

91. VALLEE D'OSTERLOG ENDEMIC GARDEN FOUNDATION

- 91.1 The Vallée D'Osterlog Endemic Garden Foundation (VOEGF) was established as a body corporate under the Vallée D'Osterlog Endemic Garden Foundation Act No. 19 of 2007 further to a Government decision to convert the Vallee D'Osterlog into an endemic garden. It operates under the *aegis* of the Ministry of Agro-Industry and Food Security.
- 91.2 The Foundation aims to become a major eco-tourism site and envisions to be the reference endemic garden of Mauritius. Its mission is to contribute to biodiversity conservation at global level and knowledge dissemination and research of the endemic flora and fauna of Mauritius.
- 91.3 During consultations, management highlighted the main and specific functions of the Vallée D'Osterlog Endemic Garden Foundation: conservation and preservation of the flora and fauna of the garden; dissemination of knowledge relating to endemic flora and fauna and engagement in scientific research on these species while making it a tourist attraction.
- 91.4 The Foundation would further be called upon to play a vital role in the protection of catchment areas, soil and water conservation through the restoration and conservation of the endemic/native forest at the garden which in the long term, would contribute to carbon sequestration as they will act as a carbon sink thus mitigating climate change effect.
- 91.5 The VOEGF is managed and administered by a Board. A Director is responsible for the day-to-day management of the Foundation. The latter is assisted in his functions by an Administrative Manager, a Technical Manager as well as officers of the administrative/technical section and staff of the General Services.
- 91.6 To support the VOEGF's objectives to engage in scientific research on endemic flora and fauna, the Bureau is agreeable to the proposal of Management to create the grade of Scientific Officer on its establishment.

Scientific Officer (New Grade)

Recommendation 1

- 91.7 **We recommend the creation of the grade of Scientific Officer. Appointment thereto should be made by selection from among candidates possessing a degree in either Agriculture or Biology or Zoology or Botany or Ecology or Conservation or an equivalent qualification acceptable to the Board.**
- 91.8 Incumbent would be required to, *inter alia*, conduct and monitor research activities and experimental work on fauna and/or flora and their conservation; prepare and implement program for nursery activities in field and for

maintenance of the garden; monitor the status of wild populations of fauna and/or flora; carry out restoration works, germ-plasm collection and multiplication of fauna and/or flora; conduct interpretation activities; prepare scientific reports, disseminate conservation information, and create conservation awareness among students and the public at large; and supervise and train junior staff.

Park Assistant (Roster) (New Grade)

91.9 The Bureau is also agreeable to create the grade of Park Assistant (Roster) to assist the Scientific Officer in carrying out the field operations in the garden.

Recommendation 2

91.10 We recommend the creation of the grade of Park Assistant (Roster). Appointment thereto should be made by selection from among candidates possessing a Cambridge Higher School Certificate with passes at principal level in at least two subjects, including one science subject, or an equivalent qualification acceptable to the Board.

91.11 Incumbent would be responsible, *inter alia*, for the day-to-day maintenance activities such as picnic areas, tracks and trails and other structures to ensure that they are maintained to proper standards; sale of plants and other items and collect ticket fees from visitors; allocation of task to manual workers and supervision of staff in carrying out cleaning, building repairs, welding and other related duties; provision of assistance and support to senior officers in such areas as public awareness and conservation, education, habitat conservation, rehabilitation and protection, fauna and flora survey works, among others; guide visitors within the garden and provide information in order to increase visitors understanding, appreciation and enjoyment of the garden; and look after animals/birds and perform animal husbandry practices.

Walking Allowance

91.12 At present, workers in the manual grades who do not have any means of transport and have to cover a distance of more than six kilometers daily to reach their site of work, are paid a monthly walking allowance of Rs 600. Management has informed that other officers of the VOEGF equally have to cover a walking distance of more than four kilometres on a daily basis to reach site of work as no transport facilities are available in that area. Request has thus been made to extend the walking allowance to this category of officers.

91.13 We have examined the issue and consider that there is merit in the case. We are, therefore, making appropriate recommendations to this effect.

Recommendation 3

91.14 We recommend that a monthly walking allowance of Rs 600 be granted to those workers of the manual grades who do not have any means of transport and have to cover a distance of more than six kilometres daily to reach their site of work.

91.15 We further recommend that Management should consider the advisability of extending the above recommendation to concerned officers of the VOGF on the same set conditions provided they satisfy the same criteria.

91. VALLEE D'OSTERLOG ENDEMIC GARDEN FOUNDATION

SALARY SCHEDULE

- VOGF 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
- VOGF 2 : Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18075**
Warehouse Operative (Ex-Tobacco Board) (Personal)
- VOGF 3 : 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 – 17700 x 375 – 18450**
Warehouse Worker (Ex-Tobacco Board) (Personal)
- VOGF 4 : Rs 9050 x 230 – 10200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825**
General/Handy Worker (Roster)
General/Handy Worker (Roster) (ex-Tobacco Board) (Personal)
- VOGF 5 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050**
Gardener/Nursery Attendant
- VOGF 6 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21000**
Senior Gardener/Nursery Attendant
- VOGF 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/Office Attendant

91. **VALLÉE D'OSTERLOG ENDEMIC GARDEN FOUNDATION (Contd)**

- VOGF 8 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**
Field Supervisor
- VOGF 9 : Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23975**
Driver/Messenger (Roster)
- VOGF 10 : 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
- VOGF 11 : Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Park Assistant (Roster)(New Grade)
- VOGF 12 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Accounts Clerk (Ex-Tobacco Board) (Personal)
Assistant Procurement and Supply Officer
- VOGF 13 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Accounts Officer
Accounts Officer (ex-Tobacco Board) (Personal)
Human Resource Officer
- VOGF 14 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Technical Officer/Senior Technical Officer
- VOGF 15 : Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Publications and Liaison Officer
- VOGF 16 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Scientific Officer (New Grade)

91. VALLÉE D'OSTERLOG ENDEMIC GARDEN FOUNDATION (Contd)

VOGF 17 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950

Administrative Manager
Technical Manager

VOGF 18 : Rs 77175 x 2825 – 80000 x 3000 – 83000

Director

