

37. MINISTRY OF BLUE ECONOMY, MARINE RESOURCES, FISHERIES AND SHIPPING

- 37.1 The main services offered by the Ministry of Blue Economy, Marine Resources, Fisheries and Shipping are, namely: monitoring, control and surveillance of fisheries resources; combat of illegal, unreported and unregulated fishing; licensing of boats, verification and control of fish and fish products; and providing a one-stop shop service to fishing operators, traders, processors, canners and retailers of fish, among others.
- 37.2 A Senior Chief Executive is at the apex of the organisation. He is supported on the technical side by the Director of Fisheries and Director of Shipping, who are responsible to oversee the proper functioning of the Divisions of Fisheries and Shipping respectively. He is further assisted by officers of the Administrative Cadre and other support staff.

SHIPPING DIVISION

- 37.3 Being the specialised arm of the Ministry of Blue Economy, Marine Resources, Fisheries and Shipping, the Division enables the country to meet its obligations of being a Maritime nation. It is responsible for all maritime safety, maritime security and prevention of pollution of the marine environment from ships and shipping matters and is committed to fulfilling its Flag State, Port State and Coastal State functions thus providing the requisite support to the maritime industry and the global trading fleets in emerging fields of ocean economy.
- 37.4 As provider of Maritime Education and Training, the Shipping Division has to ensure the International Convention on Standards of Training, Certification and Watchkeeping of Seafarers (STCW) and the authenticity of certificates of competency issued by Foreign Administration to Seafarers working on Mauritian vessels. It also has to provide familiarisation/rating/Able Seafarer training, examinations and certification according to the STCW and issue survey certifications of both convention and non-convention size.
- 37.5 The Director of Shipping heads the Shipping Division and reports to the Supervising Officer of the Ministry. He is assisted in his tasks by the Deputy Director of Shipping, the Secretary for Shipping Development and officers in the professional and technical grades.
- 37.6 In the context of this review exercise, the requests that emanated from the staff side were, among others, related to the increase in establishment size of several grades to cope with increasing workload; payment of an allowance to the Superintendent of Shipping and Assistant Superintendent of Shipping who are regularly required to put in additional hours of work for the issue of port clearance and for working from home; increase of the rate of Continuous Professional Development for professionals registered as member of the professional bodies; and refund of unutilised casual leave.

- 37.7 Additionally, the staff side also requested for the restyling of the grade of Assistant Superintendent of Shipping to Deputy Director of Shipping; creation of the grades of Legal Researcher, Receptionist/Telephone Operator and Data Entry Operator; and upgrading of salary of the grades of Senior Maritime Officer, Maritime Officer and Registrar of Ships. Request for the re-instatement of the Special Professional Retention Allowance for the Surveyors and Engineers due to difficulties being encountered in the recruitment exercise was also made.
- 37.8 On the other hand, the proposals of the Director of Shipping were, *inter alia*; the review of the salary scales of several grades; the quantum of Retention Allowance be increased and made non-refundable; and the grant of 70% duty remission for the purchase of a motorcar to Maritime Officer and Assistant Superintendent of Shipping. As regards conditions of service, requests were: the provision of Medical Insurance Cover; reimbursement of gym fees; implementation of flexible working hours; payment of Continuous Professional Development and Annual Book Allowance; provision of 30 days paid time-off sabbatical leave every five years; and the grant of communication facilities.
- 37.9 The Director of Shipping also requested for an upgrading of the salary scale of several grades; payment of On-Call Allowance for working before and after normal working hours and during Weekends and Public Holidays; the review of *Adhoc* Allowance for port clearance every four years; and payment of Internet Allowance for the Superintendent of Shipping and Assistant Superintendent of Shipping. Additionally, he requested for an upgrading in the qualifications requirement for the grade of Superintendent of Shipping to Master's Degree; and the creation of a grade of Senior Marine Scientist.
- 37.10 Stakeholders were apprised during the meeting, that additional workload may best be addressed with an increase in establishment size and this exercise does not fall under the purview of the Bureau. They were informed that requests of general nature would be dealt with by way of policy of the Bureau.
- 37.11 The representatives of the Ministry were convened at the Bureau on two occasions to canvass their submissions. Instead, they requested for postponement of the meeting which the Bureau could not entertain due to tight schedule of work programme. However, with a view not to hamper service delivery and enable the Shipping Division to serve its mandate, the Bureau probed into the written submissions made by the Director of Shipping and the views of Management were sought thereon.
- 37.12 The Management of the Ministry of Blue Economy, Marine Resources, Fisheries and Shipping supported the request for an increase in the quantum of payment of Retention Allowance to the Principal Nautical Surveyor, Principal Marine Engineering Surveyor, Marine Engineering Surveyors and Nautical Surveyors and that same be made non-refundable in case the incumbents leave the service at the age of 55 years. Management also backed the proposal of staff side for the payment of On-Call Allowance to the Superintendent of Shipping and Assistant Superintendent of Shipping. Additionally, the Ministry proposed that, for the grades in scarcity areas like

Nautical Inspectors and Marine Engineering Inspectors, provision of fringe benefits be recommended in order to attract the right person with the right calibre. Management further apprised that certain issues would be dealt inhouse and did not support the upgrading of the qualifications requirement.

- 37.13 Following consultations with the staff side and the perusal of Management submission, the Bureau observed that appropriate recommendations/provisions already existed for most of the requests pertaining to conditions of service and that same should be dealt with administratively. As regards the review of salaries, same has been looked into holistically. The Bureau further considers that the establishment size of the grade of Marine Scientist should in the first instance be increased to cope with the workload. The grade of Senior Marine Scientist may be established on an *ad hoc* basis depending on the functional needs of the Ministry.

Special Professional Retention Allowance

- 37.14 Provision was previously made for officers in the grades of Marine Engineering Surveyor and Principal Marine Engineering Surveyor as well as Nautical Surveyor and Principal Nautical Surveyor to draw the Special Professional Retention Allowance (SPRA) up to 31 December 2016. One of the conditions attached thereto was that beneficiaries should refund same if they retire or leave the service before their retirement date on grounds of age. In this Report, provision is being made for officers retiring or leaving the service before their compulsory retirement age, to cease refunding the SPRA. **A recommendation has been made to that effect in the Introductory Chapter of this Volume, which is applicable in this case as well.**

Recruitment and Retention Problems

- 37.15 In the context of this review exercise, both Management and the staff side expatiated on the difficulties encountered in retaining/recruiting employees in the Marine Engineering Surveyor Cadre and Nautical Surveyor Cadre at the Shipping Division and represented that the Special Professional Retention Allowance should be increased.
- 37.16 As revealed by the Survey on Recruitment and Retention problem in the Public Sector, conducted by the Bureau, vacant grades in both cadres could not be filled due to lack of qualified candidates applying for the post, the salary being non-negotiable and better monetary benefits in the private sector.
- 37.17 The Bureau has probed into the issue and considers that Special Professional Retention Allowance did not serve its purpose at the Shipping Division, the moreso grades in the Marine Engineering Cadre and Nautical Surveyor Cadre have remained vacant for the reasons mentioned at paragraph 37.16 above.
- 37.18 In order to attract potential candidates in the Marine Engineering Cadre and Nautical Surveyor Cadre, we are providing for negotiable entry point to the new entrants in the respective cadres.

Recommendation 1

37.19 We recommend that the Ministry of Public Service, Administrative and Institutional Reforms may, subject to the approval of the High Powered Committee, approve the higher salary point for new entrants in the grades of Marine Engineering Surveyor and Nautical Surveyor, based on the qualification and experience of recruits and such adjustments in salary as may be required for officers in post.

Extra Allowance for issue of port clearance to ships at odd hours

37.20 At present, incumbents in the grades of Superintendent of Shipping and Assistant Superintendent of Shipping are paid a monthly Extra Allowance of Rs 12390 and Rs 11080 respectively for the issue of Outward Port Clearance of Vessels as they are called upon to work before and after their normal working hours, during Weekends and Public Holidays. We are revising the quantum being paid.

Recommendation 2

37.21 We recommend that incumbents in the grades of Superintendent of Shipping and Assistant Superintendent of Shipping be paid a monthly Extra Allowance of Rs 13010 and Rs 11635 respectively for the issue of Port Clearance of Vessels before and after their normal working, during Weekends and Public Holidays.



37.1 FISHERIES DIVISION

- 37.1.1 The Fisheries Division is responsible for, *inter alia*, the undertaking of fisheries and aquaculture research, development and management of resources for sustainable development as well as the protection and conservation of biodiversity; the consolidation of existing knowledge and promotion of new ideas in fisheries development and management; the promotion and regulation of the optimal long-term sustainable utilisation of living marine resources; and the promotion of the development of the Seafood Hub with the collaboration of all stakeholders.
- 37.1.2 Under its umbrella, the Fisheries Division comprises several sections which carry out specific functions. The Albion Fisheries Research Centre (AFRC), which is the technical arm of the Fisheries Division, carries out applied research development and management activities. Whereas, the Fisheries Protection Service (FPS) which is the enforcement arm of the Ministry, caters for an efficient control over the fishing activities not only in lagoon and off lagoon but also in respect of regional fishing. The Competent Authority, on its part, is involved: in the verification and certification of fish and fish products for export to European and non-European Countries and the Monitoring Control Surveillance/Vessel Monitoring System (VMS)/Port State Control. The Fisheries Training and Extension Centre (FTEC) has been entrusted the responsibility to organise the various types of training, as required for the officers of the Fisheries Division.
- 37.1.3 The various representations made by the different staff associations in the context of this Report were duly examined whilst taking into consideration the importance of the Blue Economy and union members were informed that a few issues are not within the purview of the Bureau. Union was also apprised that entitlement to duty remission would be based on the findings of the Survey on Travelling and Car Benefits. As regards the proposal for the payment of a responsibility allowance for assignment of higher duties, the Bureau informed that same is an implementation issue which needs to be addressed by Management.
- 37.1.4 Management, on its side, did not make any submission but provided its views/comments on certain issues discussed during meetings with Unions.
- 37.1.5 Against this background, we are maintaining the current structure of the FPS which is deemed appropriate whilst making certain provisions to enable the Ministry to fulfil its mandate.

Restyling of grades in the FPS

- 37.1.6 Union members submitted that the appellation of the grades in the FPS be in line with the disciplined forces such that, for instance, the grade of Senior Fisheries Protection Officer (SFPO) be restyled Fisheries Sergeant and that of the Principal Fisheries Protection Officer (PFPO) be restyled Fisheries Inspector. Creation of the grades of Fisheries Caporal and Fisheries Sub-Inspector were also proposed. The FPS is not a disciplined force on the same footing as the other disciplined forces. Thus, the

appellation in the Fisheries Division is specific, reflecting the duties and responsibilities devolving on the division. Further, no functional justification has been provided in support of the requests. They were also informed that the creation of the additional levels would constitute merely promotion measures that would, in fact, not contribute to the improvement in delivery of service. In the circumstances, the Bureau considers that the present appellations and structure are appropriate.

Fisheries Protection Officer Cadre

37.1.7 Proposals were also made by Unions following the alteration of the shift system in the FPS from three to four days and they averred that there is a lack of SFPOs in the various fisheries posts. Consequently, Fisheries Protection Officers (FPOs) are called upon to be responsible of a shift without additional remuneration. Views of Management were sought on this issue and the Bureau was informed that the present arrangement for shift system will be reviewed.

37.1.8 At present, FPOs are deployed around the island in fisheries posts, marine parks as well as in Agalega, to enforce the fisheries laws and regulations. These officers are required to perform day and night coast and afloat patrols, and supervise fish landing stations in a shift system. In view of the increasing workload, the union members requested for the creation of additional posts for grades in the FPO Cadre. Actually, this is the prerogative of the Ministry. Given that this may adversely impact on the delivery of service, **we are advising Management to carry out a Human Resource Planning exercise to determine the establishment size of each level and to fill posts accordingly, in line with provision made under the Chapter Recruitment, Promotion and Retention in Volume 1 of this Report.**

Protective Equipment to the FPO Cadre

37.1.9 Since February 2020, officers operating in the port area are required to visit and inspect cold rooms on board of fishing vessels and frigo container on a rotational basis. In this context, the payment of a Cold Room Allowance to these officers has been proposed. The Bureau considers that compensation in monetary terms will not help these officers in coping with this duty. Rather, the Bureau considers that Management should ensure that employees posted/having access to cold rooms should be provided with appropriate protective equipment.

Recommendation 1

37.1.10 We recommend that appropriate personal protective equipment be provided to officers operating in the port area and who are called upon to visit and inspect cold rooms on board of fishing vessels and frigo container.

Technical Officer (Fisheries)

37.1.11 In the last Report, we allowed Technical Officers (Fisheries) to move in the salary scale of the grade of Senior Technical Officer (Fisheries). We are reviewing this provision.

Recommendation 2

37.1.12 We recommend that Technical Officers (Fisheries) :

- (i) in post as at the eve of the publication of the 2021 Report should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 52550 on a personal basis, on the same conditions prevailing previously; and
- (ii) who join the grade as from the date of publication of the 2021 Report, should be allowed to move incrementally in the Master Salary Scale by one increment,

provided that they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.

Diploma Course

37.1.13 During meeting with the staff side, officers of the FPO Cadre informed the Bureau that the content of the Diploma course is not fully relevant to their duties and it is also of a higher level. Management, on its part, has averred that this issue may be taken into consideration for the next batch. Nevertheless, the diploma requirement cannot be amended given its wide salary implications. **Notwithstanding the above, Management may consider the advisability of providing some form of training which would eventually facilitate the following of the Diploma course.**

37.1.14 Given the relevance of the Diploma course for the effective performance of the duties at that level, there is need to sponsor officers of the FPO Cadre to follow the said course.

Recommendation 3

37.1.15 We recommend that:

- (i) Management should make necessary arrangements with the University of Technology, Mauritius or any other recognised institution, to sponsor officers of the FPO Cadre to follow the Diploma course in Fisheries Science or Fisheries Enabled Services or an equivalent qualification; and
- (ii) officers in the grade of PFPO possessing a Diploma in Fisheries Science or Fisheries Enabled Services or an equivalent qualification should be allowed to proceed beyond the Qualification Bar (QB) inserted in their salary scale.

37.1.16 We further recommend that officers in the grades of FPO and SFPO possessing a Diploma in Fisheries Science or Fisheries Enabled Services or an equivalent qualification and who:

- (i) were in post as at the eve of the publication of the 2021 Report should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 36550 and Rs 39350 respectively on a personal basis; and

- (ii) **join the grade as from the date of publication of the 2021 Report, should be allowed to move incrementally in the Master Salary Scale by one increment,**

provided that they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.

Allowances

Sea-Going Allowance

37.1.17 Officers who work as observers on board vessels operating in our Exclusive Economic Zone (EEZ), and officers participating in Surveillance Missions outside our EEZ, and who are not entitled to overtime, are presently paid a daily allowance for working for a period of five days at a stretch. This provision is being maintained.

Recommendation 4

37.1.18 We recommend that officers who work as observers on board vessels operating in our Exclusive Economic Zone (EEZ), and officers participating in Surveillance Missions outside our EEZ, and who are not entitled to the payment of overtime, should continue to be paid an allowance of Rs 1050 a day for working for a period of five days at a stretch.

37.1.19 We further recommend that those officers working for a lesser period should be governed by the rates and conditions provided at paragraph 37.1.21 (a) to (c).

37.1.20 Currently, Scientific/Technical staff as well as officers of the FPO Cadre who are required to go out at sea for placing and maintaining Fish Aggregating Devices (FADs), for research work and training of those fishermen working in the Aquaculture Division, the Marine Conservation Centre, the Import/Export Quarantine Clearance Unit and the Licensing Unit are paid a Sea-Going Allowance. Likewise, officers of the FPS who are required to go out at sea for afloat patrol and surveillance are also paid this allowance. This recommendation is being maintained.

Recommendation 5

37.1.21 We recommend that Scientific/Technical Staff and officers of the FPO Cadre who are required to go at sea for placing, maintaining and monitoring of Fish Aggregating Devices (FADs); for research work; for 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 continue to be paid a Sea-Going Allowance as follows:

- (a) **one day's pay for working in the open sea for four hours up to 12 hours on working days.**
- (b) **one and a half day's pay for working beyond 12 hours, including Saturdays, up to 24 hours.**

- (c) **one day's pay and one day off for working four hours to 12 hours on Public Holidays and Sundays.**

In-Attendance Allowance

37.1.22 Currently, Scientific Officers, Technical Officers and officers of the FPO Cadre, who effectively work outside normal working hours in emergency cases, are paid an In-Attendance Allowance of Rs 125 per hour. While maintaining the present arrangement, the quantum is being revised.

Recommendation 6

37.1.23 We recommend that Scientific Officers, Technical Officers and officers of the FPO Cadre, who effectively work outside normal working hours in emergency cases, should be paid an In-Attendance Allowance of Rs 130 per hour.

Rent Allowance

37.1.24 Officers of the FPS not occupying Government quarters are presently paid a Rent Allowance. We are maintaining this provision as well as the quantum of the allowance.

Recommendation 7

37.1.25 We recommend that eligible officers of the FPS not occupying Government quarters should continue to be paid a monthly Rent Allowance as specified below:

Grade	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	1010
Controller, Fisheries Protection Service	1065

Diving Allowance

37.1.26 Presently, officers of the Fisheries Division who are required to perform diving duties for carrying out observation and data collection underwater are paid a Diving Allowance of Rs 660 per dive, subject to a maximum of Rs 9900 a month. We are maintaining the present provision.

Recommendation 8

37.1.27 We recommend that a Diving Allowance should continue to be paid to officers of the Fisheries Division at the rate of Rs 695 per dive, subject to a maximum of Rs 10425 a month.

37.1.28 For the purpose of implementation of the above recommendation, "diving" is referred to the "activity of working below the surface of water/under water with the aid of a breathing apparatus, excluding a snorkel".

Allowances to officers posted in Flying Squads

37.1.29 Officers of the Fisheries Protection Service who are posted in the Flying Squads are presently paid a monthly Special Duty Allowance. This provision is being retained.

Recommendation 9

37.1.30 We recommend the continued payment of a monthly Special Duty Allowance equivalent to one and half increments at the initial of their respective salary scale to officers of the FPS, posted in the Flying Squads.

37.1.31 We also recommend that officers of the FPS, in post as at the eve of the publication of the 2021 Report, drawing a higher quantum as Special Duty Allowance than what is recommended at paragraph 37.1.30 above, should continue to draw same on a personal basis.

Night Duty Allowance

37.1.32 FPOs, SFPOs and PFPOs who effectively perform night duty are presently 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. We are maintaining this provision.

Recommendation 10

37.1.33 We recommend that FPOs, SFPOs and PFPOs who effectively work on night shift should continue to be paid a Night Duty Allowance equivalent to 25% 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.

Risk Allowance and Training

37.1.34 Union members informed that they have been victims of assault while performing their duties and further to the Bureau's recommendation in the 2016 PRB Report, they referred their case to the Risk Assessment Committee (RAC) at the Ministry of Public Service, Administrative and Institutional Reforms. A risk assessment exercise was subsequently carried out by the Occupational Safety and Health Unit of the said Ministry and the RAC concluded that it is practically impossible to eliminate the risk of assault.

37.1.35 It has been averred that some officers were given the tonfa batons. However, they were not provided training concerning the usage of same. Hence, in case of assault they are unable to make use of that defence weapon. It is worth noting that according to their prescribed scheme of service, they are required to undergo training with the Police Force, in self-defense and in the use of weapons.

37.1.36 The Bureau considers that proper training should be provided to officers of the FPO Cadre, in line with their scheme of service.**Creation of a Bank of Fisheries Protection Officers**

37.1.37 Union members have represented that quite often they are called back on duty while being on leave or off duty to attend to emergencies. According to them, this situation arises owing to a shortage of staff. In this perspective, request was also made for the creation of a Bank of FPO in the last Report to palliate any shortage of staff and Management was informed that it would be more apt to take a decision on this issue after the conduct of an HR planning exercise. However, we were given to understand that the said exercise has not been conducted.

37.1.38 The Bureau is of the view that the above mentioned provision be reiterated or alternatively, Management should fill the vacant posts in the event that this shortage of staff is of a permanent nature.

Office Clerk

37.1.39 Provision has been made for the Ministry of Public Service, Administrative and Institutional Reforms in collaboration with the relevant authorities to mount work oriented Award Course for Office Clerks in order to equip them with relevant skills to perform effectively clerical duties. Upon successful completion of the Award Course, the Office Clerks are allowed to move incrementally in the Master Salary Scale. We are upholding the present provision for which union members expressed their appreciation.

Recommendation 11**37.1.40 We recommend that:**

- (i) the Ministry of Public Service, Administrative and Institutional Reforms should in collaboration with the relevant authorities, continue to organise work oriented Award Course for Office Clerks;**
- (ii) Office Clerks who have successfully completed the course be allowed to move incrementally in the Master Salary Scale up to salary point Rs 33175;**
- (iii) Office Clerks who have successfully completed the Award Course and who have attained compulsory retirement age or have attained compulsory retirement age while opting to cash their accumulated Vacation Leave in full before or on reaching the top salary of the scale should be granted an additional increment at the point reached for the computation of their pensionable emoluments; and**
- (iv) the MPSAIR should ensure that the level of the course set should also take into consideration the level of the duties as well as the profile of the Office Clerks.**

Competent Authority

37.1.41 The Competent Authority operates under the Ministry as a semi-autonomous public body and is responsible for the verification and certification of fish and fish products destined for export to member states of the European Union and non-European Union countries. The Import-Export Division of the Competent Authority implements the conservation and management measures for combatting illegal, unreported and unregulated fishing. The Competent Authority also monitors licensed fishing boats/vessels in the Exclusive Economic Zone (EEZ) of Mauritius and keeps the port free of illegal fishing boats/vessels. The importation and control of fish and fish products for human consumption as well as live aquatic animals meant for farming and ornamental purposes also fall under its responsibility.

37.1.42 In the absence of submissions in respect of the structure and the fact that no serious implementation problem has been reported, it is deemed that the present structure is appropriate.

Veterinary Officer (Competent Authority)

Recommendation 12

37.1.43 We recommend that Veterinary Officers (Competent Authority) should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 69800 on the same conditions prevailing previously, provided they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.

Special Professional Retention Allowance

37.1.44 Provision was previously made for officers of the Veterinary Officer (Competent Authority) Cadre to draw the Special Professional Retention Allowance (SPRA) up to 31 December 2016. One of the conditions attached thereto was that beneficiaries should refund same if they retire or leave the service before their retirement date on grounds of age. In this Report, provision is being made for officers retiring or leaving the service before their compulsory retirement age, to cease refunding the SPRA. **A recommendation has been made to that effect in the Introductory Chapter of this Volume, which is applicable in this case as well.**

Fish Inspection

37.1.45 Presently, Veterinary Officers and Senior Veterinary Officers of the Competent Authority who are required to work on a roster basis on Saturdays and Sundays for carrying out inspection and certification of fish consignments are paid a daily allowance of Rs 840. The continued payment of the allowance is recommended and its quantum is being revised.

Recommendation 13

37.1.46 We recommend that Veterinary Officers (Competent Authority) and Senior Veterinary Officers (Competent Authority), who are required to work on a roster basis on Saturdays and Sundays for inspection and certification of fish consignments, should be paid a daily allowance of Rs 880.

MINISTRY OF BLUE ECONOMY, MARINE RESOURCES, FISHERIES AND SHIPPING

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 120	Rs 163250 Senior Chief Executive <p style="text-align: center;">SHIPPING DIVISION</p>
02 000 114	Rs 132000 Permanent Secretary
13 000 110	Rs 119500 Director of Shipping
13 000 106	Rs 107000 Secretary for Shipping Development
13 093 102	Rs 71800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500 Deputy Director of Shipping
13 085 099	Rs 57600 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 85250 Principal Marine Engineering Surveyor Principal Nautical Surveyor
13 080 096	Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 77950 Marine Engineering Surveyor Nautical Surveyor Principal Maritime Officer Registrar of Ships Training, Certification and Standards Officer
13 073 092	Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Superintendent of Shipping Senior Maritime Officer

Salary Code	Salary Scale and Grade
13 059 092	Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Maritime Security Officer
13 060 088	Rs 29050 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Naval Architect
13 059 088	Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Assistant Superintendent of Shipping Marine Scientist
13 058 088	Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Maritime Officer
13 047 078	Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 Marine Engineering Inspector Nautical Inspector
13 047 077	Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 44800 Marine Information Officer Shipping Officer
24 030 063	Rs 16785 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 31525 Leading Hand/Senior Leading Hand
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 (Ordinary Vehicles up to 5 tonnes)
24 001 045	Rs 10250 x 175 - 10775 x 200 - 11775 x 205 - 12595 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21150 General Worker

Salary Code	Salary Scale and Grade
FISHERIES DIVISION	
02 000 114	Rs 132000 Permanent Secretary
19 000 110	Rs 119500 Director of Fisheries
19 091 102	Rs 68000 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500 Assistant Director (Fisheries)
19 080 096	Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 77950 Divisional Scientific Officer (Fisheries)
19 059 092	Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Scientific Officer/Senior Scientific Officer (Fisheries)
19 070 088	Rs 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Controller, Fisheries Protection Service
19 068 083	Rs 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 Deputy Controller, Fisheries Protection Service
19 061 081	Rs 29875 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 50900 Assistant Controller, Fisheries Protection Service
19 053 076	Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 QB 43500 Principal Fisheries Protection Officer
19 046 070	Rs 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 Senior Fisheries Protection Officer

Salary Code	Salary Scale and Grade
19 030 067	Rs 16785 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34825 Fisheries Protection Officer
19 071 088	Rs 38400 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Principal Technical Officer (Fisheries)
19 065 083	Rs 33175 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 Senior Technical Officer (Fisheries)
19 047 079	Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675 Technical Officer (Fisheries)
26 047 079	Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675 Technical and Mechanical Officer (Fisheries)
13 047 078	Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 Fishing Boat Inspector (Engineering) Fishing Boat Inspector (Nautical)
13 038 063	Rs 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 31525 Motorman/Engine Driver Second-Hand Fishing (Limited)
05 047 079	Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675 Library Officer
08 025 063	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 x 825 - 31525 Office Clerk

Salary Code	Salary Scale and Grade
08 029 067	Rs 16525 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34825 Agricultural Clerk (Personal) <i>formerly GSC 9</i>
24 043 068	Rs 20500 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 Senior Laboratory Auxiliary
24 026 063	Rs 15745 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 31525 Laboratory Auxiliary
24 035 063	Rs 18100 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 31525 Driver (Heavy Vehicles above 5 tons) (Roster-day and night)
24 040 061	Rs 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 29875 Head Nursery Attendant (Fisheries) (Roster)
24 026 059	Rs 15745 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 28225 Driver (Roster)
24 030 058	Rs 16785 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 Field Supervisor
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 Nursery Attendant/Senior Nursery Attendant (Fisheries) (Roster)
24 019 050	Rs 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23025 Stores Attendant

Salary Code	Salary Scale and Grade
24 018 048	<p>Rs 13745 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225</p> <p>Handy Worker</p>
24 001 045	<p>Rs 10250 x 175 - 10775 x 200 - 11775 x 205 - 12595 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21150</p> <p>General Worker</p>
25 026 059	<p>Rs 15745 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 28225</p> <p>Carpenter Mason Painter Plant Mechanic</p>
13 045 078	<p>Rs 21150 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 40300 QB 41250 x 950 - 42200 x 1300 - 46100</p> <p>Skipper</p>
13 025 054	<p>Rs 15485 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 25000</p> <p>Deckhand/Fisherman</p>
25 019 049	<p>Rs 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 22625</p> <p>Tradesman's Assistant</p>
COMPETENT AUTHORITY	
19 080 098	<p>Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250</p> <p>Head, Competent Authority</p>
19 073 092	<p>Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800</p> <p>Senior Veterinary Officer (Competent Authority)</p>

Salary Code	Salary Scale and Grade
19 069 089	Rs 36550 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 Veterinary Officer (Competent Authority)
19 065 083	Rs 33175 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 Senior Technical Officer (Competent Authority)
19 047 079	Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675 Technical Officer (Competent Authority)
24 001 045	Rs 10250 x 175 - 10775 x 200 - 11775 x 205 - 12595 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21150 General Worker
MAURITIUS MARITIME TRAINING ACADEMY	
06 091 102	Rs 68000 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500 Head, Mauritius Maritime Training Academy
06 080 098	Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 Principal, Mauritius Maritime Training Academy
06 065 094	Rs 33175 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 73800 Head, Deck Department Head, Engineering Department
06 047 083	Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 Marine Training Officer

Salary Code	Salary Scale and Grade
06 047 081	<p>Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 50900</p> <p>Instructor, Mechanical Workshop</p>
13 046 070	<p>Rs 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450</p> <p>Petty Officer</p>
13 031 033	<p>Rs 17045 x 260 - 17565</p> <p>Trainee Petty Officer</p>
24 025 058	<p>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</p> <p>Driver (Ordinary Vehicles up to 5 tonnes)</p>
24 022 052	<p>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</p> <p>School Caretaker</p>
24 021 051	<p>Rs 14475 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425</p> <p>Surveillant <i>formerly Security Guard</i></p>
24 001 045	<p>Rs 10250 x 175 - 10775 x 200 - 11775 x 205 - 12595 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21150</p> <p>General Worker</p>

