

COMMISSION FOR HEALTH AND SPORTS

- 6.0.1. The Commission for Health and Sports has the responsibility for Medical Services, Public Health and Sanitation Services, and Sports and comprises the Medical and Health Division and the Sports Division.
- 6.0.2. Its overall mission and objective is to provide high quality and timely health services along with promoting the development of sports through mass participation in sports for a healthy and educated population.
- 6.0.3. In pursuance of its mission, the Commission aims, among others, to: have a healthy population and ensure that the latter benefits from high quality care and treatment as well as technological and medical innovations; promote the development of physical and moral qualities which is the backbone of sports; and provide adequate decent and practicable infrastructure for the practice of sports in Rodrigues.

6.1 Medical and Health (Administration)

- 6.1.1 With a view to having a healthy Rodriguan population with an improved quality of life, the health services are provided by the main Hospital, Area Health Centres and Community Health Centres. Given the non-availability of professionals in medical fields, the medical professionals from the Ministry of Health & Quality of Life are called upon to serve on a tour of service in Rodrigues and they are assisted by paramedical and support officers of the Commission.
- 6.1.2 The Island Chief Executive has requested that this arrangement be maintained until RRA recruits its own medical personnel.

Health Director

- 6.1.3 Presently, an allowance of Rs 15000 is paid to the Health Director for shouldering additional duties. This allowance is taken into account when computing the disturbance allowance.

Recommendation 1

- 6.1.4 **We recommend the continued payment of an allowance of Rs 15000 to the Health Director and this allowance should be taken into account when computing the disturbance allowance. We further recommend that this allowance should be personal to the present holder of the post.**

Allowance to Doctors in Rodrigues

- 6.1.5 Doctors posted in Rodrigues are paid an allowance of Rs 165 per case for certifying the cause of death "à domicile".

Recommendation 2

- 6.1.6 **We recommend the payment of an allowance of Rs 180 per case to doctors in Rodrigues for certifying the cause of death 'à domicile'.**

Allowance to Dental Surgeon/Senior Dental Surgeons in Rodrigues

6.1.7 When attending cases after normal working hours in the absence of Specialists (Dental Services), Dental Surgeon/Senior Dental Surgeons posted in Rodrigues are presently paid an allowance of Rs 600 per hour inclusive of travelling time.

Recommendation 3

6.1.8 **We recommend that, when attending cases after normal hours in the absence of a Specialist (Dental Services), Dental Surgeon/Senior Dental Surgeon in Rodrigues should be compensated at the normal hourly rate at the salary point reached in the salary scale, inclusive of travelling time, for every additional hour put in.**

Post Mortem/Autopsy Examination

Recommendation 4

6.1.9 **We recommend that the allowance paid to doctors in Rodrigues for post mortem/autopsy examination be revised to Rs 300 per case.**

Inducement Allowance

6.1.10 Specialist/Senior Specialists posted on a tour of service in Rodrigues are paid an inducement allowance of 50% of monthly salary in lieu of the disturbance allowance.

6.1.11 The payment of this inducement allowance is made on a pro-rata basis to those Specialist/Senior Specialists who are posted for a short duration in Rodrigues and who are accommodated in fully furnished rent-free quarters/houses. It is not payable to those Specialist/Senior Specialists who are provided with board and lodging in hotels for the short duration of their tour.

6.1.12 Given that the present arrangement is giving satisfaction, we are maintaining it.

Recommendation 5

6.1.13 **We recommend the:**

- (i) payment of an inducement allowance of 50% of monthly salary to certain categories of professionals in scarce supply posted on a tour of service in Rodrigues, subject to the approval of the MCSAR.**
- (ii) payment of the inducement allowance of 50% of monthly salary on a pro-rata basis to those Specialists/Senior Specialists posted for a short duration in Rodrigues and who are accommodated in fully furnished rent- free quarters; and**
- (i) that the inducement allowance should not be payable to officers who for one reason or another continue to be provided with board and lodging in hotels.**

Specialised Nurse

Recommendation 6

6.1.14 We recommend that a Nursing Officer who has been assigned the duties of Specialised Nurse be paid an allowance equivalent to three increments at the point reached in the master salary scale.

Bank Schemes

6.1.15 In view of the rising demand for health services coupled with a shortage of staff, the bank schemes will continue to operate at a revised quantum.

Recommendation 7

6.1.16 We recommend the payment of an all-inclusive allowance of:

- (i) Rs 735 per session of four hours for day duty and Rs 840 per session of four hours for night duty to serving Nursing Officers, Charge Nurses, Ward Managers, Midwives, Nursing Supervisors and Nursing Administrators employed on sessional basis under the Bank Nurse.**
- (ii) Rs 505 per session of four hours for day duty and Rs 580 per session of four hours for night duty to Health Care Assistant/Senior Health Care Assistants (General) *formerly Health Care Assistants (General)* employed on sessional basis in Government Health Institutions.**
- (iii) Rs 735 per day session of four hours and Rs 840 per night session of four hours to Midwives, Senior Midwives and Principal Midwives employed on sessional basis under the Bank Midwife Scheme.**

6.1.17 We additionally recommend that the allowances under the Bank Schemes, should be paid on a *pro-rata* basis whenever the officer is required to work for more or for less than the specified number of hours.

Allowance to Nursing Officers attending Prison on a daily basis

6.1.18 Nursing Officers who are required to attend Rodrigues Prison during their days off to dispense medication to detainees are paid an all-inclusive allowance of Rs 700 daily. The allowance includes the element of risk and travelling as well.

Recommendation 8

6.1.19 We recommend that Nursing Officers who are required to attend the Rodrigues Prison during their days off to dispense medication to detainees be paid an all-inclusive allowance of Rs 735 per session of four hours.

6.1.20 We additionally recommend that the allowances should be paid on a pro-rata basis whenever the officer is required to work for more or for less than the specified number of hours.

Retention Allowance

- 6.1.21 Up to now, the retention plan whereby Nursing Officers who have completed their bonded periods as well as Charge Nurses, Ward Managers, Nursing Supervisors, Nursing Administrators and Public Health Nursing Officers are eligible to a monthly retention allowance equivalent to two increments at the point they have reached in their salary scales has proved to be effective in reducing the attrition of the nursing personnel.
- 6.1.22 We have also observed that the market situation/condition has improved and there are many qualified people who are available to work in the health sector.
- 6.1.23 However, we are maintaining the payment of Retention Allowance to eligible officers in post as at 31 December 2015 up to 31 December 2016.

Recommendation 9

6.1.24 We recommend that:

- (i) that Nursing Officers who have successfully completed the bonded period as well as Charge Nurses, Ward Managers, Nursing Supervisors, Nursing Administrators and Public Health Nursing Officers should continue, up to 31 December 2016, to be eligible to a monthly retention allowance equivalent to two additional increments at the point they have reached in the master salary scale, subject to satisfactory performance and upon recommendation of the Responsible/Supervising Officer.**
- (ii) an officer who leaves the service prior to the age at which he may retire without the approval of the appropriate Service Commission (Table II at Chapter 15 of Volume 1) should refund the totality of the Retention Allowance paid to him. However, an officer who retires from the service on reaching the age at which he may retire without the approval of the appropriate Service Commission or thereafter should refund only that part of the retention allowance which he would have earned under this scheme after reaching the age at which he may retire without the approval of the appropriate Service Commission.**

6.1.25 However, the above provision should not apply to officers retiring as per their new compulsory retirement age or on medical ground.

6.1.26 All officers who are eligible for the payment of the Retention Allowance as from 01 January 2016 and have been granted same prior to the publication of this Report should continue to draw the Retention Allowance up to 31 December 2016.

Night Duty Allowance

- 6.1.27 Officers who effectively work on night shift are paid a Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours to 0500 hours including up to a maximum of two hours lying-in period as an incentive.
- 6.1.28 Given that this has proved to be beneficial to the service delivery, the payment of this allowance will continue.

Recommendation 10

- 6.1.29 We recommend that officers in the Nursing Group who effectively work on night shift be paid a Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours including up to a maximum of two hours lying-in period.**
- 6.1.30 We, however, recommend that the Night Duty Allowance be computed exceptionally at the rate of 25% on the basis of eight hours in respect of the present night shift of 13½ hours for officers in the Nursing Officer cadre and officers in the grades of Health Care Assistant/Senior Health Care Assistant (General) *formerly Health Care Assistant (General)*, Senior Midwife, Midwife and Trainee Midwife *formerly Student Midwife*.**

Night Attendance Bonus

- 6.1.31 As an incentive to curb absenteeism at night, a monthly Night Attendance Bonus is payable to Trainee Nurses *formerly Student Nurses*, Nursing Officers, Charge Nurses, Nursing Supervisors, Midwives, Senior Midwives and Health Care Assistant/Senior Health Care Assistant (General) *formerly Health Care Assistant (General)*. Given that this provision has been effective in encouraging officers to perform night shifts during the month, we are maintaining it.

Recommendation 11

6.1.32 We recommend the continued payment of a monthly Night Attendance Bonus, until the next overall Review on Pay and Grading structures and Conditions of Service in the Public Sector, to officers in the undermentioned grades, provided they attend duty on all scheduled night shifts during the month, as shown hereunder:

Grade	Night Attendance Bonus (Rs)
Trainee Nurse <i>formerly Student Nurse</i>	290
Trainee Midwife <i>formerly Student Midwife</i>	290
Nursing Officer:	
Up to 10 years' service	585
Over 10 years' service	730
Charge Nurse:	
Up to 5 years' service	730
Over 5 years' service	875
Nursing Supervisor	1100
Midwife:	
Up to 10 years' service	410
Over 10 years' service	585
Senior Midwife:	
Up to 5 years' service	585
Over 5 years' service	730
Health Care Assistant/Senior Health Care Assistant (General) <i>formerly Health Care Assistant (General):</i>	
Up to 10 years' service	330
Over 10 years' service	475

Refund of Vacation and Casual Leave

Recommendation 12

6.1.33 The recommendation made at paragraphs 23.211 to 23.213 of Volume 2 Part I would also apply to officers of the Nursing Officer cadre at the RRA.

Allowances to Charge Nurses and Nursing Officers for performing duties of ECG Technician

6.1.34 In the absence of ECG Technicians, emergency cases outside normal working hours are attended by Nursing Officers and Charge Nurses against payment of an allowance. Generally ECG Technicians work from 0900 hours to 1600 hours. As this arrangement is proving to be effective, we are maintaining it.

Recommendation 13

6.1.35 **We recommend the payment of an allowance of Rs 145 per night/Sunday/public holiday and Rs 75 for Saturday from 1200 hours to 1800 hours to Charge Nurses and Nursing Officers posted at the Accident and Emergency Department and who are required to perform the duties of ECG Technician at night, on Saturdays, Sundays and public holidays.**

6.1.36 **We also recommend the payment of an allowance of Rs 145 per night/Sunday/public holiday to Charge Nurses, Nursing Officers and Health Care Assistant/Senior Health Care Assistants (General) *formerly Health Care Assistants (General)* posted to Area Health Centres/Community Health Centres, who are required to perform the duties of ECG Technician during the day, on Sundays and public holidays.**

Allowance to Nursing Officers in the Operation Theatre

6.1.37 Nursing Officers posted to the operation theatre who are required to stay up to the completion of the surgeries after normal working hours are paid the Bank Nurse Allowance.

Recommendation 14

6.1.38 **We recommend that the present arrangement be maintained.**

Risk Allowance

Recommendation 15

6.1.39 **We recommend the payment of a risk allowance equivalent to one and a half increments at the initial of their salary scale to officers of the Nursing Officer and Midwifery cadres posted to the pre-natal, labour and post-natal wards.**

6.1.40 **We further recommend the payment of a risk allowance equivalent to one and a half increments at the initial of their salary scale to Health Care Assistant/Senior Health Care Assistants (General) *formerly Health Care Assistants (General)* posted to the pre-natal and post-natal wards.**

Medical Laboratory Services

6.1.41 At present, Medical Laboratory Technologist/Senior Medical Laboratory Technologist are paid allowances for being "On-Call" to provide for coverage during nights, weekends and public holidays according to operational requirements of the Medical Laboratory. The present arrangement being subject to the exigencies of the Medical Laboratory Services, we are, in this Report, maintaining the allowance and reviewing the mode of computation of this coverage allowance.

Recommendation 16

6.1.42 We recommend that pending the implementation of a proper shift system, Medical Laboratory Technologist/Senior Medical Laboratory Technologists in Rodrigues Hospital who are effectively required to work beyond their normal working hours in order to provide a 24-hour service and attend to emergencies during nights, weekends and public holidays be compensated at the normal hourly rate at the salary point reached in their respective salary scales, for every hour put in.

On-Call/In-Attendance Allowance (Radiography)

6.1.43 At present, the Radiography Unit in Rodrigues provides an emergency Radiography (diagnostic) service on an "On-Call" system during nights, weekends and public holidays. Officers in the grades of Medical Imaging Technologist or Senior Medical Imaging Technologist who are called upon to remain "On-Call" after a normal day's work is paid an "On-Call" Allowance and an "In-Attendance" Allowance for attending work during "On-Call". We are maintaining the present arrangement and reviewing the mode of computation of the allowance.

Recommendation 17

6.1.44 We recommend that, pending the implementation of a proper shift system, Medical Imaging Technologists and Senior Medical Imaging Technologists who are effectively required to work beyond their normal working hours in order to provide a 24-hour service and attend to emergencies during nights, weekends and public holidays should be compensated at the normal hourly rate at the salary point reached in their respective salary scales, for every additional hour put in.

Screening Allowance

6.1.45 At present, the Medical Imaging Staff in Rodrigues are paid an allowance of Rs 105 per case for performing screening examinations in the absence of a Radiologist. We are revising this allowance.

Recommendation 18

6.1.46 We recommend that the allowance paid to officers of the Medical Imaging Technologist Cadre for performing screening examinations in the absence of a Radiologist be revised from Rs 105 per case to Rs 115 per case.

Health Records Cadre

Health Records Officer (New Grade)

6.1.47 During the course of consultations in the context of the present Review exercise, the Management of the Ministry of Health and Quality of Life submitted that Senior Health Records Officers have for the last 17 years been proceeding for a one year tour of service to Rodrigues. Due to the restricted number of officers in this grade, officers have proceeded to a second tour of service as from last year and owing to family problems, the officers are reluctant to undertake anew this tour of service.

- 6.1.48 Due to the refusal of officers to be posted to Rodrigues because of family commitments, the Ministry of Health & Quality of Life is encountering much difficulty in having officers to proceed there on a voluntary basis.
- 6.1.49 In view of the above, it has been proposed that since the RRA operates on an autonomous basis, Mauritian officers should not be required to perform tour of service in Rodrigues as from 2020. The RRA should be empowered to recruit the required number of officers in the Health Records cadre. We have also been informed by the staff side of the RRA that the Management is envisaging to provide on-line a certificate course to officers of the Health Records Clerk cadre so that these officers be qualified for appointment to the grade of Health Records Officer.
- 6.1.50 We have analysed the representation holistically and are agreeable to create a grade of Health Records Officer.

Recommendation 19

- 6.1.51 We recommend the creation of the grade of Health Records Officer on the establishment of the Rodrigues Regional Assembly. Appointment, thereto, should be by selection from among serving officers of the Health Records Clerk cadre who possess a Certificate in Health Records Management or Health Information Management from a recognised institution.**
- 6.1.52 Incumbent would be required, among others, to supervise the health records department and provide appropriate coverage of health service points; ensure that health personnel adhere to medical records systems and confidentiality requirements; prepare duty rosters for health records staff; compile and analyse health data and submitting reports; ensure safe custody of patient documentation and related data; effect quality control and clinical coding of all registers kept by the health records department; and dealing with complaints related to medical records services.

Health Records Clerk/Higher Health Records Clerk

- 6.1.53 Prior to the publication of the 2013 PRB Report, the grades of Health Records Clerk and Higher Health Records Clerk existed as two distinct grades at the Health Records Department. However, both grades were subsequently merged and restyled in the 2013 PRB Report, to Health Records Clerk/Higher Health Records Clerk, and the scheme of service has been amended, accordingly.
- 6.1.54 It has been represented that prior to the merger, the Higher Health Records Clerk was recognised by the Health Records Clerk as a senior officer to ensure some supervision, monitoring and control of work. With the merging, the former Higher Health Records Clerk has to cover night duty on a roster system that equally applies to Health Records Clerk/Higher Health Records Clerk. The fact that supervision is not being recognised has bred resentment and frustration among the senior officers.

6.1.55 We have analysed the representation and considering that the merged grades is ineffective and is impeding effective service delivery, we are recommending corrective measures to address the situation, in line with what is being recommended in the Ministry of Health & Quality of Life.

Recommendation 20

6.1.56 We recommend that:

- (i) the grade of Health Records Clerk/Higher Health Records Clerk on the establishment of the Rodrigues Regional Assembly be demerged into two distinct grades of Health Records Clerk and Higher Health Records Clerk;
- (ii) in future appointment to the grade of Higher Health Records Clerk should be by promotion on the basis of experience and merit of officers in the grade of Health Records Clerk reckoning at least five years' service in a substantive capacity in the grade or an aggregate of five years' service in the merged grade of Health Records Clerk/Higher Health Records Clerk and having successfully undergone six months on-the-job training in Health Records Work.
- (iii) the schemes of service be re-amended to segregate the duties and level of responsibilities that would henceforth be devolving upon incumbents in the grades of Health Records Clerk and Higher Health Records Clerk, respectively;
- (iv) officers in the grades of Health Records Clerk and Higher Health Records Clerk *formerly Health Records Clerk/Higher Health Records Clerk* in post as at 01.01.2016 who have already moved in the salary scale of the higher post by virtue of the merger be exceptionally allowed to draw their converted salary point in the Master Salary Scale.

Nutrition Section

Nutritionist/Senior Nutritionist *formerly Nutritionist*

6.1.57 The Bureau has been apprised that with an increase in population, the demand for health services along with nutritional care has kept on increasing. Presently, the only Nutritionist in the Nutrition Section is shouldering higher responsibilities in the absence of a Principal Nutritionist. Both Management and Staff Association have submitted that incumbent should be granted an adhoc allowance for the increased responsibility. The Bureau is of the view that this should be addressed administratively.

6.1.58 Furthermore, with new challenges in the sector and in line with what obtains in the Civil Service, we are also restyling the grade of Nutritionist to Nutritionist/Senior Nutritionist.

Recommendation 21

6.1.59 We recommend that the grade of Nutritionist be restyled Nutritionist/Senior Nutritionist.

Pharmacy Technician Cadre

6.1.60 The EOAC recommended that management considers the advisability of granting loan facilities for the purchase of autocycle/motorcycle to officers of the Pharmacy Technician cadre posted at Queen Elizabeth Hospital in view of the transport difficulties being encountered by incumbents when their shift ends at 2200 hours. **This recommendation is being maintained.**

Health Inspectorate Unit

On Call Allowance/Issue of Cremation Permit

6.1.61 In line with what obtains in the Health Inspectorate Unit at the Ministry of Health & Quality of Life, we are reproducing the following recommendations.

Recommendation 22

6.1.62 We recommend that officers in the grade of Inspectors (Health and Food Safety) providing a service for the issue of cremation permit on Saturdays, Sundays and Public Holidays from noon to 1700 hours be paid the respective allowances as hereunder:

Grade	On-Call Allowance on Saturdays, Sundays and Public Holidays from noon to 1700 hours	Attendance Allowance for the issue of cremation permit inclusive of travelling
Inspector (Health and Food Safety)	Rs 240	Rs 450

6.1.63 We also recommend that Inspectors (Health and Food Safety) who are on duty on Sundays and Public Holidays as from 0900 hours to noon as per an established working programme should be granted time off during the week.

In-Attendance Allowance for officers posted at the Airport and Port

Recommendation 23

6.1.64 We recommend that Inspectors (Health and Food Safety), Senior Inspectors (Health and Food Safety) and Principal Inspectors (Health and Food Safety) be paid an In-Attendance Allowance of Rs 150; Rs 215; and Rs 260 per hour respectively for work performed outside normal working hours on a regular basis at the Airport and Port.

Other Recommendations

Recommendation 24

6.1.65 We recommend that the provision made in the Chapter of Ministry of Health & Quality of Life in Volume 2 Part I of this Report, as reproduced in table hereunder be equally applicable to officers on the establishment of the RRA.

Conditions/Allowances	Paragraph	Recommendation
Diploma in General Nursing	23.136 - 23.138	42
Public Health Nursing Officer	23.140 – 23.141	43
Notional Time	23.147	45
Compensation for work on public holiday falling on Night Shift	23.214	67
X Ray of Dead Bodies	23.286	88
Specific conditions of service for Health Sector	23.338	99

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	MEDICAL AND HEALTH (Administration)
02 000 100	Rs 101000 Departmental Head
09 000 099	Rs 98000 Health Director
09 083 098	Rs 59700 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 95000 Specialist/Senior Specialist
09 074 094	Rs 45375 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 83000 Community Physician

Salary Code	Salary Scale and Grade
09 071 089	Rs 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Medical and Health Officer/Senior Medical and Health Officer
09 070 089	Rs 39575 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Dental Surgeon/Senior Dental Surgeon
09 059 085	Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Pharmacist/Senior Pharmacist
09 069 085	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Nursing Administrator (Female) Nursing Administrator (Male)
19 055 085	Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Nutritionist/Senior Nutritionist <i>formerly Nutritionist</i>
09 063 079	Rs 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 53200 Nursing Supervisor (Female) Nursing Supervisor (Male)
09 058 075	Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 46900 Ward Manager (Female) Ward Manager (Male)
09 052 073	Rs 23975 x 775 – 32500 x 925 – 37125 x 1225 – 40800 QB 42325 x 1525 – 43850 Charge Nurse (Female) Charge Nurse (Male)
09 050 073	Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 QB 42325 x 1525 – 43850 Public Health Nursing Officer

Salary Code	Salary Scale and Grade
09 037 069	Rs 17050 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 QB 37125 x 1225 – 38350 Nursing Officer
09 026 028	Rs 13790 x 260 – 14050 x 275 – 14325 Trainee Nurse <i>formerly Student Nurse</i>
09 052 073	Rs 23975 x 775 – 32500 x 925 – 37125 x 1225 – 40800 QB 42325 x 1525 – 43850 Specialised Nurse
09 054 073	Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850 Principal Midwife
09 047 069	Rs 21000 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350 Senior Midwife (Shift)
09 045 066	Rs 20050 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275 Senior Midwife (Personal)
09 033 064	Rs 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 33425 Midwife
09 042 069	Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 QB 37125 x 1225 – 38350 Blood Bank Officer
09 026 028	Rs 13790 x 260 – 14050 x 275 – 14325 Trainee Midwife <i>formerly Student Midwife</i>
09 065 078	Rs 34350 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 51575 Principal Pharmacy Technician

Salary Code	Salary Scale and Grade
09 060 075	<p>Rs 30175 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 46900</p> <p>Pharmacy Stores Manager</p>
09 052 073	<p>Rs 23975 x 775 – 32500 x 925 – 37125 x 1225 – 40800 QB 42325 x 1525 – 43850</p> <p>Senior Pharmacy Technician</p>
09 036 069	<p>Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 QB 37125 x 1225 – 38350</p> <p>Pharmacy Technician</p>
09 026 028	<p>Rs 13790 x 260 – 14050 x 275 – 14325</p> <p>Trainee Pharmacy Technician <i>formerly Student Pharmacy Technician</i></p>
09 065 081	<p>Rs 34350 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 54825 QB 56450</p> <p>Principal Medical Laboratory Technologist</p>
09 044 076	<p>Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425</p> <p>Medical Laboratory Technologist/Senior Medical Laboratory Technologist</p>
09 028 031	<p>Rs 14325 x 275 – 15150</p> <p>Trainee Medical Laboratory Technologist <i>formerly Student Medical Laboratory Technologist</i></p>
09 048 070	<p>Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575</p> <p>Health Records Officer (New Grade)</p>
18 061 078	<p>Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 51575</p> <p>Principal Inspector (Health and Food Safety)</p>
18 054 074	<p>Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375</p> <p>Senior Inspector (Health and Food Safety)</p>

Salary Code	Salary Scale and Grade
18 044 071	<p>Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800</p> <p>Inspector (Health and Food Safety)</p>
18 027 030	<p>Rs 14050 x 275 – 14875</p> <p>Trainee Inspector (Health and Food Safety) (Personal)</p>
11 054 081	<p>Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450</p> <p>Hospital Administrator</p>
11 056 072	<p>Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325</p> <p>Hospital Administrative Assistant</p>
11 033 067	<p>Rs 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200</p> <p>Head Catering Unit</p>
11 038 063	<p>Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500</p> <p>Executive Officer (Health Services) (Non Shift) Steward</p>
11 030 060	<p>Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175</p> <p>Catering Supervisor</p>
09 026 060	<p>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 – 30175</p> <p>Physiotherapy Assistant</p>
09 058 076	<p>Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375 QB 46900 x 1525 – 48425</p> <p>Senior Medical Imaging Technologist</p>
09 042 071	<p>Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350 QB 39575 x 1225 – 40800</p> <p>Medical Imaging Technologist</p>

Salary Code	Salary Scale and Grade
09 026 028	Rs 13790 x 260 – 14050 x 275 – 14325 Trainee Medical Imaging Technologist <i>formerly Student Medical Imaging Technologist</i>
09 040 062	Rs 18075 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725 Senior Medical Imaging Assistant
09 024 058	Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 28625 Medical Imaging Assistant
22 030 062	Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725 Bio-Medical Engineering Technician
09 029 062	Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725 ECG Technician (Female) ECG Technician (Male)
09 043 062	Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725 Senior Dental Assistant
09 026 060	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 – 30175 Dental Assistant
09 046 067	Rs 20525 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 Senior Health Records Clerk
09 044 065	Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 34350 Higher Health Records Clerk <i>formerly Health Records Clerk/Higher Health Records Clerk</i>
09 030 063	Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 Health Records Clerk <i>formerly Health Records Clerk/Higher Health Records Clerk</i>

Salary Code	Salary Scale and Grade
09 029 063	<p>Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32350</p> <p>Community Health Rehabilitation Officer</p>
09 027 060	<p>Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175</p> <p>Community Health Care Officer</p>
09 028 064	<p>Rs 14325 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 33425</p> <p>Health Care Assistant/Senior Health Care Assistant (General) <i>formerly Health Care Assistant (General)</i></p>
24 023 056	<p>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</p> <p>Health Laboratory Auxiliary <i>formerly Health Laboratory Attendant</i></p>
09 019 056	<p>Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075</p> <p>Linen Health Officer <i>formerly Linen Officer</i></p>
24 030 055	<p>Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 26300</p> <p>Ambulance Driver (Shift)</p>
24 023 052	<p>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</p> <p>Incinerator Operator Mortuary Attendant (Roster)</p>
24 023 051	<p>Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200</p> <p>Senior Attendant (Hospital Services) (Shift)</p>
24 024 050	<p>Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 22575</p> <p>Cook (Roster)</p>

Salary Code	Salary Scale and Grade
24 022 047	<p>Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21000</p> <p>Ambulance Care Attendant (Shift) Attendant (Hospital Services) (Shift)</p>
24 018 044	<p>Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575</p> <p>Laundry Attendant (Roster)</p>
24 015 040	<p>Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18075</p> <p>Sanitary Attendant</p>
OTHERS	
08 050 069	<p>Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350</p> <p>Higher Executive Officer (Rodrigues) (Personal)</p>
08 043 069	<p>Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350</p> <p>Confidential Secretary <i>formerly Confidential Clerk/Senior Confidential Clerk</i></p>
08 027 060	<p>Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175</p> <p>Clerical Officer/Higher Clerical Officer (Personal)</p>
08 026 059	<p>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</p> <p>Word Processing Operator</p>
20 038 063	<p>Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500</p> <p>Statistical Officer <i>formerly Statistical Assistant</i></p>
22 024 057	<p>Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27850</p> <p>Telephonist</p>

Salary Code	Salary Scale and Grade
08 022 056	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075 Receptionist (Health Services)
22 021 054	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
25 023 052	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 Carpenter Diesel Fitter Mechanic Electrician Mason Plumber and Pipe Fitter Tinsmith
24 023 052	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 Driver (Roster)
24 027 051	Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 Field Supervisor
24 022 051	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 Driver
21 019 046	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20525 Storekeeper (Rodrigues)
24 019 045	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050 Gardener/Nursery Attendant
24 018 044	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 Security Guard

Salary Code	Salary Scale and Grade
25 016 042	<p>Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825</p> <p>Tradesman's Assistant (Blacksmith) Tradesman's Assistant (Mason) Tradesman's Assistant (Painter)</p>
24 015 040	<p>Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18075</p> <p>Gateman Sanitary Attendant</p>
24 001 038	<p>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</p> <p>General Worker</p>
24 015 041	<p>Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450</p> <p>Handy Worker</p>
25 041 060	<p>Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175</p> <p>Foreman</p>
SANITARY SECTION	
24 027 051	<p>Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200</p> <p>Field Supervisor</p>
24 019 048	<p>Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475</p> <p>Office Care Attendant/Senior Office Care Attendant <i>formerly Office Caretaker</i></p>
24 019 045	<p>Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050</p> <p>Insecticide Sprayer Operator</p>
24 018 044	<p>Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575</p> <p>Security Guard</p>

Salary Code	Salary Scale and Grade
24 015 040	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18075 Sanitary Attendant
24 001 038	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
FAMILY PLANNING, MATERNAL AND CHILD HEALTH SERVICES	
09 071 089	Rs 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Medical and Health Officer/Senior Medical and Health Officer
09 037 069	Rs 17050 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 QB 37125 x 1225 – 38350 Nursing Officer
10 035 069	Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350 Communication Officer

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6.2 Sports Division

- 6.2.1 The Sports Division is responsible for the formulation and administration of policies relating to sports in Rodrigues. Its mission is to encourage mass participation in sports for a healthy and educated population and also to encourage the sportsmen to attain world class level and put Rodrigues on the World Sports' map.
- 6.2.2 The main objectives of the Division are, *inter alia*, to promote the development of physical and moral qualities as backbone of sports; sell sports as a good product, thus giving it a good image at national and international level; to provide adequate decent and safe infrastructure for the practice of sports in Rodrigues; and to act as a facilitator to sports organisations recognised by the Commission.
- 6.2.3 In our last Report, the posts of Officer-in-Charge, Sports and Swimming Pool Attendant (Roster) were created. The Division is presently manned by a Sports Officer and officers of the coach cadre.
- 6.2.4 Management has submitted that the present structure is appropriate to enable the Division to deliver its services efficiently and effectively.
- 6.2.5 In this context, the Bureau is agreeable to the proposal of Management to maintain the present organisational structure while revising the salary scales of existing grades.

Coach Cadre

- 6.2.6 We recommend that new recruits joining the grade of Coach and who would be required to conduct coaching session in swimming should draw salary point of Rs 17050.**

Time off Facilities

- 6.2.7 Sports activities such as the "Sport pour Tous Programme", Physique dans Village", "Village on the move" and inter village games are mostly held outside normal working hours during weekdays, during weekends and public holidays. Both Management and the Union have represented that the Sports Officer at the Commission for Health and Sports has to work beyond normal working hours to provide a citizen – centric service and is not being compensated for four extra hours of work due to the nature of their work. We have examined the issue and are making an appropriate recommendation.

Recommendation

- 6.2.8 We recommend that arrangements should be made for officers of the Sports Officer cadre and Coach cadre who are required, on a regular basis, to put in additional hours of work to cope with the demands of their job be granted equivalent time off for the extra hours put in. However, where it has not been possible for management to grant, upon application, time off within a period of four months, the officers should be compensated at the normal hourly rate, subject to their having put in a minimum of 15 extra hours in a month.**

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	SPORTS SERVICES
06 069 085	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Head, Sports <i>formerly Officer in Charge, Sports</i>
06 054 081	Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Sports Officer
06 052 073	Rs 23975 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850 Senior Coach
06 036 067	Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 Coach
22 032 065	Rs 15450 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 34350 Technician (Youth and Sports)
08 027 060	Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175 Clerical Officer/Higher Clerical Officer (Personal)
24 023 053	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 – 24750 Swimming Pool Attendant (Roster)
24 027 051	Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 Field Supervisor
24 018 044	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 Security Guard

Salary Code	Salary Scale and Grade
24 015 041	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450 Handy Worker
24 015 040	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18075 Filterman
24 001 038	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

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