

## **31. MINISTRY OF YOUTH EMPOWERMENT, SPORTS AND RECREATION**

- 31.1 The Ministry of Youth Empowerment, Sports and Recreation (MYESR) is responsible for the elaboration of youth and sports policies for the well-being and sound development of the young people and citizens in general. The Ministry aims at promoting recreational activities which have been found to contribute to community strengthening and the development of social capital which are important for social and national health and wellbeing.
- 31.2 It also aims at increasing the levels and standards of sports activities by putting more facilities at the disposal of the general public; creating a dynamic youth sector that responds smartly and systematically to ever changing needs of the young people as well as promoting recreational activities that meet the needs of all age group.
- 31.3 Its activities are organised under two sectors namely the Youth Sector and the Sports Sector, which are dealt with separately in the ensuing paragraphs of this Chapter.

### **YOUTH SECTOR**

- 31.4 The Youth Sector of the Ministry is responsible for the implementation of the National Youth Policy with the key objectives of creating opportunities to empower young people to develop their resilience and sense of belonging to society. Thus, the Ministry aims to provide greater access to quality and user-friendly services to the youth and prepare them to better participate in the socio-economic development of the country.
- 31.5 Based on the new orientation of the Ministry, youth programmes have been developed in four strategic areas of youth development namely, Economic Empowerment, Psychosocial Empowerment, Youth Empowerment through leisure; and Youth Engagement. The objective is to create a dynamic youth sector that responds smartly and systematically to the ever-changing needs and aspirations of young people of Mauritius.
- 31.6 The Director of Youth Affairs heads the Youth Sector and is responsible for, among others, the overall design, implementation, monitoring and evaluation of national and regional youth programmes; management of officers of the Youth Officer Cadre including performance management; and training and development. The Director of Youth Affairs is supported by officers in the grades of Assistant Director of Youth Affairs; Principal Youth Officer; Senior Youth Officer and Youth Officer. The different programmes of the Ministry are implemented through 25 Youth Centres with the close collaboration of Regional Youth Councils, Youth Clubs and organisations, the Student Community and Youth leaders all grouped in the Youth Empowerment teams.
- 31.7 In the context of this review exercise, the Bureau had consultative meetings with both the Union and Management. The Union mainly requested for the upgrading of qualifications from Diploma to Degree at the level of Youth Officer; creation of a grade

of Deputy Director – Youth; restyling the Youth Officer Cadre; and payment of overtime and an allowance for organising seminars, training and workshops.

- 31.8 Management, on the other hand, proposed the restyling of the Youth Officer Cadre to a more appropriate appellation; and the grant of time off at twice hourly rate for work performed on Sundays and Public Holidays by incumbents in the Youth Officer Cadre.
- 31.9 Parties concerned were apprised during the meeting that the creation of grades is based on functional need; an upgrading in qualification from Diploma to Degree is entertained whenever there is an enhancement in the overall functions, responsibilities and objectives of the Sector; the payment of an allowance for organising seminars, training and workshops could not be acceded to since these duties are included in the scheme of service of the grades; the grant of time off for work performed on Sundays and Public Holidays would be dealt with as a general policy for the whole public sector; and request for restyling is considered in situations where the grade appellation is not reflecting the real nature of duties being performed.
- 31.10 The existing organisation structure is presently apt for the youth sector to deliver on its mandate efficiently and effectively. We are, therefore, revising the salary of existing grades and making appropriate provision to compensate those incumbents who possess higher qualification.

### **Youth Officer**

- 31.11 Youth Officers are currently appointed by selection from among candidates possessing a Diploma in Social Work. In the previous Report, provision was made for incumbents possessing a Degree in the relevant field to move incrementally in the Master Salary Scale after drawing their top salary for a year. We are, in this Report, maintaining this arrangement and recommending accordingly.

### **Recommendation 1**

- 31.12 We recommend that officers in the grade of Youth Officer possessing a Degree in Social Work or an equivalent qualification should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 46100 provided they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.**
- 31.13 Incumbents in the grade of Youth Officer possessing a Diploma in Social Work or an equivalent qualification are allowed to proceed incrementally beyond the QB inserted in the salary scale recommended for the grade. **This arrangement should continue.**

### **SPORTS SECTOR**

- 31.14 The main objectives of the Sports Sector are to , *inter alia*, promote sports through the organisation of major sporting events; set up national sports infrastructure and facilities; provide the opportunity to all citizens to practise a sport of their choice

whether for competition or leisure; provide financial support and technical assistance to National Sports Federations for the development and promotion of their respective sports disciplines; set up sports training centres; provide incentives to high-level athletes to achieve excellence in their performance at regional, continental and world levels; and ensure a balanced development of sports throughout the country.

- 31.15 It currently comprises the Sports Officer Cadre on the professional side and the Coach Cadre on the technical side and is headed by the Director of Sports.
- 31.16 The Bureau had consultative meetings with both the Unions and Management of the Sports Sector. The requests of the Union for the Sports Officer Cadre pertain mainly to the creation of different units and an increase in establishment size to manage those units. They were apprised that both issues should be dealt with administratively. The Union for Coach and Senior Coach requested mainly for the grant of 70% duty remission on a car, which is normally based on our survey on Travelling and Car Benefits. They also requested for the creation of a grade of Principal Coach as well as an increase in salary. The Union was apprised that creation of grades is based on the functional need of the organisation and that salary is determined during our job evaluation exercise.
- 31.17 Union's representations for the grade of Technician (Youth and Sports) consist of, amongst others, creation of a supervisory level of Senior Technician (Youth and Sports); increase in establishment size of the grade; amendment of the qualifications requirement; change in appellation of the grade; payment of an allowance for work carried out beyond normal working hours; and provision of enhanced benefits.
- 31.18 In light of the above proposals made, the Bureau views that some issues should be dealt with administratively and payment for working beyond normal working hours should be as per existing provisions of the Report.
- 31.19 Management, on the other hand, has submitted that the present structure of the Sports Sector is appropriate and made some proposals for the increase in establishment size of existing grades and for incumbents to be granted time-off at twice hourly rate when they are called upon to work on Sundays and Public Holidays. Management was duly apprised that increase of establishment size should be dealt with administratively and the grant of time-off would be looked into as a general policy for the whole public sector.
- 31.20 The Bureau has examined the requests of all parties and we are, in the ensuing paragraphs, making appropriate recommendations for those requests which are meritorious.

### **Senior Technician (Youth and Sports) (New Grade)**

- 31.21 Further to the request made by the Union regarding the creation of a supervisory level of Senior Technician (Youth and Sports), we solicited the views of the Ministry on any functional need for same. We were apprised that there is a need to create a higher level mainly to coordinate and supervise the work of Technicians (Youth and Sports).

We view that the request is fully justified and are making recommendations to that end.

## Recommendation 2

**31.22 We recommend the creation of a grade of Senior Technician (Youth and Sports). Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Technician (Youth and Sports), who reckon at least four years' service in a substantive capacity in the grade.**

31.23 Incumbent would be called upon, among others, to: organise and supervise the work of Technicians (Youth and Sports) and arrange for training in the general operation and maintenance of equipment in swimming pools, stadiums, gymnasium and any other infrastructure of the Ministry; organise and monitor the optimal use and operational efficiency of filtration plant and other mobile equipment; advise and make recommendations on plant replacement, repair and maintenance policy; ensure the proper estimation for purchase of materials and spare parts and any other equipment in accordance with the provision made in the Public Procurement Act; prepare relevant scope of works, including drawings and estimates and monitor all maintenance and/or construction projects; and ensure the timely follow up of projects.

**31.24 We further recommend that pending the filling of the grade of Senior Technician (Youth and Sports), Management should contemplate granting an *ad hoc* allowance to the seniormost Technician who is effectively shouldering higher responsibilities on a regular basis, subject to the approval of the MPSAIR.**

**31.25 The grade of Senior Technician (Youth and Sports) is being classified as operating on a staggered pattern of work and this element has been taken into consideration in arriving at the recommended salary.**

## Coach Cadre

31.26 The basic qualifications requirement for the grades of Coach and Coach (Swimming) are similar except for Coach (Swimming) where an additional qualification is required. Appropriate provision is being made for new recruits in the grade of Coach.

## Recommendation 3

**31.27 We recommend that new recruits joining the grade of Coach and who would be required to conduct coaching session in swimming should draw salary point of Rs 19525.**

## RECREATION SECTION

31.28 The Recreation Section is being set up with a new mandate and objectives. The Ministry has informed that this section will broadly cater for recreational needs of different age groups. The emphasis will be on outdoor activities as well as team-based leisure programmes.

- 31.29 A National Recreation Policy is presently being worked out. Hence, no recommendation is being made for this section at this stage.

### **SPORTS MEDICAL UNIT**

- 31.30 The Sports Medical Unit is responsible for safeguarding the health of our athletes by providing services ranging from medical consultations, sports specific diagnosis, treatment of injuries, rehabilitation, nutritional and psychological assistance. In the absence of a Sports Medical Officer, a Medical and Health Officer/Senior Medical and Health Officer (MHO/SMHO) from the Ministry of Health and Wellness (MOHW) who is on temporary transfer at the MYESR is currently in charge of the Unit. The latter is assisted in her duties by Sport Nursing Officers as well as professionals who are employed on sessional basis.
- 31.31 As no proposal regarding the Sports Medical Unit has been received in the context of this Report and as we consider the existing structure to be appropriate, we are not bringing any change thereto. The specific conditions of service for officers of the Sports Medical unit should, however, continue to be in force. Further, we are waiving the refund of retention allowance in respect of Sports Nursing Officers.

#### **Specific Conditions of Service**

- 31.32 At present, certain specific conditions of service that exist for the Medical Practitioners at the MOHW are equally applicable to Sports Medical Officers. These provisions should continue to be in force.

#### **Recommendation 4**

- 31.33 We recommend that the under-mentioned provisions, under the Ministry of Health and Wellness, should be equally applicable to Sports Medical Officers:**

<b>Specific conditions of service</b>	<b>Recommendation under the MOHW</b>
<b>Smart Phones for Medical cadre</b>	<b>R 29- Para 36.96 (i)</b>
<b>Continuing Professional Development</b>	<b>R 30 – Para 36.98</b>
<b>Special Medical Service Allowance</b>	<b>R 31- Para 36.101</b>
<b>Rent Free Telephone and free calls</b>	<b>R 34 – Para 36.108</b>
<b>Special Provision for Officers of the Medical Profession</b>	<b>R 35 – Para 36.110 and 36.111</b>

#### **Allowance to Sports Nursing Officers**

- 31.34 Sports Nursing Officers, who are required to work beyond their normal working hours on Weekdays, Saturdays, Sundays and Public Holidays are granted equivalent time-off for the additional hours put in during the month. In the event the time off cannot be granted, they are compensated at the normal hourly rate at the salary point

reached in their salary scale for the excess hours put in over and above their normal working week in the month subject to a maximum of 20 hours. This provision is being maintained.

#### **Recommendation 5**

**31.35 We recommend that Sports Nursing Officers should continue to be granted equivalent time-off whenever they are called upon to work beyond their normal working hours on Weekdays, Saturdays, Sundays and Public Holidays. In case the time-off cannot be granted, they should be compensated at the normal hourly rate based on the salary point reached in their salary scale for the excess hours put in over and above their normal working week in the month subject to a maximum of 20 hours.**

#### **Retention Allowance**

31.36 Presently, the provisions governing the grant of Retention Allowance to certain grades belonging to the Nursing Group at the MOHW are equally applicable to the Sports Nursing Officers. Since the refund of this allowance has been waived for the officers of the MOHW, the same treatment is, therefore, being accorded to the Sports Nursing Officers.

#### **Recommendation 6**

**31.37 We recommend that officers who have benefitted from the Retention Allowance up to 31 December 2016 and are leaving or retiring from the service will no longer be required to refund the sum obtained as allowance.**

**31.38 We further recommend that all officers who have left or retire from the service as from 01 January 2021 and who have been required to refund the allowance should be reimbursed the amount refunded by them.**

#### **Diploma in General Nursing**

##### **Recommendation 7**

**31.39 We recommend that the provision made at paragraph 36.184 under the MOHW regarding the Diploma in General Nursing should also apply to the Sports Nursing Officers.**

#### **Time-Off Facilities**

31.40 Most of the sports and youth activities of the Ministry are organised outside normal working hours during Weekdays, Weekends and Public Holidays to ensure an increased accessibility to a wide majority of people. Provisions exist to compensate officers of the Ministry who are required to regularly work beyond normal working hours. This arrangement is still effective and should continue. We are recommending accordingly.

**Recommendation 8**

**31.41 We recommend that arrangements should continue to be made for officers of the Sports Officer Cadre, Coach Cadre and Youth Officer Cadre who are required, on a regular basis, to put in additional hours of work to cope with the demands of their job to be granted equivalent time-off for the extra hours put in. However, where it has not been possible for Management to grant, upon application, time-off within a period of four months, the officers should be compensated at the normal hourly rate, subject to having put in a minimum of 15 extra hours in a month.**

**Hours of Work – Officers of the Sports and Youth Sections**

31.42 Recommendations were made in previous Reports for the Ministry to consider the advisability of reviewing the hours of attendance of the technical staff to bring in the desired flexibility to cope with the services provided to members of the public. To this end, the Ministry has been operating on a new pattern of work for its technical staff since 2012, which is still effective.

**Recommendation 9**

**31.43 We recommend that the pattern of work for technical staff should continue to be determined by the Responsible Officer.**

**MINISTRY OF YOUTH EMPOWERMENT, SPORTS AND RECREATION****SALARY SCHEDULE**

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
02 000 114	<b>Rs 132000</b> Permanent Secretary
	<b>SPORTS DIVISION</b>
06 098 101	<b>Rs 82250 x 3000 - 88250 x 3125 - 91375</b> Director of Sports
06 080 096	<b>Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 77950</b> Assistant Director of Sports

Salary Code	Salary Scale and Grade
06 073 092	<p><b>Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800</b></p> <p>Senior Sports Officer</p>
06 058 088	<p><b>Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700</b></p> <p>Sports Officer</p>
06 055 080	<p><b>Rs 25525 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250</b></p> <p>Senior Coach</p>
06 039 074	<p><b>Rs 19225 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 - 41250</b></p> <p>Coach</p>
09 079 101	<p><b>Rs 47675 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 91375</b></p> <p>Sports Medical Officer</p>
09 045 078	<p><b>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 - 42200 x 1300 - 43500 QB 44800 x 1300 - 46100</b></p> <p>Sports Nursing Officer</p>
22 043 076	<p><b>Rs 20500 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500</b></p> <p>Senior Technician (Youth and Sports) (New Grade)</p>
22 035 072	<p><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 - 37450 x 950 - 39350</b></p> <p>Technician (Youth and Sports)</p>



Salary Code	Salary Scale and Grade
25 048 071	<p><b>Rs 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 38400</b></p> <p>Maintenance Supervisor (Youth and Sports)</p>
25 044 067	<p><b>Rs 20825 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34825</b></p> <p>Foreman</p>
25 026 059	<p><b>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</b></p> <p>Electrician General Assistant Painter</p>
24 028 061	<p><b>Rs 16265 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 - 29875</b></p> <p>Driver (Shift) (Personal salary for employees in post as at 30.06.08)</p>
24 027 060	<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 x 675 - 27400 x 825 - 29050</b></p> <p>Driver (Roster – day and night) Swimming Pool Attendant (Roster)</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 (Personal to employees in post as at 30.06.08)</p>
24 023 053	<p><b>Rs 14975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 24475</b></p> <p>Caretaker (Roster)</p>

Salary Code	Salary Scale and Grade
24 021 051	<p><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></p> <p>Surveillant <i>formerly Security Guard</i></p>
24 019 050	<p><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></p> <p>Stores Attendant</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>
<b>YOUTH DIVISION</b>	
23 096 099	<p><b>Rs 77950 x 2150 - 82250 x 3000 - 85250</b></p> <p>Director of Youth Affairs</p>
23 069 088	<p><b>Rs 36550 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700</b></p> <p>Assistant Director of Youth Affairs</p>
23 061 083	<p><b>Rs 29875 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200</b></p> <p>Principal Youth Officer</p>
23 055 080	<p><b>Rs 25525 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250</b></p> <p>Senior Youth Officer (Personal to officers in post as at 31.12.12)</p>

Salary Code	Salary Scale and Grade
23 055 079	<b>Rs 25525 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675</b> Senior Youth Officer
23 040 077	<b>Rs 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 QB 43500 x 1300 - 44800</b> Youth Officer
24 027 060	<b>Rs 16005 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 - 29050</b> Driver (Roster – day and night)
24 030 058	<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> Field Supervisor
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
24 023 053	<b>Rs 14975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 24475</b> Caretaker (Roster)
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> Surveillant <i>formerly Security Guard</i>
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> General Worker

