*, possessing a degree in the relevant field should join the recommended salary scale, at salary point Rs 26300 and be allowed to proceed beyond the QB inserted in the salary scale of the grade. Officers in post not possessing a degree in the relevant field would be allowed to cross the QB upon obtention of same.

88.35 Incumbent would be required, among others, to: assist academic staff in the running of practical classes and in laboratory and field research; calibrate and run/operate equipment including sophisticated ones for research and practical; provide technical assistance to students including postgraduate students; supervise subordinates; and implement maintenance plans and perform minor repairs on equipment.

**Senior Laboratory Officer**  
***formerly Principal Technician***

**Recommendation 8**

**88.36 We recommend that:**

- (i) the grade of Principal Technician should be restyled Senior Laboratory Officer;**
- (ii) officers in the former grade of Principal Technician who are posted in the science laboratories should be known as Senior Laboratory Officer;**
- (iii) in future, appointment to the grade of Senior Laboratory Officer *formerly Principal Technician*, should be made by promotion, on the basis of experience and merit, of Laboratory Officers, *formerly Technician/Senior Technicians*, possessing at least 10 years' service in the grade; and**
- (iv) officers in the grade of Senior Laboratory Officer, *formerly Principal Technician*, possessing a degree in the relevant field should join the recommended salary scale at salary point Rs 38350 and be allowed to proceed beyond the QB inserted in the scale of the grade. Officers in post not possessing a degree in the relevant field would be allowed to cross the QB upon obtention of same.**

88.37 Incumbents would be required, among others, to supervise the day-to-day organisation and running of the laboratories in their department; manage the inventory system; formulate maintenance plans for equipment; be responsible for all health and safety matters pertaining to laboratories; train junior technical staff; and keep updates on recent development relating to equipment and testing procedures.

**Laboratory Co-ordinator**

**Recommendation 9**

**88.38 We recommend that:**

- (i) in future, appointment to the grade of Laboratory Co-ordinator should be made by promotion on the basis of experience and merit,**

of Senior Laboratory Officers, *formerly Principal Technicians*, reckoning at least five years' service in the grade;

- (ii) officers in the grade of Laboratory Coordinator possessing a degree in the relevant field should join the recommended salary scale at salary point Rs 46900 and be allowed to proceed beyond the QB inserted in the salary scale of the grade. Officers in post not possessing a degree in the relevant field would be allowed to proceed beyond the QB upon obtention of same.

88.39 We also recommend that Management should review the schemes of service of the grades of Laboratory Officer, *formerly Technician/Senior Technician*, Senior Laboratory Officer, *formerly Principal Technician* and Laboratory Coordinator with a view to reflecting the actual higher duties being performed by incumbents.

Technician's Cadre – Officers posted at the Centre for Information Technology and Systems (CITS) (IT Laboratories)

IT Laboratory Officer  
*formerly Technician/Senior Technician*

Recommendation 10

88.40 We recommend that:

- (i) the grade of Technician/Senior Technician should be restyled IT Laboratory Officer;
- (ii) officers in the former grade of Technician/Senior Technician who are posted in the IT laboratories of the CITS should be known as IT Laboratory Officers;
- (iii) in future, appointment to the grade of IT Laboratory Officer *formerly Technician/Senior Technician* should be made by selection from among candidates possessing a degree in IT or Computer Science or an equivalent qualification; and
- (iv) officers in the grade of IT Laboratory Officer *formerly Technician/Senior Technician*, possessing the prescribed qualifications as well as new entrants, should join the recommended salary scale at point Rs 26300 and be allowed to proceed beyond the QB inserted in the salary scale. Officers in post not possessing the prescribed qualifications would be allowed to cross the QB upon obtention of same.

88.41 Incumbents would be required, among others, to maintain, modify, repair and upgrade computer hardware and software; assist in the implementation of enterprise and other IT based systems across the University; assist in the

maintenance, development, upgrade and extension of the IT network and WIFI infrastructure; connect appropriate servers, workstations and other equipment to the LAN, Internet and WIFI; and assist in the preparation and delivery of professional IT training courses.

**Senior IT Laboratory Officer**  
*formerly Principal Technician*

**Recommendation 11**

**88.42 We recommend that:**

- (i) the grade of Principal Technician should be restyled Senior IT Laboratory Officer;
- (ii) officers in the former grade of Principal Technician and who are posted in the IT laboratories of the CITS should be known as Senior IT Laboratory Officer;
- (iii) in future, appointment to the grade of Senior IT Laboratory Officer *formerly Principal Technician*, should be made by promotion, on the basis of experience and merit, of IT Laboratory Officers *formerly Technician/Senior Technicians*, possessing at least 10 years' service in the grade; and
- (iv) officers in the grade of Senior IT Laboratory Officer *formerly Principal Technician*, possessing a degree in IT or Computer Science or an equivalent relevant qualification should join the recommended salary scale at point Rs 38350 and be allowed to proceed beyond the QB inserted in their salary scale. Officers in post not possessing the relevant degree should be allowed to cross the QB upon obtention of same.

88.43 Incumbents would be required, among others, to supervise the day to day activities and running of units/laboratories in the department concerned; plan and supervise the implementation, maintenance and upgrade of the University's IT and network infrastructure; train junior technical support staff and end users; monitor end-users' requests and fault reporting through the help desk system and task allocations to subordinates; and ensure the general safety and health in the computer laboratories and maintenance section.

**IT Laboratory Co-ordinator (New Grade)**

**Recommendation 12**

**88.44 We recommend:**

- (i) the creation of the grade of IT Laboratory Coordinator. Appointment thereto should be made by promotion, on the basis of experience

and merit, of officers in the grade of Senior IT Laboratory Officer formerly *Principal Technician*, possessing at least five years' service in the grade; and

- (ii) that an officer appointed as IT Laboratory Coordinator and possessing a degree in IT or Computer Science or an equivalent relevant qualification should join the recommended salary scale of the grade at point Rs 46900 and be allowed to proceed beyond the QB. In the event the officer does not possess a degree in the relevant field, progression beyond the QB would be allowed upon obtention of same.

88.45 Incumbent would be required, among others, to supervise technical staff; ensure the overall co-ordination of work at the CITS, Maintenance Workshop, IT laboratories and oversee the IT Technical Support Services across the University; design maintenance contract plans for IT equipment; maintain a safe environment in the computer laboratories at all times; identify appropriate IT training needs for technical support staff and end users; perform technical work whenever his/her expertise is required; and design, plan and organise IT related training programmes as requested by academic staff and other relevant bodies.

### **Security Officer Cadre**

88.46 The Security Officer cadre is a two level structure comprising the grades of Security Officer and Senior Security Officer. Both Management and Union have submitted that the current structure no longer suits the operational needs of the University, thereby impeding effective service delivery.

88.47 Management further apprised that there has been a significant increase in student and staff population over the years, coupled with major building and infrastructural developments. Furthermore, the UOM is also running classes at Ebene. In this context, there is need for a supervisory level which will oversee activities and day to day operations of the cadre and assume overall responsibility for the security-related issues at Reduit and Ebene.

88.48 In addition, the Bureau has been informed that Security Officers are being continuously required to meet new challenges and exigencies from Management, staff and students. In this context, both Management and Union have represented that there is need to review the qualification requirements of the grades of Security Officer and Senior Security Officer in line with the level of duties being performed by incumbents.

88.49 At present, the post of Security Officer is filled by selection from officers holding a substantive post at the UOM and possessing a Certificate of Primary Education along with five years' service at the University. Following an in-depth

analysis of the Security Officer cadre, the Bureau deems it essential to reinforce the structure and review the qualification requirements of the grades in view of the duties performed. We are recommending along these lines.

### **Chief Security Officer (New Grade)**

#### **Recommendation 13**

**88.50 We recommend the creation of the grade of Chief Security Officer. Appointment thereto should be made by selection from among officers in the grade of Senior Security Officer reckoning at least five years' service in a substantive capacity in the grade, having followed security training course and possessing a School Certificate.**

88.51 Incumbent would be required, among others, to oversee all matters relating to security and assume overall responsibility for security aspects at the University; advise Management on all security related matters; oversee the planning of work of subordinates; lead and train subordinates; and review, on a regular basis, security policies, systems and emergency procedures.

**88.52 We also recommend that:**

- (i) the qualification requirements of the grade of Security Officer be reviewed so that, in future, appointment thereto should be made by selection from among officers holding a substantive post at the University of Mauritius, and possessing a School Certificate along with five years of service; and**
- (ii) Management should revisit the duties of the grade of Security Officer and Senior Security Officer so that the actual duties, and responsibilities devolving upon incumbents are also reflected.**

### **Security Guard**

88.53 Management has informed that the University's premises are watched over at night by Security Guards, as Security Officers do not perform night duty. In this context, it has been proposed to create a grade of Senior Security Guard to supervise subordinates and take overall responsibility of a watch.

88.54 The Bureau considers that instead of creating a new level it would be more appropriate in this particular context, to grant an *ad hoc* allowance to the seniormost Security Guard for assuming this supervisory role. **Management may therefore initiate action in that direction.**

### **Instructional Designer restyled Educational Technologist**

88.55 Management has submitted that there is need for a new grade of Educational Technologist to serve the Centre for Innovative Lifelong Learning. However, it is

noted that the duties proposed overlap to a large extent with those of the grade of Instructional Designer. In this context, the Bureau considers that it would be more appropriate to restyle the grade of Instructional Designer to Educational Technologist and to review the qualification requirements and duties of the restyled grade.

#### **Recommendation 14**

**88.56 We recommend that:**

- (i) the grade of Instructional Designer be restyled Educational Technologist;**
- (ii) in future, appointment to the grade of Educational Technologist *formerly Instructional Designer*, be made by selection from among candidates possessing a degree in Instructional and Educational Technology or Instructional Design or Information Technology or an equivalent qualification in the relevant field and at least two years post qualification experience; and**
- (iii) the grade of Trainee Instructional Designer be abolished.**

#### **Technical Assistant**

##### **Senior Technical Assistant**

88.57 The Bureau has been requested to merge the grades of Technical Assistant and Senior Technical Assistant as the supervisory element is quasi inexistent as the duties of both grades overlap to a large extent. Given that the request is in consonance with our policy of delayering, we are recommending for a merging of the two grades.

#### **Recommendation 15**

**88.58 We recommend that the grades of Technical Assistant and Senior Technical Assistant be merged and restyled Technical Assistant/Senior Technical Assistant.**

#### **Printing Department**

88.59 Further to submissions made by both Management and Union, the Bureau conducted an in-depth analysis of the structure of the Printing Department. We have observed that there is much overlapping of duties among the various grades and in a few cases, duties performed by incumbents are not in consonance with those prescribed in their schemes of service. It has further been noted that qualifications required are more or less outdated, the moreso printing duties have evolved owing to technological advancements.

88.60 Against this background, **the Bureau strongly views that Management should consider the revamping of the whole structure at the Printing Department and review the schemes of service accordingly.**

#### **Analyst/Programmer**

##### **Recommendation 16**

88.61 **We recommend that officers in the grade of Analyst/Programmer who possess a degree in Computer Science or an equivalent relevant qualification and who have reached the top of their salary scale, should be allowed to move incrementally in the master salary scale up to salary point Rs 53200, provided 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.**

#### **Administrative Officer**

##### **Review of the duties of the grade of Administrative Officer**

88.62 During consultations, Management apprised that with an increase in student population and expansion in the UOM's activities, the University has witnessed an increase in the number of events organised such as visits of international delegates, signature of MOUs, conferences, seminars, graduation ceremonies, etc. In this context, request has been made for the creation of a grade of Events Manager where incumbent would be responsible for the planning, organising and supporting of all university events.

88.63 After duly examining the proposal, the Bureau views that there may not be the need for a distinct grade to carry out these functions on the ground that in the Civil Service, these tasks are core administrative duties. We therefore strongly consider that the same arrangement should prevail at the UOM. We are making a provision in that direction.

##### **Recommendation 17**

88.64 **We recommend that the schedule of duties of the grade of Administrative Officer be reviewed so that incumbents are also required to be responsible for planning, organising and supporting of all university events.**

88.65 **We also recommend that Administrative Officers 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.**

#### **Nursing Officer and Specialised Nursing Officer (Male and Female)**

88.66 At present, candidates are required to possess, among others, a General Nursing Certificate or an alternative qualification for eligibility to apply for the posts of Nursing Officer and Specialised Nursing Officer (Male and Female). In this Report, we are providing a mechanism to compensate officers who possess the National Diploma Level 6 in Nursing.

#### **Recommendation 18**

**88.67 We recommend that officers in the grade of Nursing Officer and Specialised Nursing Officer (Male and Female) who possess the National Diploma Level 6 in Nursing should be allowed to proceed incrementally in the master salary scale up to salary point Rs 38350 and Rs 43850 respectively, provided 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.**

#### **Diving Allowance**

88.68 At present, a few technical staff posted at the Faculty of Ocean Studies and Department of Bio Sciences are required to perform diving/snorkelling duties in the sea on a regular basis, in connection with field work.

88.69 Management and Union have submitted that these officers should be paid an allowance as they are performing an additional duty which necessitates a specific competency. We are making a recommendation in this respect, in line with what obtains in other organisations where officers are required to perform diving duties over and above their normal duties.

#### **Recommendation 19**

**88.70 We recommend that officers in the grade of Technician/Senior Technician, now restyled Laboratory Officer, who are posted in the Faculty of Ocean Studies and Department of Bio Sciences and performing diving duties, should be paid a diving allowance at the rate of Rs 660 per dive, subject to a maximum of four dives per month. This maximum may be reviewed by the Council, based on operational requirements.**

### **Recruitment of Lecturers in scarcity areas**

88.71 At present, the qualification requirements of the grade of Lecturer are a Degree and a Master's Degree in the relevant field. Management has apprised that it encounters certain difficulties to recruit Lecturers in scarcity areas. In this context, we are revisiting the provision made in 2008 PRB Report to address this particular issue.

### **Recommendation 20**

**88.72 We recommend that in scarcity areas or in cases where the university faces difficulties to recruit Lecturers, Management may consider the recruitment of candidates possessing a Honours Degree in the specified field along with at least five years post qualification work experience.**

**88.73 We further recommend that for recruitment of Lecturers in the field of Medicine, candidates may be required to hold a MBBS or MBChB, be a registered medical practitioner and reckon at least four years relevant post qualification work experience.**

### **Research Publication Allowance**

88.74 One of the Strategic Direction of the UOM is to reach Excellence in Research and Innovation by raising the overall quality of research, promoting impact-driven multidisciplinary research and implementing measures that will increase the research visibility of the University, among others.

88.75 The Bureau has already recommended under the incentive scheme, that Management in consultation with Tertiary Education Commission may evolve and implement incentive schemes for academic staff engaged in multi-disciplinary research. We, however, consider that publishing research is not an end in itself. The UOM should also aim at publishing quality research in high-impact factor journals. The Bureau nevertheless recognises that for research productivity and output through publication in such journals to increase, academics and researchers at the University should be provided the right incentive/reward through a financial reward-based system. We are recommending in that direction.

### **Recommendation 21**

**88.76 We recommend that academics and researchers at the University of Mauritius should be granted a financial bonus upon publication of their research in a high impact factor journal or in a non-impact factor journal listed in international accredited journals. However, the quantum of the bonus to be paid per research paper published in both categories of journals should be determined by the Council in consultation with the Tertiary Education Commission.**

## **Recruitment and Retention of Academic Staff**

### **Recommendation 22**

**88.77 We recommend that full-time academic staff who are registered professionals, should continue to be allowed to exercise their profession, subject it is carried out outside their normal working hours and is not in conflict with their work at the University.**

### **Sabbatical Leave**

**88.78 Sabbatical Leave is granted to academics to enable them to devote time on scholarly research and keep abreast of new developments in their field as well as for staff development. It may be spent abroad and/or locally.**

**88.79 The leave is earned at the rate of one month for every year of effective residential service and is granted once after every eight years of effective service. It is computed on a cumulative basis. However, the counter for eligibility to sabbatical leave is reset to zero for academics who have already benefitted from approved study leave for a period exceeding three months.**

**88.80 The Bureau considers that the existing provisions regarding the grant of sabbatical are appropriate and **should be maintained.****

## **Consultancy Services**

### **Recommendation 23**

**88.81 We recommend that the distribution of the net income between the staff and University in respect of Research and Consultancy Services should be maintained as hereunder:**

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

## **Allowance to Head of Department and Dean of Faculty**

### **Recommendation 24**

**88.82 We recommend that in future, academics designated as Head of Department and Dean of Faculty should be paid a monthly allowance of Rs 1960 and Rs 2600 respectively**

**88.83 We further recommend that academics designated as Head of Department and Dean of Faculty as at 31 December 2015 should continue to be paid a**

**monthly allowance of Rs 5000 and Rs 7000 respectively on a personal basis provided they are still performing in these positions.**

### **Incentive Scheme**

88.84 The existing provisions under the Incentive Scheme for Academics are as follows:

- (a) The University of Mauritius in consultation with the Tertiary Education Commission, may subject to availability of funds:
  - (i) evolve and implement incentive schemes for academic staff engaged in multi-disciplinary research and research likely to contribute to wealth creation, policy formulation and transfer of technology or for the environmental, social and cultural development of Mauritius;
  - (ii) consider the advisability of granting an allowance to Academics for supervising Mphil/PhD students; and
  - (iii) consider the advisability or otherwise of granting an allowance to Academics regularly lecturing at Master's level;
- (b) the University of Mauritius may further consider the grant of a higher entry point in the salary scale to academics who, on recruitment, possess qualifications higher than those minimum prescribed and for wide proven experience in their field;
- (c) academics holding a PhD degree recognised by the Council should be granted four pensionable months of service for every three years of post-doctoral effective service subject to a maximum of forty months; and
- (d) the University of Mauritius in consultation with the State Insurance Company of Mauritius Ltd evolves an appropriate scheme to allow those academics who join the University after a long period of study and who consequently would not complete the years of service required to earn full pension, to purchase additional years of service at the start of their career.

### **Recommendation 25**

**88.85 We recommend that the above provisions governing the Incentive Scheme should be maintained.**

### **Academic Attainment**

#### **Recommendation 26**

**88.86 We recommend that Lecturers, Senior Lecturers and Associate Professors holding a PhD and/or holding a Master's degree and reckoning academic attainment through published research, teaching, administrative**

contributions and publications and having stayed on top of their revised salary scales for one year should be allowed to move incrementally up to a maximum of two increments to be read from the master salary scale.

88.87 We further recommend that for the implementation of paragraph 88.86 the new salary point reached by virtue of the provision made at paragraph 10.40 of Volume 1 of this Report shall be deemed to be the new top salary.

#### **Political Activities**

88.88 We are maintaining the provision to the effect that full-time employees of the University of Mauritius should not be allowed to participate in active politics so as not to disrupt the smooth running of activities.

### **88. UNIVERSITY OF MAURITIUS**

#### **SALARY SCHEDULE**

<b>UOM 1</b>	<b>:</b>	<b>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</b> General Worker
<b>UOM 2</b>	<b>:</b>	<b>Rs 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825</b> Stockman
<b>UOM 3</b>	<b>:</b>	<b>Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575</b> Security Guard
<b>UOM 4</b>	<b>:</b>	<b>Rs 9050 x 230 – 10200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050</b> General Worker/Nursery Attendant/Gardener (Personal)
<b>UOM 5</b>	<b>:</b>	<b>Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050</b> Nursery Attendant/Gardener Office Attendant
<b>UOM 6</b>	<b>:</b>	<b>Rs 12490 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 22575</b> Security Officer

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- UOM 7 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**  
Driver (Personal)  
Driver/Office Attendant (New Grade)  
Field Supervisor
- UOM 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**  
Binder  
Handy Worker/Tradesman  
Carpenter/Cabinet Maker  
Electrician  
Mason  
Mechanic  
Painter
- UOM 9 : 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
- UOM 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**  
Receptionist/Telephone Operator
- UOM 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 Vehicle)  
Tractor Driver
- UOM 12 : Rs 15450 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525**  
Senior Security Officer
- UOM 13 : Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 QB 22575 x 625 – 23200 x 775 – 27075**  
Handy Worker/Tradesman/Senior Tradesman (Personal)  
Printing Operator/Plate Engraver
- UOM 14 : 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**  
Prepress Operator

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- UOM 15 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27850**  
Chief Security Officer (New Grade)
- UOM 16 : Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27850**  
Senior Receptionist/Telephone Operator
- UOM 17 : 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)
- UOM 18 : Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 QB 22575 x 625 – 23200 x 775 – 30175**  
Binder/Senior Binder (Personal)
- UOM 19 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**  
Clerk  
Clerk/Word Processing Operator
- UOM 20 : Rs 14325 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**  
Library Clerk (Roster)
- UOM 21 : Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**  
Foreman  
Foreman (Binder)
- UOM 22 : Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**  
Technical Assistant/Senior Technical Assistant (Personal)  
*formerly Technical Assistant*
- UOM 23 : Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**  
Senior Word Processing Operator
- UOM 24 : Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27850 QB 28625 x 775 – 31725**  
Assistant Printing Supervisor (Personal)

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- UOM 25 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**  
Assistant Financial Officer  
Assistant Procurement and Supply Officer  
Executive Assistant  
Stores Officer (Personal)
- UOM 26 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 33425**  
Senior Library Clerk (Roster)
- UOM 27 : Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275**  
Technical Assistant/Senior Technical Assistant  
*formerly Technical Assistant*  
*Senior Technical Assistant*
- UOM 28 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 35275**  
Technical Assistant/Senior Technical Assistant (Personal)  
*formerly Senior Technical Assistant*
- UOM 29 : Rs 17050 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200**  
Nursing Officer (Future Holder)
- UOM 30 : Rs 17050 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**  
Nursing Officer (Personal to officer in post as at 31.12.15)
- UOM 31 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**  
Confidential Secretary
- UOM 32 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**  
Financial Officer  
Procurement and Supply Officer  
Senior Executive Assistant
- UOM 33 : Rs 23975 x 775 – 32500 x 925 – 37125 x 1225 – 40800**  
Specialised Nursing Officer (Male and Female) (Future Holder)

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- UOM 34 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**  
Safety and Health Officer/Senior Safety and Health Officer
- UOM 35 : Rs 20525 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**  
Computer Programmer
- UOM 36 : Rs 23975 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**  
Supervisor, University of Mauritius Press
- UOM 37 : Rs 20050 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850**  
Library Officer (Roster)
- UOM 38 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850**  
Finance Officer/Senior Finance Officer (Personal)
- UOM 39 : Rs 23975 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850**  
Specialised Nursing Officer (Male and Female) (Personal to officer in post as at 31.12.15)
- UOM 40 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850**  
Senior Procurement and Supply Officer
- UOM 41 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 34350 QB 35275 x 925 – 37125 x 1225 – 40800 x 1525 – 45375**  
Accounting Technician
- UOM 42 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**  
Analyst/Programmer  
Sports Officer/Senior Sports Officer
- UOM 43 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**  
Senior Library Officer

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- UOM 44 : Rs 27850 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 51575**  
Head, University of Mauritius Press  
Principal Executive Assistant
- UOM 45 : Rs 33425 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 51575**  
Senior Accounting Technician
- UOM 46 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 QB 49950 x 1625 – 56450**  
IT Laboratory Officer  
*formerly Technician/Senior Technician*  
Laboratory Officer  
*formerly Technician/Senior Technician*
- UOM 47 : Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**  
Administrative Officer  
Public Relations and Communication Officer (New Grade)
- UOM 48 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**  
Librarian  
Observer/Expert Observer  
Quality Assurance Officer (New Grade)
- UOM 49 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**  
Accountant
- UOM 50 : Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**  
Estate Engineer
- UOM 51 : Rs 30175 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**  
Farm Manager  
Principal Library Officer

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- UOM 52 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**  
Educational Technologist  
*formerly Instructional Designer*
- UOM 53 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**  
Administrative Officer (Personal)  
Sports Organiser
- UOM 54 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**  
Internal Auditor/Senior Internal Auditor  
*formerly Internal Auditor*
- UOM 55 : Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**  
Computer Systems Engineer  
Research Officer  
Systems Administrator  
Systems Analyst  
Systems Engineer  
Visual Communication Designer  
Web Multimedia Developer
- UOM 56 : Rs 30175 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 QB 58075 x 1625 – 62950**  
Senior IT Laboratory Officer  
*formerly Principal Technician*  
Senior Laboratory Officer  
*formerly Principal Technician*
- UOM 57 : Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**  
Lecturer
- UOM 58 : Rs 34350 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**  
Legal Affairs Officer  
Services Superintendent (Personal)
- UOM 59 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**  
Senior Accountant  
Senior Librarian

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- UOM 60 : Rs 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450**  
Assistant Research Fellow
- UOM 61 : Rs 34350 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 QB 64800 x 1850 – 70450**  
IT Laboratory Coordinator (New Grade)  
Laboratory Coordinator
- UOM 62 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450**  
Assistant Registrar
- UOM 63 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 72400**  
Administrative Manager
- UOM 64 : Rs 31725 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350**  
Public Relations Officer (Personal)
- UOM 65 : Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350**  
Manager, Health and Safety  
Manager (Information Technology Services)  
Manager, Innovative Learning Technologies  
Manager (Management Information Systems)  
Manager, Procurement and Supply  
Research Fellow  
Senior Lecturer (Future Holder)  
Senior Research Officer
- UOM 66 : Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000**  
Deputy Registrar  
Senior Lecturer (Personal to officers in post as at 31.12.15)

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**UOM 67 : Rs 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 89000**

Associate Professor  
Chief Librarian  
Director, Centre for Information Technology and Systems  
Director, Centre for Innovative Lifelong Learning (New Grade)  
Director of Human Resources  
Director of Marketing and Externally Funded Activities  
Director, Quality Assurance  
Finance Director  
Senior Administrative Manager

**UOM 68 : Rs 101000**

Chief of Facilities and Services  
Professor  
Registrar

**UOM 69 : Rs 110000**

Pro Vice-Chancellor (Academia)  
Pro Vice-Chancellor (Planning and Resources)

**UOM 70 : Rs 164000**

Vice-Chancellor

