

12. LOCAL GOVERNMENT SERVICE COMMISSION

- 12.1 Established under the Local Government Act No. 37 of 1975, the Local Government Service Commission (LGSC) is an independent body which came into operation in August 1983. It is financed by the consolidated fund. The Commission has the responsibility to appoint, promote, exercise disciplinary control, remove from office or approve retirement and select candidates for the award of scholarship to Local Government officers.
- 12.2 It envisions to be an independent and ethical institution with the mission of providing timely and quality service to stakeholders in a professional manner geared towards excellence. Its objectives are, among others, to: maintain a high standard of efficiency and integrity in the exercise of its powers; provide Local Authorities with adequate, qualified and suitable human resources; and deliver an efficient and effective service.
- 12.3 The Commission is headed by the Secretary, Local Government Service Commission. The latter is assisted in the performance of his duties by officers at professional and technical levels, and supported by staff of the General Services and Workmen's group.
- 12.4 For this review, Management made several requests comprising, among others, the merging of the grades of Clerical Officer and Management Support Officer; abolition of the grades of Controlling Officer and Driver (Van, Lorry) on the establishment of the Municipal City Council of Port-Louis; harmonisation of the salary attached to the grade of Library Attendant (Part - Time) in Local Authorities; re-evaluation of the salary grading of grades in the Tradesman Cadre with a view to attracting potential candidates; and review of certain aspects of the General Conditions of Service.
- 12.5 Management equally requested to upgrade the salary of the grade of Secretary, Local Government Service Commission to bring it at par with that of the Permanent Secretary; create a departmental grade of Deputy Secretary, Local Government Service Commission in order to ensure permanency in the work of the Commission and align the salary with that of officers of the Administrative Cadre; and to classify the position of Secretary, Local Government Service Commission in the Administrative Cadre.
- 12.6 After carefully examining all the requests, we wish to highlight that: grades are created based on functional needs and those which are no longer warranted are normally abolished; merging of levels is normally carried out where there is a major overlapping of duties and the element of supervision is superfluous or not warranted; and general recommendations have been made on conditions of service. The Bureau has harmonised the mode of compensation as well as the quantum payable to the Library Attendants (Part-Time) in the Local Authorities.

Secretary, Local Government Service Commission

- 12.7 The Bureau made provision in its previous Reports for consideration to be given to the posting of a Deputy Permanent Secretary at the LGSC to assist the Secretary, Local Government Service Commission in the day-to-day management of the Commission. Since this provision is still valid, we are, therefore, maintaining same.

Recommendation 1

12.8 We recommend that consideration should be given to the posting of a Deputy Permanent Secretary at the Local Government Service Commission to assist the Secretary, Local Government Service Commission in the day-to-day management of the Commission.

12.9 We further recommend that:

(i) in future, on the departure of the present incumbent in the grade of Secretary, Local Government Service Commission, an officer not below the level of Deputy Permanent Secretary be assigned the duties of Secretary, Local Government Service Commission against the payment of a responsibility allowance equivalent to the difference between his salary and that of the position of Secretary, Local Government Service Commission; and

(ii) on the officer's retirement or reversion to his substantive post, the pensionable emoluments shall be those of the Secretary, Local Government Service Commission provided that he has:

(a) successfully served for a period of not less than 12 months;

(b) not been reverted to his substantive post on ground of inefficiency or inability to perform at the higher level or on grounds of misconduct or not reverted to his substantive post at his own request; and

(c) at the time of his retirement/reversion, reached the age of 55

Or

successfully served for a minimum period of six months and reached compulsory retirement age or attained compulsory retirement age while opting to cash his accumulated Vacation Leave in full.

Services of a State Counsel

12.10 In our last Report, provision was made for the services of a State Counsel from the Attorney-General's Office to be made available to assist and advise the LGSC on all legal matters based on submissions obtained from Management.

12.11 In the context of this review exercise, we have been informed that the above provision has not been implemented and the Commission still requires the services of a State Counsel on account of ongoing cases lodged at the Public Bodies Appeal Tribunal or before Courts.

12.12 Against the foregoing, we are re-iterating the provision made in 2016 PRB Report to enable a smoother running of activities at the LGSC.

Recommendation 2

- 12.13 We recommend that the services of a State Counsel from the Attorney-General's Office should be made available on a full-time basis to assist and advise the Local Government Service Commission on all legal matters.**

LOCAL GOVERNMENT SERVICE COMMISSION**SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
02 000 110	Rs 119500 Secretary, Local Government Service Commission
24 025 058	Rs 15485 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 Driver
24 022 052	Rs 14725 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 23950 Gardener/Nursery Attendant
24 021 051	Rs 14475 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 Surveillant <i>formerly Security Guard</i>
24 018 048	Rs 13745 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 Handy Worker

