

## 24. MINISTRY OF ENERGY AND PUBLIC UTILITIES

- 24.1 Ensuring the availability of reliable electricity, water and wastewater disposal services remains the top priority of the Ministry of Energy and Public Utilities (MEPU). Along the same line, it is also responsible for the development of renewable sources of energy; promotion of peaceful use of nuclear technology and safe utilisation of ionizing sources in line with international radiation safety practices; and the development of programmes for the promotion of energy efficiency.
- 24.2 The main activities of the Ministry revolve around the formulation of policies and strategies in the energy, water and wastewater sectors, and the establishment of a responsive legal framework to govern the development of these sectors.
- 24.3 While the Ministry sets goals and crafts strategies, the responsibility of converting the specific plans and ideas into reality befalls the dedicated institutions. For instance, the Water Resources Unit advises the Government on issues concerning the water resources, particularly in periods of droughts. Whereas, the Central Water Authority is responsible for the treatment and distribution of water for domestic, commercial and industrial purposes. Similarly, the Central Electricity Board is responsible to harness and distribute electricity for the domestic, commercial as well as industrial purposes. The Wastewater Management Authority is responsible for the collection, treatment and disposal of wastewater so as to provide proper sanitation throughout the country. In year 2016, the Utility Regularity Authority (URA) has been set up under this Ministry in accordance with the URA Act 2004 to regulate the utility services, namely electricity, water and wastewater.
- 24.4 Other entities falling under the purview of the Ministry are the Energy Efficiency Management Office (EEMO) and the Radiation Safety and Nuclear Security Authority (RSNSA) which deal with issues relating to efficient use of energy and radiation respectively. The Mauritius Renewable Energy Agency (MARENA) which has newly been established under MARENA Act 2015 also falls under the *aegis* of the Ministry. The MARENA is responsible to promote renewable energy and create an environment conducive to the development thereof.
- 24.5 The different Units, that is, the Technical Unit, the Water Resources Unit, the RSNSA and the EEMO are each headed by a Director who reports to the Director General (Public Utilities) to whom the overall responsibility of the technical arm of the Ministry has been conferred upon. Whereas the Permanent Secretary is responsible for the overall day-to-day administration of the Ministry.
- 24.6 In the context of this Report, representations received from Unions and Management were duly examined and discussed during the consultative meetings. For requests pertaining to upgrading of salary, parties were informed that newly written Job Description Questionnaires would be assessed and on this basis, the Bureau will make appropriate recommendations. As regards requests relating to Travelling and Car Benefits and Special Professional Retention Allowance, parties were apprised that a policy decision would be devised depending on the survey findings carried out by the

Bureau in the relevant field. Unions were also informed of requests that had to be dealt with by Management.

- 24.7 Specific representations made by Unions and Management for the different Units/ Departments under the Ministry have been elaborated in the ensuing paragraphs.

### **TECHNICAL UNIT**

- 24.8 Over the years, the activities of the Ministry have significantly expanded with focus on new technologies in renewable energy, in line with the policy of Government and the pledges of Mauritius made in the context of the Paris 2015 Agreement on climate change. Various agencies make technical submissions to the Ministry, often of complex nature, which have to be analysed by the highest levels of the Ministry for appropriate decision making. Consequently, in view of the nature of the sectors under the mandate of the Ministry, the Technical Unit was set up to deal with the technical submissions.
- 24.9 The Management of the Technical Unit rests upon the Director General (Public Utilities) who is assisted by the Director, Technical Services; the Deputy Director, Technical Services; and officers belonging to professional grades in the engineering field.
- 24.10 The Union emphasised on the creation of additional posts for the grades of Deputy Director, Technical Services and Lead Engineer (Project/Planning). These issues devolve upon the Management and hence parties were so apprised. Yet, the views of Management were as well sought during consultative meetings. Concerning request for amendment in the scheme of service for the grade of Deputy Director, Technical Services so that appointment thereto be made from Lead Engineers instead of from outside candidates, Management was not agreeable thereto in view of the lean staffing structure. On the basis of the practical problems that may arise, as explained by Management, the Bureau could not accede to the request.
- 24.11 Management, on its part, proposed for the creation of an Enforcement Unit for pollution control. Being an implementation issue, the Bureau did inform them of same.
- 24.12 Notwithstanding the representations and submissions, the present organisation structure is adequate for effective service delivery. Hence, we are, in this Report, maintaining same.

### **WATER RESOURCES UNIT**

- 24.13 The role of the Water Resources Unit (WRU), among others, is to advise the Ministry on any matter relating to water resources in period of limited water availability, during drought or dry spells; investigate on water resources and collect, correlate and interpret any data with regards to those resources; prepare and implement plans for the development and management of water resources through construction of dams, run-of-river diversion schemes and ground water exploration; ensure proper project

monitoring for timely completion of water resources projects; and maintain, rehabilitate/upgrade all existing water resources infrastructure under its responsibility.

- 24.14 At the apex of the Unit is the Director, WRU who is assisted by officers of the Engineering, Hydrological Officer, Hydrological Technician, Technical Officer, Technical Design Officer, and Inspectorate Cadres. Support is given by staff belonging to General Services grades as well as manual grades.
- 24.15 For this Report, Unions canvassed several representations during meetings. As regards proposals pertaining to Uniform Allowance, union members were apprised that a Standing Committee under the chairmanship of the MPSAIR has been set up to deal with this issue. Requests in respect of the grades of Technical Officer and Technical Design Officer pertained to the creation of a senior position. The parties were informed that the justifications provided for same will be assessed by the Bureau on functional grounds. With regards to representation made for the payment of a Bad Road Allowance for the Inspectorate Cadre of the WRU, union members were requested to submit their Job Description Questionnaires duly filled, to enable the Bureau capture relevant information for decision making. However, for want of information, it has not been possible to objectively examine their request.

### **Engineering Cadre**

- 24.16 Union members submitted that Engineers be allowed to undertake private work and provision for a full insurance cover be made for them. However, these requests do not fall under the ambit of the Bureau. Moreover, they were advised to take up the issue with their Ministry. For requests such as leave without pay for up to five years or more and provision for Extra Duty/Special Duty allowance to Engineers at all levels, the Union was informed that relevant provisions in respect of both requests already exist in the Report.
- 24.17 The Bureau considers that the present structure is appropriate, the moreso that no problem was reported in relation thereto. Hence, we are maintaining same.

### **Special Professional Retention Allowance**

- 24.18 Provision was previously made for officers of the Engineering 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.**

### **RADIATION SAFETY AND NUCLEAR SECURITY AUTHORITY**

- 24.19 Established under the Radiation Safety and Nuclear Security Act No.16 of 2018, the Radiation Safety and Nuclear Security Authority (RSNSA) is the national body regulating all practices involving sources of ionising radiation. As an independent

regulatory body, the RSNSA functions through three technical units, namely the Regulatory Unit, the Governance and External Affairs Unit, and the Radiation Safety Services Unit.

- 24.20 The objectives of the RSNSA are, among others, to: regulate and control all radiation sources and practices for the adequate protection of people and the environment against the harmful effects of radiation, both now and in the future, and for the safety of practices and the security of radioactive sources; create the conditions for the promotion of radiation safety and nuclear security culture; and promote education, training, research and development in radiation safety and nuclear security.
- 24.21 As a public body, the RSNSA is administered and managed by the Radiation Safety and Nuclear Security Board. The Director is the head of the RSNSA and is responsible for the control and management of its day-to-day business. He is assisted in his duties by officers in the grades of Senior Radiation Protection Officer (SRPO) and Radiation Protection Officer (RPO).
- 24.22 In the context of this Report, Union made proposal for the provision of duty remission facilities for the grades of RPO and SRPO, which is determined based on the findings of the Survey on Travelling and Car Benefits. Management on its side requested for the creation of additional levels which was analysed by the Bureau and same was not acceded to for technical reasons.
- 24.23 As regards the request for the merging of the grades of RPO and SRPO and consequential amendments in the relevant schemes of service, same could not be entertained given that the nature of duties as well as level of responsibilities devolving upon incumbents differ at each level and there is considerable supervision at the SRPO level. With respect to the proposal for amendments to be made to the scheme of service of the grade of Director, Management's attention was drawn to the fact that all possible implications must be considered before arriving at a decision. However, the Bureau noted that the responsibilities of the Director has evolved over the years.
- 24.24 In light of the above, the Bureau considers that the present structural set up of RSNSA is appropriate.

### **Risk Allowance**

- 24.25 Currently, officers of the Radiation Protection Officer Cadre are paid a Risk Allowance as they are exposed to a high level of risk while performing their duties. This provision is considered to be appropriate and it is, therefore, being maintained.

### **Recommendation 1**

- 24.26 We recommend that officers of the Radiation Protection Officer Cadre should continue to be paid a monthly risk allowance equivalent to one and a half increments at the initial salary of their respective salary scale. However, officers of the Radiation Protection Officer Cadre, in post as at eve of the publication of the 2021 Report, drawing a higher quantum as monthly risk allowance, should continue to draw same on a personal basis.**

**ENERGY EFFICIENCY MANAGEMENT OFFICE**

- 24.27 Set up under the Energy Efficiency Act 2011, the Energy Efficiency Management Office (EEMO) is the regulator for energy efficiency matters. It is responsible to promote the efficient use of energy and create national awareness for same, as a means to reduce carbon emissions and protect the environment.
- 24.28 The main functions of the EEMO include: developing and implementing strategies, programmes and action plans for the efficient use of energy; establishing procedures to monitor energy efficiency and consumption; issuing guidelines for energy efficiency and conservation in all sectors of the economy; compiling and maintaining a database for energy auditors; establishing energy consumption standards; developing criteria to classify energy consumers; and formulating and recommending innovative financing schemes for energy efficiency projects.
- 24.29 A Director is at the apex of the Office and is responsible, among others, for the execution of the policy and control and management of the day-to-day business and acts in accordance with such directions as he may receive from the Energy Efficiency Committee. The latter is mandated to formulate policies and to administer and manage the EEMO. The Director is assisted by officers in the grades of Engineer/Senior Engineer, Energy Efficiency and Technical Officer, Energy Efficiency. The activities of the EEMO are organised under four sections, namely: Projects and Planning; Labelling; Energy Audits and Information Centre.
- 24.30 For this Report, the Bureau did not receive any representation from the staff side (union or individual). Management made a few proposals, many of which were already discussed in the context of the last review exercise. These mainly consisted in: restructuring the EEMO through the creation of two distinct units; increasing the establishment size of existing grades; creating three levels *viz* Deputy Director, Assistant Director and Senior Energy Efficiency Officer; upgrading the qualifications requirement of the grade of Technical Officer, Energy Efficiency; and granting enhanced travelling benefits.
- 24.31 After examining the various proposals and taking cognisance of the Ministry's views on certain issues, we are making the following observations, a few of which were already communicated to Management during the consultative meeting held at the Bureau. The setting up of units and increasing establishment size of existing positions are administrative issues which should be dealt with by Management and creation of grades should be based on genuine functional needs and not solely for promotional prospects. In a few cases, an additional grade may be established only after the base level has been adequately consolidated; the qualifications required for a job should be in consonance with the nature and level of duties devolving upon the officers; and general recommendations have been made under the Chapter on Travelling and Car Benefits.

- 24.32 As regards the proposal to create a level in-between those of Director and Engineer/Senior Engineer, Energy Efficiency, we consider same to be meritorious and are recommending accordingly.

### **Lead Engineer, Energy Efficiency (New Grade)**

- 24.33 During consultations, Management requested for the creation of the grades of Deputy Director and Assistant Director as a career path for the Engineer/Senior Engineers, Energy Efficiency. After carefully examining the organisational setup, we noted that the latter does not warrant a position at strategic level, given the restricted mandate of the Office. However, we view that the structure warrants a grade at operational level, for a better coordination and supervision of the work of the professional and technical staff. The Ministry was made aware of the proposed course of action and to which they were agreeable. We are, therefore, providing for a grade of Lead Engineer, Energy Efficiency.

### **Recommendation 2**

- 24.34 We recommend the creation of a grade of Lead Engineer, Energy Efficiency. Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Engineer/Senior Engineer, Energy Efficiency, who reckon at least five years' service in a substantive capacity in the grade.**

- 24.35 Incumbent would be called upon, among others, to assist the Director, Energy Efficiency in the efficient and effective management of the activities of the EEMO and be responsible to the latter for, among others: controlling and managing the day-to-day business and activities of the EEMO; implementing strategies, programmes and action plans in the field of energy efficiency; developing and implementing technical procedures to monitor energy efficiency and consumption; organising and leading teams to implement projects or to meet specific objectives; providing guidance and training to subordinate staff as well as planning, supervising and coordinating their work; coordinating, managing and monitoring of projects in the field of energy efficiency; assisting in the preparation of budget for the Office and in the monitoring of expenditures and ensuring that these are within the authorised annual budget; and ensuring that the provisions of appropriate legislation are complied with.

## **MINISTRY OF ENERGY AND PUBLIC UTILITIES**

### **SALARY SCHEDULE**

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
02 000 114	<b>Rs 132000</b> Permanent Secretary

Salary Code	Salary Scale and Grade
26 000 113	<b>Rs 128875</b> Director General (Public Utilities)
26 000 110	<b>Rs 119500</b> Director, Technical Services (Public Utilities)
26 091 102	<b>Rs 68000 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500</b> Deputy Director, Technical Services (Public Utilities)
26 080 098	<b>Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250</b> Lead Engineer (Project/Planning)
26 065 092	<b>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</b> Engineer/Senior Engineer (Project/Planning)
26 056 059	<b>Rs 26050 x 675 - 27400 x 825 - 28225</b> Trainee Engineer
24 025 058	<b>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</b> Driver
<b>WATER RESOURCES UNIT</b>	
26 000 107	<b>Rs 110125</b> Director, Water Resources
26 091 102	<b>Rs 68000 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500</b> Deputy Director, Water Resources

Salary Code	Salary Scale and Grade
26 080 098	<b>Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250</b> Lead Engineer (Planning/Maintenance)
26 065 092	<b>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</b> Engineer/Senior Engineer (Planning/Maintenance)
26 056 059	<b>Rs 26050 x 675 - 27400 x 825 - 28225</b> Trainee Engineer
26 080 096	<b>Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 77950</b> Principal Hydrological Officer
26 073 092	<b>Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800</b> Senior Hydrological Officer
26 063 088	<b>Rs 31525 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700</b> Hydrological Officer
26 058 081	<b>Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 QB 47675 x 1575 - 49250 x 1650 - 50900</b> Senior Hydrological Technician
26 047 079	<b>Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 41250 QB 42200 x 1300 - 46100 x 1575 - 47675</b> Hydrological Technician
26 047 079	<b>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</b> Technical Officer



Salary Code	Salary Scale and Grade
26 041 073	<p><b>Rs 19850 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 40300</b></p> <p>Technical Design Officer</p>
26 060 079	<p><b>Rs 29050 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675</b></p> <p>Senior Inspector</p>
26 051 074	<p><b>Rs 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 41250</b></p> <p>Inspector</p>
26 032 069	<p><b>Rs 17305 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 - 35650 x 900 - 36550</b></p> <p>Assistant Inspector</p>
24 030 058	<p><b>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</b></p> <p>Field Supervisor</p>
24 025 058	<p><b>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</b></p> <p>Driver</p>
24 027 056	<p><b>Rs 16005 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050</b></p> <p>Gauge Reader (Personal to officers appointed prior to 01.07.87)</p>
24 025 054	<p><b>Rs 15485 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 25000</b></p> <p>Gauge Reader</p>
24 018 047	<p><b>Rs 13745 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 21850</b></p> <p>Lorry Loader</p>
24 001 045	<p><b>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</b></p> <p>General Worker</p>

Salary Code	Salary Scale and Grade
<b>RADIATION SAFETY AND NUCLEAR SECURITY AUTHORITY</b>	
19 091 103	<b>Rs 68000 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 97625</b> Director
19 073 092	<b>Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800</b> Senior Radiation Protection Officer
19 060 088	<b>Rs 29050 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700</b> Radiation Protection Officer
24 025 058	<b>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</b> Driver
<b>ENERGY EFFICIENCY MANAGEMENT OFFICE</b>	
22 000 107	<b>Rs 110125</b> Director, Energy Efficiency
22 080 098	<b>Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250</b> Lead Engineer, Energy Efficiency (New Grade)
22 065 092	<b>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</b> Engineer/Senior Engineer, Energy Efficiency
22 047 079	<b>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</b> Technical Officer, Energy Efficiency

