

### **20.3 MAURITIUS METEOROLOGICAL SERVICES**

- 20.3.1 The Mauritius Meteorological Services (MMS) is committed to provide accurate and timely weather/climate services and early warnings for natural hazards for enhanced socio-economic development of the Republic of Mauritius. With a higher prevalence of flash floods, larger rainfall variability and more intense tropical cyclones for the past few years, the MMS aims at becoming more proactive, efficient and effective in the delivery of its services.
- 20.3.2 Its key functions are, among others, to: provide meteorological services to various stakeholders including Government, media, the general public, maritime and aeronautical navigation; collect, process and publish meteorological observations; provide tsunami warnings as and when the event occurs in the Indian Ocean; and issue warning for the protection of life and property during adverse weather conditions. The MMS works in collaboration with the World Meteorological Organisation in order to achieve its vision of being a weather resilient and climate-smart nation.
- 20.3.3 The Director who is at the apex of the MMS, is assisted by Deputy Directors and officers in professional and technical grades while support is provided by officers in General Services and employees in the manual grades.
- 20.3.4 For this review exercise, the different staff associations made representations to the Bureau and they were informed of requests that did not fall within the ambit of the Bureau. Union members further made a series of proposals and a few of the requests that should be dealt with by the Management of the MMS are as follows: provision of a monthly internet package to officers; creation of additional posts and new sections; payment of an allowance for acting as resource person; and provision of incentives to purchase laptop and to benefit from a medical insurance cover.
- 20.3.5 Moreover, a few of the requests submitted by union members like refund of untaken casual leaves cut across the whole public sector and decisions thereto related are taken on the basis of policies governing casual leave. Concerning the grant of 100% duty remission to certain grades, union members were apprised of the fact that the grant of 100% duty remission is by virtue of salary point reached or as per the list at Annex I of Chapter on Travelling and Car Benefits. With respect to the payment of night duty and hardship allowance, parties were informed that such provisions already exist in the Report.
- 20.3.6 As regards the request for an upgrading of salary, same was examined by the Bureau after retrieving information from Job Description Questionnaires and site visit conducted by officers of the Bureau. In this particular context, no major evolution of duties and responsibilities has been noted. With respect to proposal for the payment of on-call and in-attendance allowance to the Deputy Director, MMS, after examination, the Bureau found no merit in the request. Regarding the refund of the registration fee for affiliation to international meteorological societies to the grade of Meteorologist/Senior Meteorologist, the request was not acceded to as this is not a

requirement as per the scheme of service. Additionally, request was made by union members for a site visit to be effected at the MMS with respect to the payment of an allowance for surveillance of tsunamis and earthquakes. The outcome of the site visit will be discussed in the ensuing paragraphs.

- 20.3.7 On its part, Management made submission with respect to the creation of a grade of Press Relation Officer. After assessing the proposed scheme of service submitted by Management, the Bureau considers that the request concerns a stand alone grade, which cannot be granted. Instead, officers in the grade of Meteorologist/Senior Meteorologist could perform these specific duties on a rotational basis.
- 20.3.8 Another issue that Management highlighted pertains to the refusal of Meteorological Technicians including female officers to go on a tour of service to Agalega and St Brandon and the Bureau was further apprised by Management that unlike St Brandon, the station at Agalega is fully equipped to accommodate female officers. As this is an implementation issue, it is dealt with by the Ministry of Public Service, Administrative and Institutional Reforms. Hence, the MMS was advised to take up the issue with them.
- 20.3.9 The present organisation structure has been examined, particularly in the face of its vision, mission and objectives and also taking into consideration the observations made during the site visit. On this basis, we consider that the organisation structure is fit for purpose and is, therefore, maintained.

### Site Visit

- 20.3.10 Upon request for the payment of an allowance for surveillance of tsunamis and earthquakes, a site visit was carried out at the MMS during which the Bureau observed that the said surveillance and monitoring exercise involves a 24-hour basis monitoring. However, upon detection of any case of tsunamis and earthquakes, officers are alerted by a beeping sound. Hence, officers carrying out this observation duty do not in fact require to be fixing the screen of their Visual Display Units at all times as we were given to understand. Therefore, this specific observation exercise does not warrant the payment of an allowance.

### Meteorological Technician Cadre

- 20.3.11 Officers of the Meteorological Technician Cadre represented that while posted at St. Brandon, they are unable to communicate properly with their families due to the high cost of communication. This situation is considered to be inconvenient to the families. Hence, this issue was raised with Management. The latter informed the Bureau that because of the marked deterioration in the quality of communication at the St. Brandon Meteorological Station, Management has provided a satellite phone to officers posted there but only for official use and for emergency messages only. **Subsequently, the Bureau was informed that Management is considering the payment of a monthly satellite-phone call allowance to officers posted to the St. Brandon Meteorological Station.**

20.3.12 Another pertinent issue raised by officers of the Meteorological Technician Cadre concerns transport problems faced by officers posted at the Plaisance Meteorological Station to attend duty. **This issue was raised with Management and eventually the Bureau was apprised that internal arrangement is being made to remedy this situation.**

### **Movement beyond QB**

20.3.13 Presently, officers in the grades of Meteorological Technician, Senior Meteorological Technician and Principal Meteorological Technician are allowed to move beyond the Qualification Bar (QB) upon possession of a Diploma in Meteorology. Since there is still need for the QB in the salary scale of the grade of Meteorological Technician, the provision with respect to the grade of Meteorological Technician is being maintained.

### **Recommendation 1**

**20.3.14 We recommend that officers in the grade of Meteorological Technician possessing a Diploma in Meteorology should be allowed to proceed beyond the Qualification Bar (QB) inserted in the salary scale.**

**20.3.15 We further recommend Meteorological Technicians possessing a Diploma in Meteorology should join the salary scale at salary point Rs 21850.**

### **Adhoc Allowance – Instrument Section**

20.3.16 Meteorological Technicians who are posted in the Instrument Section are being paid a monthly *adhoc* allowance of Rs 1500 for carrying out repairs and maintenance of meteorological instruments, which are over and above their normal duties. After an in-depth analysis regarding the extension of the payment of this allowance to the grades of Senior Meteorological Technician and Principal Meteorological Technician, the Bureau has reconsidered its position in the light of additional information obtained. Hence, we are maintaining this provision only for the grade of Meteorological Technician and revising its quantum.

### **Recommendation 2**

**20.3.17 We recommend that the monthly *adhoc* allowance payable to the Meteorological Technicians who are posted in the Instrument Section to carry out repairs and maintenance of meteorological instruments should be revised to Rs 1575.**

### **Allowance for performing Civil Status duties**

20.3.18 At present, the Senior Meteorological Technician posted to Agalega on a tour of duty is paid a monthly allowance of Rs 1000 for performing extra duties relating to Civil Status, namely registration of births, deaths, marriages, issue of certificates, and any other related documents, as no officer from the Civil Status Office is posted in the island. Given that the present arrangement is still appropriate, we are, therefore, maintaining the provision whilst revising the quantum of the allowance.

**Recommendation 3**

**20.3.19 We recommend that the monthly allowance payable to the Senior Meteorological Technician posted on a tour of duty at Agalega for performing civil status duties, should be revised to Rs 1050.**

**Allowance for Training to new recruits**

20.3.20 Provision exists for the payment of a sessional fee to incumbents in grades of Divisional Meteorologist, Meteorologist/Senior Meteorologist, Chief Meteorological Technician, Deputy Chief Meteorological Technician and Principal Meteorological Technician for dispensing both formal and classroom training to new recruits. According to Management, officers follow on-the-job training in addition to the university course followed by them, as prescribed. Consequently, only limited classroom training is being provided. Hence, payment of this allowance is being discontinued.

**Night Duty Allowance**

20.3.21 A night duty allowance equivalent to 25% of the normal rate per hour for specific hours is paid to officers of the Meteorological Technician Cadre for effectively performing night shift. This provision is still valid.

**Recommendation 4**

**20.3.22 We recommend that Trainee Meteorological Technicians, Meteorological Technicians and Senior Meteorological Technicians who effectively work on night shift should continue to be paid a Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours.**

**Inducement Allowance - Meteorological Technician (Agalega)**

20.3.23 An inducement allowance equivalent to 50% of basic salary is payable per month to officers in the grade of Meteorological Technician (Agalega). This provision is being maintained.

**Recommendation 5**

**20.3.24 We recommend that officers in the grade of Meteorological Technician (Agalega) should continue to be paid a monthly inducement allowance equivalent to 50% of monthly salary.**

**On-Call and In-Attendance Allowance**

20.3.25 On-Call and In-Attendance Allowances are paid to Meteorologist/Senior Meteorologists who are required to be on call from 2200 hours to 0400 hours and attend duty while being on-call. We are maintaining this provision and revising the quantum of these allowances.

**Recommendation 6**

**20.3.26 We recommend that an On-Call and In-Attendance Allowance should be paid to Meteorologist/Senior Meteorologists as per the table below:**

| <b>Grade</b>                              | <b>Allowance</b>   | <b>Amount (Rs)</b>                                   |
|---|--|--|
| <b>Meteorologist/Senior Meteorologist</b> | <b>On-Call Allowance</b>   | <b>Rs 210 daily</b>                                  |
|   | <b>In-Attendance Allowance, when attending duty whilst on call</b> | <b>Rs 210 per hour, inclusive of travelling time</b> |

20.3.27 At present, the Divisional Meteorologist who is required to attend duty during extreme weather conditions is paid an In-Attendance Allowance of Rs 370 per hour. For the present review exercise, union members requested that the recommendation be rephrased. Views of Management were sought on this issue for clarification. Payment of the In-Attendance Allowance should in fact be made to the Divisional Meteorologist in the event that incumbent is presently not at work and is required to attend duty in the occurrence of an adverse event. We are revising the quantum of the allowance.

**Recommendation 7**

**20.3.28 We recommend that Divisional Meteorologists, who during extreme weather conditions have to attend duty, should be paid an In-Attendance Allowance of Rs 390 per hour, inclusive of travelling time.**

**Meteorological Telecommunications Division**

20.3.29 The Meteorological Telecommunications Division of the MMS is being serviced by officers of the five-level Meteorological Telecommunications Technician Cadre and Telecommunication Engineer/Senior Telecommunication Engineers. It is mainly responsible for the installation, repairs and maintenance of various equipment used for the reception, processing, displaying and dissemination of meteorological data.

20.3.30 For this review, the Union made representations on behalf of the Meteorological Telecommunications Technician Cadre which mainly consisted in: changing the reporting line of the Chief Meteorological Telecommunications Technician; reviewing the qualifications requirement, duties and salaries; creating additional posts; extending the payment of the Height Allowance to officers in other grades; and granting enhanced conditions of service as those provided to shift workers. Request was also made for Management to dispense a course in basic meteorology; granting an On-Call and an In-Attendance allowance; the payment of an allowance to officers posted in specialised units; and filling the post of Deputy Chief Meteorological Telecommunications Technician.

- 20.3.31 Proposals from the Telecommunication Engineer/Senior Telecommunication Engineers comprised, among others: amending the scheme of service and upgrading the salary, as incumbents are called upon to perform additional duties not forming part of their scheme of service; payment of a Height Allowance in connection with maintenance of the Radar; granting additional increments every three years owing to lack of career prospects; and provision of personal protective equipment due to several electrical hazards at their workplace.
- 20.3.32 Management's proposals for the Meteorological Telecommunications Technician Cadre were mainly geared towards: an upgrading of the entry requirement of the position of Trainee Meteorological Telecommunications Technician and incumbents would be sponsored to follow a two-year part-time Diploma Course in Telecommunication Engineering; an alignment in salary of the Meteorological Technician and Meteorological Telecommunications Technician Cadre; a few grades of the Meteorological Telecommunications Technician Cadre to be placed on a shift pattern of work; and payment of an allowance to officers of the Meteorological Telecommunications Technician Cadre who are posted in the Server and Computer Administration Section.
- 20.3.33 The Bureau carried out two site visits further to requests made by the staff and Union, namely at the Vacoas and Trou aux Cerfs Radar Stations to take cognizance of the working environment and duties being performed by the Meteorological Telecommunications Technician Cadre, among others. The exercise enabled us to better understand, *inter alia*, the rationale of certain representations made by the officers of the Meteorological Telecommunications Technician Cadre and Telecommunication Engineer/Senior Telecommunication Engineers.
- 20.3.34 After careful examination of the various proposals made by all parties concerned and after taking cognizance of the findings of the site visits conducted and views of Management on certain issues, we are making the following observations, a few of which were already communicated during consultative meetings held at the Bureau: change in reporting lines as well as creation of additional posts or filling of vacant positions rests with Management; and the additional duties being performed by Telecommunication Engineer/Senior Telecommunication Engineers are of a lower nature. Moreover, the salary scale of the grade of Telecommunication Engineer /Senior Telecommunication Engineer is a merged one and has already catered for the element of career earnings; Management informed that all health and safety issues, as well as the provision of relevant personal protection equipment would be looked into at their level; and officers of the Meteorological Telecommunications Technician Cadre are not required to interpret meteorological radar data.
- 20.3.35 Among the representations made, a few were found meritorious and are being addressed. In this context, we are upgrading the entry requirement to the Meteorological Telecommunications Technician Cadre; classifying a few grades of the Meteorological Telecommunications Technician Cadre as working on shift; and reviewing the salary scales of the grades; allowing new recruits to be sponsored to

follow a Diploma Course in Telecommunication Engineering; extending payment of a Height Allowance to eligible officers; and providing for the payment of an allowance to officers concerned who are posted in the Server and Computer Administration Section.

### **Trainee Meteorological Telecommunications Technician**

20.3.36 At present, recruitment to the position of Trainee Meteorological Telecommunications Technician is made by selection from among candidates possessing a Cambridge School Certificate with credits in five subjects including Mathematics and Physics. During their traineeship, incumbents are sponsored to follow a Diploma course in Telecommunication Engineering, and upon successful completion of same, incumbents are appointed Meteorological Telecommunications Technicians.

20.3.37 For this Report, both Management and the Union have requested for an upgrading of the basic entry qualifications requirement on the ground that candidates joining the cadre should be more knowledgeable owing to an evolution in the telecommunications field. In the same vein, we have been apprised that the Diploma course is being revamped in line with the nature of duties which the officers of the Meteorological Telecommunications Technician Cadre are called upon to perform. In this context, Management informed that a module on the fundamentals of electrical installation and minor repairs as well as a module on basic meteorology would be included. We are, therefore, reviewing the qualifications requirement at entry level.

### **Recommendation 8**

**20.3.38 We recommend that, henceforth, recruitment to the position of Trainee Meteorological Telecommunications Technician should be made by selection from among candidates possessing a Higher School Certificate including Physics or Mathematics at Principal Level and who are computer literate. During their two-year period of training, trainees would, among others, be sponsored to follow a Diploma course in Telecommunication Engineering.**

**20.3.39 We further recommend that Management should take necessary prompt action to review the content of the Diploma course so as to include additional relevant module/s.**

### **Shift Pattern of Work and Review of the scheme of service of grades of the Meteorological Telecommunications Technician Cadre**

20.3.40 At some point in time, grades of the Meteorological Telecommunications Technician Cadre were classified as working on shift. Subsequently, in the context of 2008 review exercise, Management informed that there was no longer the need for a shift pattern of work for the Meteorological Telecommunications Technician Cadre. As a result, officers in post at that time maintained their "shift" salary scale on a personal basis, whilst a non-shift scale was provided for future holders.

20.3.41 For this review, Management has requested for a reversion to a shift pattern of work on the ground that the Trou aux Certs Radar Station is meant to operate on a 24-hour basis and the work of the Meteorological Telecommunications Technician Cadre has become more demanding such that their services are now required round the clock. The officers are required to be present at all times for prompt intervention at the Vacoas Meteorological Station so as to ensure a continuous reception and dissemination of meteorological data. Since this working pattern would enable the MMS to operate more effectively, we are classifying the relevant grades on a shift pattern of work.

20.3.42 In addition, prior to the publication of this Report, Management submitted through the Ministry of Public Service, Administrative and Institutional Reforms proposed schemes of service of the grades in the Meteorological Telecommunications Technician Cadre whereby duties have been enlarged.

**20.3.43 The Bureau has taken into account the element of working of shift and the enlarged duties prior to arriving at the recommended salary scales of the grades of the Meteorological Telecommunications Technician Cadre as provided in the ensuing recommendation. However, the recommended salary scales would be applicable once the relevant reviewed schemes of service of the grades concerned have been prescribed and the shift pattern of work effectively implemented.**

#### **Recommendation 9**

**20.3.44 We recommend that:**

- (i) the grades of Trainee Meteorological Telecommunications Technician, Meteorological Telecommunications Technician, Senior Meteorological Telecommunications Technician and Principal Meteorological Telecommunications Technician should be classified as working on a shift pattern; and**
- (ii) Management should expedite matters in increasing the establishment size of the grades concerned with a view to allowing a proper functioning of the shift pattern of work and reviewing/prescribing the proposed schemes of service of the grades of the Meteorological Telecommunications Technician Cadre.**

**20.3.45 We further recommend that the following salary scales as per the table below should be applicable to the grades of the Meteorological Telecommunications Technician Cadre, once the relevant reviewed schemes of service have been prescribed and the shift pattern of work effectively implemented:**



| Salary Code | Salary Scale/Grade  |
|-------------|---|
| 22 069 086  | Rs 36550 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 59300<br><b>Chief Meteorological Telecommunications Technician</b>   |
| 22 068 085  | Rs 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 57600<br><b>Deputy Chief Meteorological Telecommunications Technician</b>                                  |
| 22 064 081  | Rs 32350 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 50900<br><b>Principal Meteorological Telecommunications Technician (Shift)</b>                              |
| 22 053 079  | Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675<br><b>Senior Meteorological Telecommunications Technician (Shift)</b>                    |
| 22 038 072  | Rs 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 39350<br><b>Meteorological Telecommunications Technician (Shift)</b> |
| 22 031 033  | Rs 17045 x 260 - 17565<br><b>Trainee Meteorological Telecommunications Technician (Shift)</b>   |

**20.3.46 We also recommend that officers of the Meteorological Telecommunications Technician Cadre in post as at the eve of the publication of this Report, who joined the Meteorological Telecommunications Technician Cadre as from 01 July 2008 and were subsequently drawing salary in the respective non-personal salary scale as per 2016 PRB Report should be given the option to join the shift pattern of work and on joining be granted three increments at salary point reached in their respective salary scale as recommended at paragraph 20.3.45 above, subject to the top salary of the grade concerned.**

#### **Specific Recommendation made in 2008 PRB Report**

20.3.47 Following the introduction of a non-shift pattern of work in 2008 Report, the Bureau provided for a future holder salary scale for the grades of the Meteorological Telecommunications Technician Cadre, whilst maintaining those which were applicable prior to the Report, to safeguard the promotional prospect for officers in post as at 30 June 2008. Further to clarification sought by the Ministry of Public Service, Administrative and Institutional Reforms and recommendation made by the Standing Committee on Remuneration, as subsequently endorsed by the High Powered Committee, we are making a specific provision for the officers concerned.

**Recommendation 10****20.3.48 We recommend that:**

- (i) officers of the Meteorological Telecommunications Technician Cadre in post as at 30 June 2008, who were governed by the provision made at paragraph 14.3.11 in Volume 2 Part I of the 2008 PRB Report should on their promotion continue to be governed by the said provision, notwithstanding the salary scales that have been made personal in the 2013 and 2016 PRB Reports; and
- (ii) pending the establishment of a shift system and prescription of the proposed schemes of service by Management, officers in the above category of the Meteorological Telecommunications Technician Cadre should be governed by the undermentioned salary scale:

| Salary Code | Salary Scale/Grade   |
|-------------|--|
| 22 068 084  | Rs 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 55900<br>Chief Meteorological Telecommunications Technician                                 |
| 22 064 081  | Rs 32350 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 50900<br>Principal Meteorological Telecommunications Technician                              |
| 22 053 079  | Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675<br>Senior Meteorological Telecommunications Technician                    |
| 22 038 072  | Rs 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 39350<br>Meteorological Telecommunications Technician |

**Night Duty Allowance**

20.3.49 Officers working on a shift pattern of work are normally paid a Night Duty Allowance as an incentive for working during unsocial hours. Given that officers of the Meteorological Telecommunications Technician Cadre are called upon to operate on a shift pattern of work, we are recommending for the payment of this allowance.

**Recommendation 11**

20.3.50 We recommend that officers of the Meteorological Telecommunications Technician Cadre who effectively work on night shift should be paid a Night Duty Allowance equivalent to 25% of the normal hourly rate for the period between 2300 hours and 0500 hours.

20.3.51 Officers working on shift are also governed by the general provisions made under Chapter Working Week, Flexitime, Workers on Shift/Roster/Staggered Hours and Overtime, in Volume 1 of this Report.

### **Allowance to Officers posted in the Computer and Server Administration Section**

20.3.52 Both Management and the Union made a request for the payment of an allowance to officers of the Meteorological Telecommunications Technician Cadre who are posted in the Computer and Server Administration Section, which is considered as a specialised unit at the MMS. These officers are called upon to perform extra duties of a specialised nature in the field of ICT, on account that they possess additional relevant competencies/qualifications. Management informed that performance of these extra duties requires extra knowledge and additional qualifications in the related field.

20.3.53 After examining the proposal, we view that there is some merit in the request. We are, therefore, providing for an additional compensation to be paid to these officers.

### **Recommendation 12**

**20.3.54 We recommend that officers of the Meteorological Telecommunications Technician Cadre who possess additional higher qualification in the field of IT and as a result are posted in the Computer Server Administration Section to perform specific duties over and above their normal duties, should be paid a monthly *ad hoc* allowance equivalent to one increment at the point reached in their respective salary scale.**

### **Height Allowance**

20.3.55 A Height Allowance is presently payable to Meteorological Telecommunications Technicians and officers posted in the Instrument Section of the MMS, for climbing masts and towers above 20 feet for the maintenance, servicing and repair of anemometers.

20.3.56 In the context of this Report, Union members as well as the Telecommunication Engineer/Senior Telecommunication Engineers who are posted at the Trou aux Cerfs Radar Station, have requested for an extension of the payment of the allowance to them as they also are required to climb ladders/scaffolds for a total height of above 20 feet for the maintenance of the Radar at least once per month. In this respect, we are reviewing the recommendation to a more general one.

### **Recommendation 13**

**20.3.57 We recommend that officers of the Mauritius Meteorological Services who are required to climb masts/towers/scaffolds/ladders above 20 feet should be paid a Height Allowance computed on the number of hours of work performed at a height of above 20 feet, at the rate of 80% of the normal hourly rate.**

**Wave Rider/Wave Hunter Allowance**

20.3.58 At present, officers in a few grades of the Meteorological Telecommunications Technician Cadre are being paid a monthly Wave Rider/Wave Hunter Allowance of Rs 750 owing to the hazardous conditions (rough sea, adverse weather conditions) in which they are called upon to carry out wave rider deployment in the open sea as well as additional duties relating to remote marine-sensing equipment. We consider that this arrangement should continue.

**Recommendation 14**

**20.3.59 We recommend that the monthly Wave Rider/Wave Hunter Allowance should continue to be paid to officers in the grades of Meteorological Telecommunications Technician, Senior Meteorological Telecommunications Technician and Principal Meteorological Telecommunications Technician at the revised rate of Rs 790.**

**Training Allowance**

20.3.60 Provision exists for the payment of a fee of Rs 340 per session of 1 ¼ and 1 ½ hours to officers in the grade of Chief Meteorological Telecommunications Technician, Deputy Chief Meteorological Telecommunications Technician and Principal Meteorological Telecommunications Technician for dispensing formal and classroom training to new recruits. Management has apprised that such training was dispensed only for a short period of time. In addition, incumbents are required to follow a Diploma Course in the relevant field at the University and on-the-job training is also provided. In this context, payment of the allowance is no longer warranted.

**Hardship Allowance**

20.3.61 At present, a Hardship Allowance is being paid to officers of certain grades of the Meteorological Telecommunications Technicians Cadre when they proceed on official mission to Agalega and St. Brandon, owing to various difficulties faced during the trip and their stay in these islands. We view that this allowance should be maintained.

**Recommendation 15**

**20.3.62 We recommend that officers of the Meteorological Telecommunications Technician Cadre should continue to be paid a Hardship Allowance whilst proceeding on official mission to Agalega and St. Brandon, for each two-way trip undertaken, as per the table below:**

| <b>Grade</b>  | <b>Quantum Payable</b> |
|---|------------------------|
| <b>Principal Meteorological Telecommunications Technician</b> | <b>Rs 2100</b>         |
| <b>Senior Meteorological Telecommunications Technician</b>    | <b>Rs 1575</b>         |
| <b>Meteorological Telecommunications Technician</b>           | <b>Rs 1260</b>         |

**Provision of basic amenities/appliances**

20.3.63 The Bureau has been informed that basic amenities/appliances meant to facilitate working at night at the Radar Station are not being provided, except for recliners. We have equally been apprised that food and drinks are not allowed in the Radar Station.

20.3.64 We have examined the representation made by the Union regarding the working conditions in which they are called upon to operate on a shift pattern of work (including night shift) at the Trou aux Cerfs Radar Station and took cognizance of Management's views on this issue. We view that for a conducive work environment, proper facilities, including those relating to the intake of food and drinks, should be put at the disposal of the employees who perform night shift.

**Recommendation 16**

**20.3.65 We recommend that Management should make necessary arrangements for the provision of basic facilities/amenities/appliances at work stations, including at Trou aux Cerfs Radar Station, to enhance the working conditions.**

20.3.66 Management is equally advised to stand guided by our recommendation made at paragraph 16.11.12 in Volume 1 of this Report.

**MAURITIUS METEOROLOGICAL SERVICES****SALARY SCHEDULE**

| <b>Salary Code</b> | <b>Salary Scale and Grade</b>  |
|--------------------|--|
| 19 000 110         | <b>Rs 119500</b><br>Director   |
| 19 091 102         | <b>Rs 68000 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500</b><br>Deputy Director  |
| 19 080 096         | <b>Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 77950</b><br>Divisional Meteorologist   |
| 19 063 092         | <b>Rs 31525 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><br>Meteorologist/Senior Meteorologist |

| Salary Code | Salary Scale and Grade   |
|-------------|--|
| 19 056 059  | <b>Rs 26050 x 675 - 27400 x 825 - 28225</b><br>Trainee Meteorologist   |
| 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><br>Telecommunication Engineer/Senior Telecommunication Engineer |
| 22 067 083  | <b>Rs 34825 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200</b><br>Chief Meteorological Telecommunications Technician   |
| 22 065 082  | <b>Rs 33175 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 52550</b><br>Deputy Chief Meteorological Telecommunications Technician                                  |
| 22 062 079  | <b>Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675</b><br>Principal Meteorological Telecommunications Technician  |
| 22 050 076  | <b>Rs 23025 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500</b><br>Senior Meteorological Telecommunications Technician                            |
| 22 035 069  | <b>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 - 35650 x 900 - 36550</b><br>Meteorological Telecommunications Technician        |
| 22 027 029  | <b>Rs 16005 x 260 - 16525</b><br>Trainee Meteorological Telecommunications Technician  |
| 19 071 088  | <b>Rs 38400 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700</b><br>Chief Meteorological Technician   |

| Salary Code | Salary Scale and Grade  |
|-------------|---|
| 19 068 087  | <b>Rs 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 61000</b><br>Deputy Chief Meteorological Technician   |
| 19 065 085  | <b>Rs 33175 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 57600</b><br>Principal Meteorological Technician  |
| 19 060 081  | <b>Rs 29050 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 50900</b><br>Senior Meteorological Technician  |
| 19 038 076  | <b>Rs 18925 x 300 - 19525 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 - 43500</b><br>Meteorological Technician<br>Meteorological Technician (Agalega) |
| 19 031 033  | <b>Rs 17045 x 260 - 17565</b><br>Trainee Meteorological Technician  |
| 19 034 071  | <b>Rs 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 - 37450 x 950 - 38400</b><br>Meteorological Observer (Agalega)  |
| 19 027 029  | <b>Rs 16005 x 260 - 16525</b><br>Trainee Meteorological Observer (Agalega)  |
| 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><br>Driver   |

| Salary Code | Salary Scale and Grade   |
|-------------|--|
| 24 021 051  | <b>Rs 14475 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425</b><br>Surveillant<br><i>formerly Security Guard</i> |
| 24 019 050  | <b>Rs 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23025</b><br>Stores Attendant (New Grade)                  |
| 24 018 048  | <b>Rs 13745 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225</b><br>Handy Worker                                  |
| 24 001 045  | <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><br>General Worker    |

