

23. MINISTRY OF FINANCE, ECONOMIC PLANNING AND DEVELOPMENT

- 23.1 The Ministry of Finance, Economic Planning and Development (MOFEPD) is responsible to promote sustainable economic and social development of the country and improve the standard of living of the population. It envisions to transform Mauritius into an inclusive, high income country. In addition, it is required to ensure optimal revenue mobilisation and allocation of funds while providing the right incentives for economic growth and social development.
- 23.2 Some of the activities undertaken by the MOFEPD to achieve its mission include formulation of policies and strategies; mobilisation of resources; implementation of projects/programmes to facilitate the shift from a middle income to a high income country; formulating Government economic reform strategy and coordinating its implementation; preparing annual Budget; developing cooperation with international financial institutions; and providing support to Ministries/Departments in the formulation of their strategic plan.
- 23.3 A panoply of departments/bodies operate under the *aegis* of the MOFEPD as autonomous entities and are the executive arm of the Ministry in supporting and promoting Government's vision, mission and objectives. These entities are namely Statistics Mauritius, Treasury, Registrar-General's Department, Corporate and Business Registration Department, Procurement Policy Office, Central Procurement Board, Independent Review Panel, Valuation Department, Assessment Review Committee and Office of the Commissioner for Protection of the Borrowers. Several agencies are also accountable to it, to which, the Economic Development Board and the Gambling Regulatory Authority have recently been added.
- 23.4 The services of the MOFEPD are delivered by the technical arm and the Corporate Services. The technical arm consists of eight directorates namely Public Finance & Budget Management, Social Sectors, Taxation Revenue & Policies, Banking and Financial Services, Public Infrastructure, Economic Co-Operation and International Affairs, Digital Economy and Skills Development, and Economic and Fiscal Policies and Legislations. Each of these departments functions in conjunction so as to achieve financial soundness of Government's economic policy and develop the framework for the sound management of public finances and ensure implementation within set rules. The Corporate Services, on the other hand, are responsible for, *inter alia*, parliamentary affairs, Boards and Committees and Budget Proposals, office operations and facilities management, human resource matters and policy issues, financial operations and procurement and supply and internal control.
- 23.5 As the Accounting and Responsible Officer of the MOFEPD, the Financial Secretary oversees both the technical and corporate services. He is assisted in his duties by Deputy Financial Secretaries, a Permanent Secretary and officers from various cadres namely Analyst, Administrative, Financial Operations, Procurement and Supply and Internal Control. He is also the responsible officer for officers of the Financial Operations, Procurement and Supply and Internal Control Cadres who are posted to other Ministries/Departments to facilitate the smooth running of their businesses.

- 23.6 With a view to enabling it to respond more effectively to its mandate in the face of the new economic and social challenges posed particularly by the advent of the Covid-19 pandemic, the MOFEPD has recently created an Economic Research and Planning Department. This new department, which has been set up to replace the former Strategic Policy and Planning Department, would be responsible for the implementation of the five-year strategic plan, integration of the social issues into development planning process and co-ordination of the capital development programme. In December 2020, the proposed schemes of service of two new positions, which were created on an *ad hoc* basis to staff this department, were submitted to the Bureau for salary determination purposes. In view of the importance of these grades, the Bureau provided the necessary salary gradings.
- 23.7 In the course of this review exercise, requests were made by the Union for the creation of a grade of Principal Analyst and the level of Deputy Director, Economic and Finance which was abolished in our last Report, to be reinstated. After examination of the request and considering the views of the Ministry on the matter, we believe that a new layer, if created, would clog the operational activities of the Ministry and would delay decision making thereby impacting negatively on productivity and efficiency. Besides, the creation of the additional level would have salary implication across the cadre. For these reasons the request for the new level as well as that to reinstate the grade of Deputy Director, Economic and Finance have not been retained. As regards proposal relating to conditions of service, the Unions were informed that same were treated in a holistic manner in Volume 1 of the Report.
- 23.8 After examining the structure which has been strengthened by the creation of the two grades recently, we consider that it is adequate to enable the MOFEPD to deliver on its mandate. Hence, no change is being brought thereto except for making the grades of the former Strategic Policy and Planning Department evanescent as they are no longer required pursuant to the creation of the Economic Research and Planning Department. We are, however, revisiting certain schemes of service at the request of Management.

Grades of the former Strategic Policy and Planning Department

- 23.9 Pursuant to the creation of the Economic Research and Planning Department which has taken over the function of the Strategic Policy and Planning Department, Management has submitted that provision is being made for officers of the defunct department to join the new department. In this respect, it has requested that the existing grades of the former Strategic Policy and Planning Department be made evanescent, to which we subscribe.

Recommendation 1

- 23.10 We recommend that the grades of Director-General, Strategic Policy and Planning; Director, Strategic Policy and Planning; Lead Strategic Policy and Planning Officer and Strategic Policy and Planning Officer/Senior Strategic Policy and Planning Officer be made evanescent.**

Scheme of Service - Deputy Financial Secretary

23.11 Appointment to the grade of Deputy Financial Secretary is currently made by selection from among officers in the grade of Director, Economic and Finance who reckon at least two years' service in a substantive capacity in the grade. Further to the creation of the grade of Director, Economic Research and Planning on the establishment of the Ministry, Management has proposed that the grade of Deputy Financial Secretary be opened to incumbents in the latter grade as well. Besides, it has also proposed that the length of service required for the grade of Deputy Financial Secretary be raised from two years' service to five years. We are recommending accordingly.

Recommendation 2

23.12 We recommend that appointment to the grade of Deputy Financial Secretary should, henceforth, be made by selection from among officers in the grades of Director, Economic and Finance and Director, Economic Research and Planning who reckon at least five years' service in a substantive capacity in their respective grade.

Director, Economic and Finance

23.13 Presently, the grade of Director, Economic and Finance is filled from among officers in the grade of Lead Analyst reckoning at least five years' service in a substantive capacity in the grade.

23.14 It has been submitted that pursuant to the transfer of the former Strategic Policy and Planning Department to the MOFEPD and the creation of the grade of Lead Analyst, Economic Research and Planning, there is need to review the mode of appointment to the grade of Director, Economic and Finance so as to provide a career path for these officers as well. Management has also proposed to include a Master's Degree in the qualifications requirement of the grade in line with those set for the grade of Director, Economic Research and Planning. As the proposed qualification is in line with what has been set for other grades at rather same level, we subscribe to the proposal made.

Recommendation 3

23.15 We recommend that appointment to the grade of Director, Economic and Finance should, henceforth, be made by selection from among officers in the grades of Lead Analyst; Lead Strategic Policy and Planning Officer (Personal) and Lead Analyst, Economic Research and Planning who possess a Master's Degree in a relevant field and reckon at least five years' service in a substantive capacity in their respective grade.

Analyst/Senior Analyst

23.16 Currently, the grade of Analyst/Senior Analyst is filled from among candidates possessing a Degree in Finance or Economics or Business Studies or Law or Philosophy or Psychology or Sociology or Accounting or Mathematics or Computer Science or

Information Technology or a professional qualification in Accountancy or Engineering or Architecture.

- 23.17 Management has submitted that certain of the aforementioned fields do not match with the duties performed and has, accordingly, requested that they be waived while new fields, which are more relevant, be included. We have carefully scrutinised the prescribed duties of the grade as well as the recently written Job Description Questionnaires and are inclined to conclude that the fields mentioned by Management indeed have no nexus with the duties performed. Based on the strength of the case, we are, therefore, making an appropriate recommendation.

Recommendation 4

- 23.18 We recommend that the scheme of service of the grade of Analyst/Senior Analyst be amended so that, henceforth, appointment to the grade be made by selection from among candidates possessing a Degree in Economics or Econometrics or Finance or Accounting or Law or Mathematics or Business Studies or a professional qualification in Accountancy or Financial Analysis or Engineering.**

- 23.19 The EOAC Report made recommendation for a higher initial to be granted to registered Accountants, Architects and Engineers joining the grade of Analyst/Senior Analyst. This provision was maintained in our last Report. In the context of this review, the staff side has requested that the initial salary of these professionals and that of the other degree holders joining the grade of Analyst/Senior Analyst be aligned. Given the present incentive has proven to be an effective tool in inducing professionals to join the grade, we consider that the present arrangement is appropriate and should continue to prevail.

Recommendation 5

- 23.20 We recommend that Registered Accountants and Engineers appointed to the grade of Analyst/Senior Analyst should continue to draw a higher initial salary point in the salary scale provided for the grade as hereunder:**

Grade	Initial Salary (Rs)
Accountant	33175
Engineer	34000

Lead Analyst

- 23.21 As per existing provisions, Lead Analysts in post as at 30 June 2008 are allowed to move incrementally up to salary point Rs 95000 in the Master Salary Scale subject to satisfying certain conditions. We are maintaining the present arrangement.

Recommendation 6

- 23.22** We recommend that Lead Analysts, in post as at 30 June 2008 at the Ministry of Finance, Economic Planning and Development, be allowed to move incrementally up to salary point Rs 103875 in the Master Salary Scale provided they satisfy the performance criteria as per the Introductory Chapter of this Volume.
- 23.23** We further recommend that, on reaching salary point Rs 103875, the above mentioned officers should bear the appellation of Assistant Director, Economic and Finance.

Senior Analyst (Personal)

- 23.24** By virtue of existing provisions, Senior Analysts (Personal) in post as at 30 June 2008 are allowed to move incrementally by two increments over and above the special provision set out at paragraph 9.40 of Volume 1 of this Report. This provision should continue to be applicable.

Recommendation 7

- 23.25** We recommend that incumbents in the grade of Senior Analyst (Personal) in post as at 30 June 2008 at the Ministry of Finance, Economic Planning and Development should be allowed to move incrementally by two increments over and above the special provision set out at paragraph 9.40 of Volume 1 of this Report provided that they satisfy the performance criteria as per the Introductory Chapter of this Volume.

MINISTRY OF FINANCE, ECONOMIC PLANNING AND DEVELOPMENT**SALARY SCHEDULE**

SALARY CODE	SALARY SCALE AND GRADE
01 000 121	Rs 175750 Financial Secretary
01 000 118	Rs 150750 Deputy Financial Secretary
01 000 113	Rs 128875 Director, Economic and Finance Director, Economic Research and Planning

SALARY CODE	SALARY SCALE AND GRADE
01 092 102	Rs 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500 Lead Analyst Lead Analyst, Economic Research and Planning Lead Strategic Policy and Planning Officer (Personal)
01 073 092	Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Manager, Financial Management
01 063 092	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 Assistant Manager (Ex-SMEDA) (Personal)
01 058 092	Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Analyst/Senior Analyst Senior Analyst (Personal) Strategic Policy and Planning Officer/Senior Strategic Policy and Planning Officer (Personal)
01 058 088	Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Financial Management Officer
24 025 058	Rs 15485 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 Driver
24 019 050	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
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

