

SPECIFIC CONDITIONS

1. In view of the specificity of the RRA a few specific conditions, over and above the general ones are applicable to Rodriguan Officers. We are, in this Report recommending for the continued application of those conditions governing eligible officers on the Rodriguan establishment.

Duty Remission

2. The Clerk, Rodrigues Regional Assembly and the Departmental Heads are eligible for 100% duty remission on cars, and benefit from travelling allowances as well as loan facilities. These officers are also allowed to purchase a 4X4 double cabin pick-up vehicle in lieu of a saloon car.

Recommendation 1

3. **We recommend that the Clerk, Rodrigues Regional Assembly and the Departmental Heads should be eligible for car benefits as per provision at paragraph 18.2.16 (No. 1); benefit from travelling allowances as provided at paragraph 18.2.68 (No. 1) and loan facilities as per provisions at paragraphs 18.2.43 and 18.2.64, whichever is appropriate. These officers are also allowed to purchase a 4x4 double cabin pick-up vehicle in lieu of a saloon car.**

Loan on Cars or Motor Cycles

Recommendation 2

4. **We also recommend that Departmental Heads should identify in their respective Departments the officers who would be entitled for loans for the purchase of cars or motorcycles/autocycles as per relevant provision at paragraphs 18.2.43, 18.2.55 and 18.2.56 in Volume 1 of this Report, with particular reference to officers in the Fire Services, Health Section and Agriculture. The recommendations from the Heads of Department should be subject to the approval of the Island Chief Executive. It should also be binding upon the officers in receipt of such facilities to use their vehicle to attend work.**

Outer Island Supplement Allowance

5. In the context of successive PRB Reports, the Bureau has been receiving representations from staff associations of Rodrigues for the payment of an Outer Island Supplement Allowance.
6. As is the practice in order to enable the formulation of an appropriate recommendation for the Outer Island Supplement Allowance the Statistics Mauritius was requested to work out the following details:
 - (i) the cost of the Rodriguan basket in Mauritius and Rodrigues;
 - (ii) the cost of the Mauritian basket in Mauritius and Rodrigues;
 - (iii) the comparative costliness index of one island relative to the other;

- (iv) the cost of the Rodriguan 2013 basket vis-à-vis the cost of the 2015 basket;
and
 - (v) the cost of the Mauritian 2013 basket vis-à-vis the cost of the 2015 basket.
7. For the purpose of comparing the cost of living in Rodrigues with that in Mauritius, a basket of common items consumed by both Mauritians and Rodriguans has been constituted. This basket accounts for 80% of the total household consumption expenditure of Rodriguans and 61% of that of Mauritians.
 8. The monthly comparative costliness index for Rodrigues relative to the island of Mauritius for 2015, indicates that the price levels are lower in Rodrigues than in the island of Mauritius.
 9. The prices were found to increase at a lower rate in Rodrigues +3% than in Mauritius +5% from January - December 2013 to January - December 2015. The main reason being that items such as vegetables, fish, doctor's fees and ready-made clothing had known higher increases in Mauritius than in Rodrigues.
 10. The study may be summarised as follows:
 - (i) The Rodriguan basket of common items costs around 3.9% more in Mauritius than in Rodrigues.
 - (ii) The Mauritian basket of common items costs around 1.5% more in Rodrigues than in Mauritius.
 - (iii) The cost of Rodriguan basket of common items in Rodrigues is around 20% less than the cost of the Mauritian basket in Mauritius.
 11. **On the basis of the findings of the Statistics Mauritius, the Bureau considers that there is no case for the payment of an Outer Island Supplement Allowance.**

Police Officers domiciled in Rodrigues posted in Mauritius

12. At present, police officers domiciled in Rodrigues, posted in Mauritius are paid a disturbance allowance of 25% of the monthly salary and are eligible for free passages. We are maintaining the present provision.

Recommendation 3

13. **We recommend that a disturbance allowance of 25% of the monthly salary should continue to be paid to police officers domiciled in Rodrigues posted in Mauritius.**
14. **We also recommend that an officer who is domiciled in Rodrigues and is posted to Mauritius be eligible for:**
 - (i) **one free passage, to and from Mauritius, for himself, his spouse and up to three dependent children below the age of 21; and two additional free**

tickets to Rodrigues to married officers in case the tour of service is extended for another 12 months; and

- (ii) one additional free return ticket to Rodrigues to single officers in case the tour of service is extended for another 12 months.**

Special Leave

15. Officers proceeding officially to Mauritius to participate in international/special events are normally required to apply to the Island Chief Executive for the grant of special leave. **The Bureau concurs with this arrangement and recommends that this practice be maintained.**

Walking Allowance

16. At present, certain officers such as officers in the grade of Water Supply Attendant, who are required to walk in the performance of their duties because their places of work are not accessible by vehicles, are paid a monthly walking allowance of Rs 250. We are maintaining the provision for the allowance and revising the quantum.

Recommendation 4

- 17. We are revising the walking allowance to Rs 275 monthly.**

Walking Allowance to Attend Duty

18. Rodriguan officers have to walk long distances for attending duty owing to the topography of the land and to the fact that their home places are inaccessible by buses or cars. These officers are paid a walking allowance of Rs 150 monthly. We are maintaining the allowance and revising the quantum.

Recommendation 5

- 19. We recommend that the walking allowance payable, wherever applicable, to Rodriguan officers to attend duty be revised to Rs 275 per month.**

Shift, Roster, Staggered Hours

20. A number of officers in a few grades in the different Commissions work on shift/roster or staggered hours. This element has been taken into account in arriving at the recommended salary for the grades.

Night Duty Allowance

21. The Night Duty Allowance equivalent to 25% of the normal rate per hour, is paid to officers who effectively work on night shift for the hours between 2300 hours and 0500 hours (including up to a maximum of two hours lying-in period).

Recommendation 6

- 22. We recommend that the provision regarding Night Duty Allowance be maintained.**

Miscellaneous

Recommendation 7

23. We recommend that:

- (a) officers domiciled in Rodrigues and coming to Mauritius on training should continue to be paid an allowance equivalent to 50% of salary for the duration of the course;**
- (b) those officers who cannot be provided with quarters be paid an allowance of Rs 2400 monthly as an assistance towards payment of rent;**
- (c) where the salaries of identical/comparable grades in the Rodrigues Regional Assembly have been aligned on those of the Civil Service of the Island of Mauritius, the schemes of service of those grades should, wherever relevant, be amended along the lines of counterparts in the Civil Service; and**
- (d) that subject to the approval of the Ministry of Civil Service and Administrative Reforms, revised conditions in respect of grades of the Island of Mauritius would, in principle, be applicable to similar grades of the Rodrigues Regional Assembly.**

Temporary Appointment/Traineeship

- 24. Where there exist officers on temporary appointment or trainees who have been appointed under the terms of the previous schemes of service, the officers should be considered for appointment in the respective grades on satisfactory completion of their temporary period or traineeship, even though they may not qualify under the revised qualifications.**

Responsibility of the Regional Assembly

25. Without prejudice to the provisions of Chapter VI of the Constitution **and** notwithstanding anything to the contrary in any other law, the Regional Assembly shall, in relation to Rodrigues, be responsible for the formulation and implementation of policy in respect of the matters set out in the Fourth Schedule.
26. For the better performance of its functions, the Regional Assembly may do all such acts and take all such steps, as may be necessary for or which may be conducive to or incidental to the exercise of its powers and duties.
27. The EOAC Report 2013 reported that although Section 26 of the Act provides for a lot of delegation of responsibilities to the Local Administration, the real administrative autonomy has never materialised because of certain legal impediments. In this regard, the Committee recommended accordingly. We are maintaining the provision.

28. **We, therefore, again recommend that the matter be looked into by the appropriate authorities, including the State Law Office, with a view to advising the proper course of action.**
29. In the meantime, in order to expedite the decision-making process and reduce red tape, the Committee recommended that the Island Chief Executive and Departmental Heads should be empowered to take timely decisions in respect of certain administrative, management and operational matters.
30. After examining all the submissions received and, taking into account the specificity of Rodrigues, the Committee has made several recommendations which are set out below and which are being maintained.

Delegation of Authority

Recommendation 8

31. **We recommend that an Administrative Reforms Committee (ARC) be set up at the level of the Rodrigues Regional Assembly under the chairmanship of the Island Chief Executive and comprising the Head, Finance, the Manager, Human Resources, and the Departmental Heads of the various Commissions to deal with those matters/issues pertaining to Rodrigues that are normally referred to the Ministry of Civil Service and Administrative Reforms and its Standing Committees. Two representatives of Unions may be co-opted on the ARC. All decisions taken by the ARC should be approved by the Chief Commissioner before implementation.**
32. **We also recommend that the Ministry of Civil Service and Administrative Reforms considers the advisability of delegating powers to the Island Chief Executive for the payment of ad-hoc allowances, whenever warranted, in accordance with established criteria and principles.**

Training and Capacity Building

33. There have been major developments in the field of training and development, with the setting up of an ICT Centre for Excellence, equipped with state of the art technology and high-speed internet connectivity. This new platform has opened avenues for training of Rodriguans through interactive learning, video conferencing, and distance learning programmes. Arrangements could be made with learning institutions such as the Open University of Mauritius and the Mauritius Institute of Education for dispensing appropriate courses to serving officers through Open Distance Learning. This will expedite the continuous training and development of officers in Rodrigues itself instead of their having to wait to be trained in Mauritius.

Recommendation 9

34. **Appropriate training and development facilities through Open Distance Learning, including video conferencing, should be provided to officers in Rodrigues to enable them to acquire the required qualifications to progress**

beyond the QB, wherever appropriate, and to empower them to perform at higher levels.

Recommendation 10

- 35. We also recommend that appropriate training programmes be mounted with the concurrence of relevant institutions and the Civil Service College, Mauritius. Courses dispensed at the College should also be run in Rodrigues or a quota be reserved for Rodriguan public officers in respect of courses relevant to Rodrigues.**

- 36. We further recommend that CEOs should provide training & development courses, both in-house and abroad for their staff in collaboration with MCSAR and other relevant authorities and subject to the concurrence of the MOFED.**

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