

## **COMMISSION FOR ENVIRONMENT, TOURISM, FORESTRY, FISHERIES AND MARINE PARKS**

- 7.1 The Commission is responsible for Environment, Tourism, Forestry, Fisheries, and Marine Parks. It acts as a facilitator and catalyst through the formulation and implementation of appropriate policies, programmes and strategies.
- 7.2 It envisions to make Rodrigues an ecological island, whilst aiming at protecting and managing the marine and terrestrial environment through active participation of all stakeholders of the present and future generations; building the tourism sector into a key engine of growth and makes of Rodrigues one of the best eco-tourism island destinations in the Indian Ocean; effectively preserving endangered fauna and flora of the island; enforcing Fisheries Laws and Regulations; and restoring a healthy ridge to reef ecosystem functioning within the Marine Protected Area and its watershed.

### **7.1 Environment**

- 7.1.1 The Environment Division's vision is to provide a safe environment for a better quality of life and its mission consists in assisting the Government in protection of the environment.
- 7.1.2 The objects of the Environment Division are, *inter alia*, to: develop awareness programme and carry out sensitisation campaign; enforce the Environment Protection Act 2002 and other Rodrigues Regional Assembly Regulations; issue Environmental clearances; plan for and ensure a proper waste management system; monitor coastal zone of the island; and pursue embellishment projects for the uplifting of the physical environment.
- 7.1.3 The main activities carried out by the Division comprise monitoring of cleaning works, dumping sites and waste collection; developing environmental education programme; carrying out sensitization campaign in schools and villages and through the media; attending complaints from members of the public and cases of environmental emergencies; carrying out inspection throughout the island to detect any environmental nuisance and eyesore; providing views on Environmental Impact Assessment (EIA) applications; processing applications for environmental clearances for land levelling, for livestock activities and submit recommendations to the Agricultural Services; identifying, conceiving and implanting embellishment landscaping projects; and monitoring coastal development activities around the island.
- 7.1.4 The structure of the technical cadre consists of the position of Officer in Charge, Environment and the grades of Environment Officer and Technical Officer (Environment). Support services are provided by officers of other classes. We consider the prevailing number of levels to be adequate to enable the Commission to effectively deliver its services. We are, however, restyling the position of Officer in Charge, Environment; amending the mode of appointment to the grade of Environment Officer; restyling the appellation of Enforcement Officer to reflect the true nature of duties performed whilst upgrading its qualification requirements for future entrants and introducing the payment of new allowances.

## **Officer in Charge, Environment**

7.1.5 At present there is an Officer in Charge, Environment at the head of the technical cadre. The Bureau considers that the appellation should be reviewed in line with what obtains in the other divisions for equivalent positions. We are, therefore, recommending a more appropriate job title.

### **Recommendation 1**

**7.1.6 We recommend that the grade of Officer in Charge, Environment be restyled Head, Environment.**

### **Environment Officer**

7.1.7 In the 2013 PRB Report, in view of providing a career path to serving officers of the Division, the mode of appointment to the grade of Environment Officer was amended such that appointment was made by selection from among serving officers of the Environment Division possessing a degree in either Environmental Science or Environmental Law or Agriculture or Engineering or any environment related field.

7.1.8 In this Report, pursuant to certain difficulties encountered, we are further amending the qualification requirements and widening the scope of recruitment by specifying different fields and the grades of the serving officers concerned so as to avoid implementation problems.

### **Recommendation 2**

**7.1.9 We recommend that the qualification requirements of the grade of Environment Officer be amended such that, in future, appointment thereto be made by selection from among serving Technical Officers (Environment) and Environment Enforcement Officers *formerly Enforcement Officers* holding a substantive appointment in their respective grades and possessing a degree in one of the following subjects:- Agriculture, Botany, Biochemistry, Biology, Chemistry, Engineering (Chemical or Civil or Environmental), Environment and Coastal Management, Climate Change Economics, Environmental Science or Environmental Economics or Environmental Law or Ecology or Environmental Planning, Geology, Marine Science, Urban Planning, Sustainable Development or any environment related discipline. In the absence of qualified serving officers, selection should be made by open competition from candidates possessing a degree in one of the fields mentioned earlier.**

### **Enforcement Officer**

7.1.10 The Bureau has observed that the duties carried out by Enforcement Officers are similar to those of the grade of Environment Enforcement Officer in the Civil Service. Moreover, incumbents in the latter grade possessing the required qualifications are eligible to apply for the post of Environment Officer, whilst the Enforcement Officers in Rodrigues do not have a career path, as the grade is a dead end one. Since enforcement duties are essential for an efficient and effective delivery of service, we believe that the grade should be upgraded in terms of qualification requirements and duties, in line with those prescribed for

the equivalent grade in the Civil Service and a promotional route be provided. We are making recommendations in this perspective.

### Recommendation 3

7.1.11 We recommend that the grade of Enforcement Officer be restyled Environment Enforcement Officer and appointment thereto should henceforth be made from among candidates possessing a Higher School Certificate with passes at Principal Level in any two of the following subjects: Chemistry, Physics and Biology or equivalent qualifications.

7.1.12 We further recommend that the scheme of service be amended to include the duties devolving upon the Environment Enforcement Officers in the Civil Service.

### On-Call Allowance

7.1.13 Management has submitted that officers in the professional and technical grades of the Environment Division are required to be on call after normal working hours to respond to environmental emergencies and ever-increasing expectations of the public. In this perspective, request has been made for the payment of an on-call and an in-attendance allowance.

7.1.14 We have examined the issue and consider that the request is justified, the moreso such allowances are paid to their Mauritian counterparts. We are, therefore, making appropriate recommendations to that end.

### Recommendation 4

7.1.15 We recommend that officers in the professional and technical grades of the Environment Division should be paid a monthly on-call allowance for being on call during the whole month after normal working hours as follows:

Grade	Amount (Rs)
Head, Environment <i>formerly Officer-in-Charge, Environment</i>	1225
Environment Officer	1000
Technical Officer (Environment)	800
Environment Enforcement Officer <i>formerly Enforcement Officer</i>	550

7.1.16 We also recommend that when attending work while on-call, these officers be paid an in attendance allowance per hour, inclusive of travelling time, as follows:

Grade	Amount (Rs)
Head, Environment <i>formerly Officer-in-Charge, Environment</i>	245
Environment Officer	200
Technical Officer (Environment)	160
Environment Enforcement Officer <i>formerly Enforcement Officer</i>	110

## Diving Allowance

7.1.17 Management has submitted that with the setting up of desalination plants, officers in the grades of Head , Environment *formerly Officer in Charge, Environment*, Environment Officer, Technical Officer (Environment) and Environment Enforcement Officer *formerly Enforcement Officer* are required to perform diving duties for carrying out monitoring of the marine biota. In the context of this Report, request has been made for the payment of a diving allowance. After analysis, we consider that an appropriate allowance should be paid to the officers concerned and are recommending accordingly.

## Recommendation 5

7.1.18 We recommend that the Head, Environment *formerly Officer in Charge, Environment*, Environment Officers, Technical Officers (Environment) and Environment Enforcement Officers *formerly Enforcement Officers*, should be paid a diving allowance of Rs 660 per dive, subject to a maximum of Rs 5280 a month.

## SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	<b>ENVIRONMENT DIVISION</b>
02 000 100	Rs 101000 Departmental Head
02 058 081	Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Administrative Officer
19 069 085	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Head, Environment <i>formerly Officer in Charge, Environment</i>
19 055 081	Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Environment Officer
19 044 072	Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Technical Officer (Environment)

Salary Code	Salary Scale and Grade
19 034 065	<p><b>Rs 16075 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 34350</b></p> <p>Environment Enforcement Officer <i>formerly Enforcement Officer</i></p>
24 036 056	<p><b>Rs 16725 x 325 – 17700 x 375 – 19575 QB 20050 x 475 – 21950 x 625 – 23200 x 775 –27075</b></p> <p>Senior Field Supervisor</p>
26 029 062	<p><b>Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725</b></p> <p>Assistant Inspector of Works</p>
08 027 060	<p><b>Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175</b></p> <p>Clerical Officer/Higher Clerical Officer (Personal)</p>
08 026 059	<p><b>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</b></p> <p>Word Processing Operator</p>
25 023 052	<p><b>Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23975</b></p> <p>Carpenter Mason</p>
24 027 051	<p><b>Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200</b></p> <p>Field Supervisor</p>
24 022 051	<p><b>Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200</b></p> <p>Driver</p>
21 019 046	<p><b>Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20525</b></p> <p>Storekeeper (Rodrigues)</p>

Salary Code	Salary Scale and Grade
24 019 048	<p><b>Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475</b></p> <p>Office Care Attendant/Senior Office Care Attendant <i>formerly Office Caretaker</i></p>
24 018 044	<p><b>Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575</b></p> <p>Security Guard</p>
24 015 041	<p><b>Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450</b></p> <p>Handy Worker</p>
24 015 040	<p><b>Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18075</b></p> <p>Lorry Loader Sanitary Attendant</p>
24 001 038	<p><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></p> <p>General Worker</p>

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## **7.2 Forestry Services**

- 7.2.1 The Forestry Services is responsible for the proper administration and management of all forest lands, 'pas geometriques', mountains, rivers, reserves and offshore islets. It envisions to create a modern forest services under the RRA achieving excellence in responsibilities and to involve the population directly in the conservation and preservation of forest biodiversity through Community Forestry and Village Nurseries.
- 7.2.2 In pursuance of its mission, the Forestry Services aim, among others, to manage forest resources and forest land on a sustainable basis; elaborate a long term strategy for conservation of biodiversity; encourage and adopt appropriate land use practices and planting of tree species; and promote forest research in collaboration with other organisations.
- 7.2.3 Officers of the Forest Conservation and Enforcement Officer cadre provide assistance to the Head, Forestry, who is responsible for the day-to-day administration. We consider the five-level structure to be appropriate and same is being maintained.
- 7.2.4 However, in light of representations received, we are reviewing the qualification requirements of the grade of Head, Forestry so as to facilitate the career progression of able and experienced officers in the technical cadre and creating a professional grade of Scientific Officer (Forestry and Conservation). We are also making possession of a diploma in Forestry a requirement for appointment to the grade of Principal Forest Conservation and Enforcement Officer.

### **Forest Conservation and Enforcement Officer Cadre**

- 7.2.5 Prior to the 2013 EOAC Report, the grade of Head, Forestry, *formerly Officer in Charge, Forestry*, was promotional for the Chief Forest Conservation and Enforcement Officer *formerly Forest Ranger*.
- 7.2.6 The 2013 EOAC Report recommended that appointment to the grade of Head, Forestry be made by selection from among candidates possessing a degree in Biotechnology or Botany or Plant Science or any forest related discipline and having sound knowledge of forest-related laws and regulations as well as good communication, interpersonal and leadership skills.
- 7.2.7 Both Management and Staff Associations have represented that this change in qualification requirements is causing much frustration among the technical staff as the top position to which they could aspire previously is no longer open to them. Moreover, the present mode of recruitment lacks the vital element of experience, which is sine qua non for a position of that level.
- 7.2.8 Further to the grievances expressed, the Bureau has carried out an in-depth examination of the Forest Conservation and Enforcement Officer cadre, and further to its findings, the following observations are being made:
- (i) the duties and responsibilities devolving upon the cadre are primarily of a technical nature, where conservation and enforcement duties are prevalent;

- (ii) the requirement of a degree at the level of the Head, Forestry is not a necessity based on its duties and responsibilities, whereas experience acquired since grassroots level, coupled with enhanced competencies and new skills are primordial to move up the rungs in the hierarchy;
- (iii) in view of the emerging challenges in the Forestry Sector triggered by environmental changes, there is need for officers to upgrade their knowledge and skills so as to cope with these changes;
- (iv) the number of levels in this cadre is adequate to enable the Rodrigues Regional Assembly to deliver on its mandate; and
- (v) with rapid changes in the landscape, there is need for a professional grade in the field of forestry and conservation to carry out a new and higher set of duties.

7.2.9 Against this backdrop, the Bureau is making appropriate recommendations to address these issues.

### **Scientific Officer (Forestry and Conservation) (New Grade)**

#### **Recommendation 1**

**7.2.10 We recommend the creation of the grade of Scientific Officer (Forestry and Conservation). Appointment thereto should be made by selection from among candidates possessing a Degree in either Forestry or Conservation or Botany or Ecology from a recognised institution or an equivalent qualification.**

7.2.11 Incumbents would be responsible for the implementation of the forestry programme including nursery operations and forest produce exploitation; and would be required, *inter alia*, for: conducting research and experimental work on fauna and/or flora and their conservation; carry out forest engineering and environmental protection works; prepare scientific reports; disseminate conservation information; and create conservation awareness among students and the public at large.

### **Head Forestry**

#### **Recommendation 2**

**7.2.12 We recommend that the qualification requirements of the grade of Head, Forestry be reviewed such that appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Chief Forest Conservation and Enforcement Officer who reckon at least two years' service in a substantive capacity in the grade and who possess sound knowledge of forest related laws and regulations; and good communication, interpersonal and leadership skills.**

### **Principal Forest Conservation and Enforcement Officer**

7.2.13 At present, appointment to the grade of Principal Forest Conservation and Enforcement Officer is made by promotion, on the basis of experience and merit, of officers in the grade of Senior Forest Conservation and Enforcement Officer

7.2.14 Representations have been made to the effect that appropriate training should be provided to officers of the Forest Conservation and Enforcement Officer cadre in view of upgrading their skills and knowledge so as to keep pace with changes in the landscape.

7.2.15 The Bureau views that there is merit in the case but that it may not be appropriate to require higher qualifications at entry level. We consider that it would be more appropriate to require a Diploma in Forestry for appointment to the grade of Principal Forest Conservation and Enforcement Officer, based on the nature and level of duties of the latter. We are, in the same vein, providing for Senior Forest Conservation and Enforcement Officer to be sponsored to follow the said diploma course. We are making appropriate recommendations to that end.

### **Recommendation 3**

**7.2.16 We recommend that:**

- (i) as from year 2018, appointment to the grade of Principal Forest Conservation and Enforcement Officer should be made by promotion, on the basis of experience and merit, of officers in the grade of Senior Forest Conservation and Enforcement Officer possessing a Diploma in Forestry and reckoning at least four years' service in a substantive capacity in the grade;**
- (ii) Management should make necessary arrangements with a recognised institution for the mounting of the diploma course in Forestry and sponsor officers of the Forest Conservation and Enforcement cadre to follow the said diploma course;**
- (iii) officers in the grades of Forest Conservation and Enforcement Officer and Senior Forest Conservation and Enforcement Officer possessing a diploma in Forestry and who have drawn their top salary for a year should be allowed to move incrementally in the master salary scale by two increments, provided that they:
  - (a) have been efficient and effective in their performance during the preceding year; and**
  - (b) are not under report; and****
- (iv) officers in the grade of Principal Forest Conservation and Enforcement Officer possessing a Diploma in Forestry should proceed beyond the Qualification Bar (QB) inserted in their salary scale.**

### **All-Inclusive Allowance to employees staying overnight on islets**

7.2.17 At present, employees who are required to work and stay overnight on offshore islets are paid a daily all-inclusive allowance of Rs 795 inclusive of meal allowance. We are maintaining the present provision and revising the quantum.

### **Recommendation 4**

**7.2.18 We recommend that a daily all-inclusive allowance including meal allowance of Rs 850 be paid to employees who are required to work and stay overnight on offshore islets.**

## Rent Allowance

### Recommendation 5

7.2.19 We recommend that eligible officers of the Forestry Services not occupying government quarters be paid Rent Allowance as follows:

Grade	Amount (Rs)
Forest Conservation and Enforcement Officer	645
Senior Forest Conservation and Enforcement Officer	695
Principal Forest Conservation and Enforcement Officer	895
Chief Forest Conservation and Enforcement Officer	985
Head, Forestry	1010

## Walking Allowance

7.2.20 In Mauritius, officers in the Forest Conservation and Enforcement Officer cadre are paid a monthly walking allowance to carry out extensive field duties in Nature Reserves, Mountain Reserves, River Reserves, Forest Plantations and other areas of the forest which cannot be acceded to, except on foot. Management of the RRA has requested to extend the same provision to their counterparts in Rodrigues. We are agreeable to the proposal and are recommending accordingly.

### Recommendation 6

7.2.21 We recommend the payment of a Walking Allowance of Rs 275 monthly to officers of the Forest Conservation and Enforcement Officer cadre.

## SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	<b>FORESTRY SERVICES</b>
19 055 081	Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Scientific Officer (Forestry and Conservation) (New Grade)
19 062 080	Rs 31725 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 54825 Head, Forestry

Salary Code	Salary Scale and Grade
19 057 074	<p><b>Rs 27850 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375</b></p> <p>Chief Forest Conservation and Enforcement Officer</p>
19 050 069	<p><b>Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 QB 38350</b></p> <p>Principal Forest Conservation and Enforcement Officer</p>
19 043 063	<p><b>Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500</b></p> <p>Senior Forest Conservation and Enforcement Officer</p>
19 027 060	<p><b>Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175</b></p> <p>Forest Conservation and Enforcement Officer</p>
19 044 072	<p><b>Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325</b></p> <p>Technical Officer (Forestry)</p>
08 027 060	<p><b>Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175</b></p> <p>Clerical Officer/Higher Clerical Officer (Personal)</p>
24 023 052	<p><b>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</b></p> <p>Driver (Roster)</p>
24 036 052	<p><b>Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975</b></p> <p>Head Gardener/Nursery Attendant</p>
24 027 051	<p><b>Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200</b></p> <p>Field Supervisor</p>
24 022 051	<p><b>Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200</b></p> <p>Driver</p>

Salary Code	Salary Scale and Grade
21 019 046	<b>Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20525</b> Storekeeper (Rodrigues)
13 019 045	<b>Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050</b> Boatman
24 019 045	<b>Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050</b> Gardener/Nursery Attendant Office Care Attendant/Senior Office Care Attendant <i>formerly Office Caretaker</i> Woodcutter
24 018 044	<b>Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575</b> Security Guard
24 015 041	<b>Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450</b> Handy Worker
24 015 040	<b>Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18075</b> Lorry Loader
24 001 038	<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

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## **7.3 Fisheries**

7.3.1 The activities of the Fisheries Division are organised under two distinct arms namely the Fisheries Protection Service (FPS) and the Fisheries Research and Training Unit (FRTU). The FPS is mainly concerned with enforcement duties whilst the FRTU is involved in research work and devisions of new techniques.

### **Fisheries Protection Service**

7.3.2 The FPS envisions to certify quality service to the public with special regards to fishermen and making the lagoon a place to earn a decent living for the people of the sea. Its overall mission is to ensure effective control and surveillance over the lagoon fisheries and marine resources and the marine ecosystem and delivering timely office services to each customer.

7.3.3 In pursuance of its mission, the Division has as objects, *inter alia*, to: reduce illegal, unreported and unregulated fishing practices in accordance with Fisheries Laws and Regulations; reduce response time as regard to intervention on the ground; plan and ensure a proper management of the Fisheries Protection Service in Rodrigues, including monitoring of fishers; and maintain timely services to the members of the public with regard to office procedures.

7.3.4 The main services provided are registration of fishers; issue of licence to fishmongers; registration of new boat; renewal of large net licence; prosecute cases before Court; effect patrols on land and at sea to detect and prevent illegal fishing activities; monitoring of fish prices and fishmongers; and prepare cases for fishermen disappeared at sea for compensation with the Fishermen Welfare Fund.

### **Fisheries Research and Training Unit**

7.3.5 The Fisheries Research and Training Unit (FRTU) aims for a better management of sustainable development and exploitation of the fisheries and marine resources and its mission is to empower fishermen for the proper development of the fisheries sector; enhancing awareness of fishermen and the public towards the conservation of marine environment and its resources; provision of relevant information for helping policy making in decision making; and conduct research work for proper implementation of fisheries projects.

7.3.6 The main functions of the FRTU are to conduct research work within the fisheries sector both within the lagoon and off-lagoon and to bring a new approach to traditional fishing through the development of new fishing techniques, introduction of aquaculture techniques, management of fisheries resources and its environment, and sensitise and encourage fishermen to exploit off-lagoon fish stock.

7.3.7 The FPS comprises officers of the Fisheries Protection Officer cadre, which is a five-level structure, headed by the Controller, Fisheries Protection Service. On the other hand, the FRTU consists of technical and professional grades.

- 7.3.8 In the context of this Report, both Management and Union have submitted that with the expansion and growth of the fisheries sector in Rodrigues and in line with Government's vision for a Blue Economy, there is strong need to strengthen the existing structure prevailing at the Fisheries Protection Service. In this perspective, request has been made for the creation of a grade of Deputy Controller, Fisheries Protection Service, to assist the Controller in the functions of his duties.
- 7.3.9 Whilst examining the representations, the Bureau has taken into account the importance of the Ocean Economy in terms of its contribution to economic growth. We are agreeable to consolidate the structure and are bringing a few changes to the qualification requirements of the grade of Head, Fisheries in view of making employees of the Fisheries Division eligible to apply for the post, thereby providing an enhanced career path to serving officers. In addition, we are reviewing the qualification requirements of the grade of Principal Fisheries Protection Officer and introducing the payment of new allowances to officers of the Fisheries Division while maintaining existing ones.

### **Fisheries Protection Officer Cadre**

- 7.3.10 At present, the Fisheries Protection Service comprises the five-level Fisheries Protection Officer cadre, with the Controller, Fisheries Protection Service at the apex. Both Management and unions have apprised the Bureau that there is a strong operational need for a level of Deputy Controller, FPS to assist the Controller, FPS. The Bureau is agreeable to the proposal, whilst considering the evolution and future developments in the Fisheries Sector of the RRA.

### **Deputy Controller, Fisheries Protection Service (New Grade)**

#### **Recommendation 1**

- 7.3.11 **We recommend the creation of the grade of Deputy Controller, Fisheries Protection Service. Appointment thereto should be made by promotion, on the basis of experience, of officers in the grade of Assistant Controller, Fisheries Protection Service who reckon at least two years' service in a substantive capacity in the grade and possess training abilities.**
- 7.3.12 Incumbent would be called upon, *inter alia*, to: deputise for the Controller, Fisheries Protection Service as and when required; assist the Controller, Fisheries Protection Service; monitor cases submitted for prosecution; monitor data collection in connection with marine conservation programmes; and organise and implement appropriate training courses for the staff of the Fisheries Protection Service.

### **Controller, Fisheries Protection Service**

- 7.3.13 At present, appointment to the grade of Controller, Fisheries Protection Service is made by promotion, on the basis of experience and merit, of an officer in the grade of Assistant Controller, Fisheries Protection Service (Rodrigues) reckoning at least two years' service in a substantive capacity in the grade. With the creation of the grade of Deputy Controller, Fisheries Protection Service, there is need to bring consequential amendments to the mode of appointment to the grade of Controller, Fisheries Protection Service. We are recommending along these lines.

## **Recommendation 2**

**7.3.14 We recommend that, in future, appointment to the grade of Controller, Fisheries Protection Service be made by promotion, on the basis of experience and merit, of officers in the grade of Deputy Controller, Fisheries Protection Service holding a substantive appointment in the grade and possessing sound knowledge of Fisheries laws and regulations.**

### **Principal Fisheries Protection Officer**

7.3.15 At present, appointment to the grade of Principal Fisheries Protection Officer is made by promotion, on the basis of experience and merit, of officers in the grade of Senior Fisheries Protection Officer who reckon at least four years' service in a substantive capacity in the grade.

7.3.16 Taking into consideration the critical role of the Fisheries Division in the protection and conservation of fisheries and marine resources, coupled with the new challenges in this sector and in line with what is obtainable in the Civil Service, we consider that officers should be required to possess higher qualifications. In so doing, the Division would be equipped with a larger pool of qualified personnel, and thereby contributing towards an improved service delivery. In view thereof, we are making appropriate recommendations.

## **Recommendation 3**

**7.3.17 We recommend that:**

- (i) as from year 2018, appointment to the grade of Principal Fisheries Protection Officer should be made by promotion, on the basis of experience and merit, of officers in the grade of Senior Fisheries Protection Officer possessing a Diploma in Fisheries Science and reckoning at least four years' service in a substantive capacity in the grade;**
- (ii) Management should make necessary arrangements with a recognised institution for the mounting of the diploma course in Fisheries Science and consequently sponsor officers of the Fisheries Protection Officer cadre to follow the said diploma course;**
- (iii) officers in the grades of Fisheries Protection Officer and Senior Fisheries Protection Officer possessing a Diploma in Fisheries Science and who have drawn their top salary for a year should be allowed to move incrementally in the master salary scale by two increments provided that they:**
  - (a) have been efficient and effective in their performance during the preceding year; and**
  - (b) are not under report; and**
- (iv) officers in the grade of Principal Fisheries Protection Officer possessing a Diploma in Fisheries Science should proceed beyond the Qualification Bar (QB) inserted in their salary scale.**

## **Head, Fisheries**

- 7.3.18 The grade of Head, Fisheries was created in the 2013 EOAC Report, whereby the recommended mode of appointment is by selection from candidates possessing a degree in Fisheries or Marine Biology or Marine Science and a Master's degree in the relevant field or an equivalent qualification and who possess managerial skills.
- 7.3.19 It has been submitted that for a position of that level, incumbent should at least be acquainted with the duties being carried out at the Fisheries Division and should therefore reckon a certain number of years of relevant experience. We consider that there is some justification in the representation made, the more so incumbent would be responsible for the overall management of the Fisheries Division and would be involved in the formulation and implementation of the fisheries policy.
- 7.3.20 The Bureau thus considers that the grade should be filled from serving officers of the Fisheries Division possessing the relevant qualifications and experience. We are making an appropriate recommendation to that end.

## **Recommendation 4**

- 7.3.21 We recommend that appointment to the grade of Head, Fisheries be made by selection from among serving officers of the Fisheries Protection Officer cadre, Scientific Officer (Fisheries) and Technical Officer (Fisheries), who possess a Degree in Fisheries Science or Marine Biology or Marine Science from a recognised institution or an equivalent qualification and reckon an aggregate of at least eight years' service in a substantive capacity in their cadre or grade.**

## **Sea-Going Allowance**

- 7.3.22 Management has made submissions that in view of the need for the regular maintenance of Fish Aggregating Devices (FAD) and the importance of experimental work, scientific/technical staff as well as officers of the Fisheries Protection cadre are often required to go out at sea for short periods. We are, therefore, recommending for the payment of an appropriate sea-going allowance to these officers, in line with what obtains in the Civil Service.

## **Recommendation 5**

- 7.3.23 We recommend that scientific/technical staff and officers of the Fisheries Protection cadre who are required to go at sea for placing, maintenance and monitoring of Fish Aggregating Devices (FADS); for research work; training of those fishermen working in the Aquaculture Division, Marine Conservation Centre, Import/Export Quarantine Clearance Unit and Licensing Unit; and for afloat patrol and surveillance should be paid a Sea-Going Allowance as follows:-**
- (i) one day's pay for working in the open sea for four hours up to 12 hours on working days;**
  - (ii) one and a half day's pay for working beyond 12 hours, including Saturdays, up to 24 hours.**

- (iii) **one day's pay and one day off for working four to 12 hours on public holidays and Sundays.**

#### **In-Attendance Allowance**

7.3.24 Scientific Officers (Fisheries) are often required to work outside normal working hours during weekdays, weekends and public holidays to attend to emergency cases. We are, therefore, recommending for an appropriate compensation to be paid to these officers.

#### **Recommendation 6**

**7.3.25 We recommend that Scientific Officers (Fisheries) who effectively work outside normal working hours in emergency cases, should be paid an In-Attendance Allowance of Rs 125 per hour.**

#### **Diving Allowance**

7.3.26 Officers of the Fisheries Division are required to perform diving duties for carrying out observation and data collection underwater. In this context, representation has been made for the payment of a diving allowance, in line with what obtains in the Civil Service. The Bureau views that diving constitutes an additional competency that is essential for incumbents to perform more effectively for a better delivery of service and for which they may be compensated. We are, therefore, recommending for the payment of an appropriate allowance to these officers.

#### **Recommendation 7**

**7.3.27 We recommend that a diving allowance of Rs 660 per dive, subject to a maximum of Rs 5280 a month be paid to officers of the Fisheries Division.**

#### **Allowance to General Workers**

7.3.28 At present, General Workers performing certain duties normally befalling Fisheries Protection Officers, are paid an *ad hoc* allowance. We are maintaining this provision until such time there is enough Fisheries Protection Officers to perform the set of duties.

#### **Recommendation 8**

**7.3.29 We recommend that an *adhoc* allowance of Rs 900 monthly be paid to the General Workers for performing certain duties befalling on Fisheries Protection Officers.**

#### **Allowance to officers posted in Flying Squad**

7.3.30 Officers of the Fisheries Protection cadre posted in the Flying Squad are paid a monthly special duty allowance equivalent to one and a half increments at the initial of their respective salary scale for effecting surprise visits inland as well as at sea to track contraveners of the Fisheries Act. **We are maintaining the present arrangement.**

## Rent Allowance

### Recommendation 9

7.3.31 We recommend that eligible officers of the Fisheries Protection Service not occupying Government quarters be paid rent allowances as follows:

Grades	Amount (Rs)
Fisheries Protection Officer	645
Senior Fisheries Protection Officer	700
Principal Fisheries Protection Officer	895
Assistant Controller, Fisheries Protection Service	985
Deputy Controller, Fisheries Protection Service (New Grade)	1010
Controller, Fisheries Protection Service	1065

### Sensitisation Fee

7.3.32 At present, officers of the Fisheries Protection Service who hold sessions of 1¼ to 1½ hours of sensitisation programmes after normal working hours in respect of fishing activity to fishers and the community at large, are paid a monthly fee. We are maintaining this provision.

### Recommendation 10

7.3.33 We recommend the continued payment of Rs 250 monthly to officers who effectively hold sensitisation programmes of a minimum of 1¼ to 1½ hours duration after their normal working hours.

## SALARY SCHEDULE

Salary Code	Salary Scale and Grade
19 072 081	<p style="text-align: center;"><b>FISHERIES</b></p> <p>Rs 42325 x 1525 – 49950 x 1625 – 56450 Head, Fisheries</p>
19 069 078	<p style="text-align: center;"><b>FISHERIES PROTECTION SERVICE</b></p> <p>Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 51575 Controller, Fisheries Protection Service</p>

Salary Code	Salary Scale and Grade
19 064 076	<b>Rs 33425 x 925 – 37125 x 1225 – 40800 x 1525 – 48425</b> Deputy Controller, Fisheries Protection Service (New Grade)
19 057 074	<b>Rs 27850 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375</b> Assistant Controller, Fisheries Protection Service
19 050 069	<b>Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 QB 38350</b> Principal Fisheries Protection Officer
19 043 063	<b>Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 32500</b> Senior Fisheries Protection Officer
19 027 060	<b>Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175</b> Fisheries Protection Officer
<b>FISHERIES RESEARCH AND TRAINING UNIT</b>	
19 055 081	<b>Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450</b> Scientific Officer (Fisheries)
19 044 072	<b>Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325</b> Technical Officer (Fisheries)
06 033 064	<b>Rs 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 33425</b> Training Instructor, Fisheries
08 027 060	<b>Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175</b> Clerical Officer/Higher Clerical Officer (Personal)

Salary Code	Salary Scale and Grade
13 035 056	<b>Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075</b> Motorman/Engine Driver Second-Hand Fishing (Limited)
25 023 052	<b>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</b> Carpenter (Marine) Motor Diesel Mechanic Outboard Motor Mechanic
13 019 045	<b>Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050</b> Boatman
24 019 048	<b>Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475</b> Office Care Attendant/Senior Office Care Attendant <i>formerly Office Caretaker</i>
24 018 044	<b>Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575</b> Security Guard
24 023 052	<b>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</b> Driver (Roster)
24 021 051	<b>Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200</b> Driver
24 001 038	<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

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## **7.4 Marine Parks**

- 7.4.1 The Rodrigues Regional Assembly envisions the South East Marine Protected Area (SEMPA) to be a model of sustainable and collaborative coastal and marine biodiversity management resulting in a prosperous local economy and good quality of life. Its overall mission is to ensure proper and effective management of marine protected areas for the betterment of the marine ecosystem for the welfare of the fishermen community.
- 7.4.2 The main objectives of the SEMPA are, among others, the sensitisation and awareness raising of the community on Marine Protected Area (MPA) issues; implementation of the Management Plan for sustainable use of lagoon resources through community participation; promote exchange between MPAs of the region; and restoration of lagoon for effective management of fisheries and marine resources.
- 7.4.3 The department has been reinforced with the creation of the grade of Project Manager (Fisheries and Marine Parks) and support services are provided by officers in the general services cadre.
- 7.4.4 The Bureau is maintaining the present structure which is considered as appropriate.

### **REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
	<b>MARINE PARKS</b>
<b>19 055 081</b>	<b>Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450</b> Project Manager (Fisheries and Marine Parks)
<b>08 02 060</b>	<b>Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175</b> Clerical Officer/Higher Clerical Officer (Personal)
<b>24 020 046</b>	<b>Rs 12230 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20525</b> Operator Pumping Station (Roster)
<b>24 018 044</b>	<b>Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575</b> Security Guard
<b>24 001 038</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

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## **7.5 Tourism Division**

- 7.5.1 The Tourism Division envisions to make Rodrigues one of the best eco-tourism island destinations in the Indian Ocean. Its mission is to build the tourism sector into a key engine of economic development for the Island.
- 7.5.2 The main objectives of the Tourism Division are, *inter alia*, to increase the visibility and attractiveness of Rodrigues as a tourist destination; develop a specific brand for the promotion and marketing of Rodrigues as “île Ecologique”; diversify marketing activities in collaboration with the Mauritius Tourism Promotion Authority, Office du Tourisme and other private partners to develop the market segments; provide support and training to local operators to produce services in line with the RRA (Tourism Regulation) 2007; and promote the development of diverse tourism products such as cultural tourism based/eco-tourism activities.
- 7.5.3 The Division has at its apex the Head, Tourism who is supported by officers at various levels in the grades of Tourism Promotion Officer, Tourism Planner, Tourism Enforcement Officer, Leisure Officer and Tourism Information Officer.
- 7.5.4 The present organisational structure is appropriate for the Tourism Division to deliver its mandate efficiently and effectively. We are, therefore, maintaining the present structure.

### **Leisure Officer**

- 7.5.5 In our last Report, a Qualification Bar (QB) was inserted in the salary scale of the grade of Leisure Officer. **Incumbent should possess a Diploma in the field of Leisure or Diploma in Management with specialisation in Leisure from a recognised institution or an equivalent qualification to proceed incrementally beyond the QB in the salary scale recommended for the grade.**

### **SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
<b>TOURISM DIVISION</b>	
<b>10 075 089</b>	<b>Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450</b> Head, Tourism <i>formerly Officer-in-Charge, Tourism</i>
<b>10 069 085</b>	<b>Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950</b> Tourism Promotion Officer

Salary Code	Salary Scale and Grade
10 054 081	<p><b>Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450</b></p> <p>Tourism Planner</p>
18 044 071	<p><b>Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800</b></p> <p>Tourism Enforcement Officer</p>
23 032 070	<p><b>Rs 15450 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 QB 38350 x 1225 – 39575</b></p> <p>Leisure Officer</p>
10 028 063	<p><b>Rs 14325 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500</b></p> <p>Tourism Information Officer</p>
08 027 060	<p><b>Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175</b></p> <p>Clerical Officer/Higher Clerical Officer (Personal)</p>
24 036 052	<p><b>Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975</b></p> <p>Head Office Care Attendant <i>formerly Senior/Head Office Caretaker</i></p>
24 019 048	<p><b>Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475</b></p> <p>Office Care Attendant/Senior Office Care Attendant <i>formerly Office Caretaker</i></p>

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