

16.17 FUNERAL GRANT

- 16.17.1 Funeral Grant is a one-off payment to the heir or to the nearest relative who has borne the funeral expenses of an officer, who passed away while still in service and who held a substantive appointment or reckoned at least one year's continuous service. A full month's salary is also paid for the month in which the officer passes away. This practice should continue as it is a form of financial assistance to the demised officer's heir or nearest relative.
- 16.17.2 The Workers' Rights Act 2019 provides that a worker who has been in continuous employment with the same employer for not less than 12 consecutive months, should be eligible for a Death Grant. Similarly in the public sector, the heir or near relative of demised officers are granted Funeral Grant.
- 16.17.3 For this Report, representations have been received from the Federations to the effect that the employer should make arrangement with the SICOM or any other similar institution to design a scheme in agreement with private funeral services companies to organise the funeral of serving officers who pass away while still in service. They also requested for the scheme to be made portable after retirement against a monthly contribution.
- 16.17.4 The Bureau has made an in-depth study regarding funeral schemes and Funeral Grant at local level and in foreign public services. Since the Mauritian social set up comprises multi-ethnic groups with specific/different funeral rites leading to varying funeral expenses, it would not be practical to come up with a standardised funeral scheme. To this end, a specific funeral scheme for the public sector cannot be envisaged and the Bureau, therefore, considers that the existing provision is appropriate.

Recommendation 1

- 16.17.5 We recommend that where an officer, holding a substantive appointment or reckoning at least one year's continuous service, passes away while still in service, a funeral grant of Rs 10000 should be paid to the deceased officer's heir or near relative (father, mother, brother, sister, husband, wife, son, daughter, father-in-law, mother-in-law) who has borne the funeral expenses in addition to the payment of a full month's salary in respect of the month in which the officer passed away as recommended in this Volume under the Chapter on Retirement and Retirement Benefits.**

