

7. COMMISSION FOR AGRICULTURE, ENVIRONMENT, FISHERIES, MARINE PARKS AND FORESTRY

- 7.0.1 The Commission for Agriculture, Environment, Fisheries, Marine Parks and Forestry has the main objects, among others, to: further the development of agricultural practices and promote agri-businesses on safety, quality, innovation and new technology; redesign the agricultural sector through adoption of agro-ecological and organic farming practices; protect and enhance the natural resources; preserve and protect endangered flora and fauna for the sustainability of the biodiversity of Rodrigues; and ensure the sustainable management and exploitation of the marine and terrestrial ecosystem.
- 7.0.2 Its activities are organised under five main portfolios, namely Agriculture, Environment, Fisheries, Marine Parks and Forestry.

7.1 *Agricultural Research and Extension Services*

- 7.1.1 The Department of Agriculture supports the Commission in realising its objectives for sustainable agricultural growth and in creating an environment for "Agriculture for Growth" through the Agricultural Research and Extension Services (ARES).
- 7.1.2 Being the sole catalyst and facilitator for farmers and agri-entrepreneurs in the development of agriculture and agri-enterprise in Rodrigues, the ARES has as main objectives, *inter alia*, to protect and enhance the natural resources of Rodrigues; strengthen and modernise the agricultural agri-business sector; and maximise the utilisation of agricultural land resources to achieve food security, job creation, generating wealth and combat poverty, among others.
- 7.1.3 The Manager, Agricultural Research and Extension Services, as the technical head, is responsible for the administration, management and proper functioning of the ARES. He is assisted by officers in the professional and technical grades. The grade of Assistant Manager, Agricultural Research and Extension Services, created in the 2016 PRB Report, is presently vacant.
- 7.1.4 With a view to positioning the agricultural sector high in the economy of Rodrigues, Management proposed a re-organisation of the activities of the ARES as well as restyling and creation of grades. Management also made submission with respect to the review of the salary of certain grades. The submissions of Unions were similar to those of Management. After examination of the said requests, the Bureau found no valid justifications to accede to them.
- 7.1.5 Problems reported so far pertain to workload and may be addressed administratively whereas, structurally no problem has been identified. With the re-organisation of the ARES in the last PRB Report, the present organisation structure of the ARES is, therefore, considered adequate.

Agricultural Support Officer**Senior Agricultural Support Officer****Recommendation 1****7.1.6 We recommend that:**

- (i) Agricultural Support Officers and Senior Agricultural Support Officers possessing a Diploma in Agriculture or Sugar Technology or related field should be allowed to move beyond the Qualification Bar (QB) inserted in their respective salary scale;**
- (ii) newly recruited Agricultural Support Officers and incumbents in post as at eve of the publication of the 2021 Report and possessing the relevant Diploma should join the recommended salary scale at salary point Rs 21850; and**
- (iii) Senior Agricultural Support Officers possessing the relevant Diploma should join the recommended salary scale at salary point Rs 33175.**

Movement for Technical Officers (Agriculture) (Personal)

7.1.7 Presently, Technical Officers (Agriculture) (Personal) are allowed to proceed incrementally in the salary scale of the grade of Senior Technical Officer (Agriculture) subject to satisfying certain conditions. We are reviewing this provision.

Recommendation 2

7.1.8 We recommend that officers in the grade of Technical Officer (Agriculture) (Personal) should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 54200 on same conditions prevailing previously, provided that they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.

Field Assistant (Rodrigues)

7.1.9 Field Assistants (Rodrigues) who have drawn their top salary for a year are currently allowed to proceed in the salary scale of the grade of Senior Field Assistant (Personal) which exists on the Mauritian establishment, subject to satisfying certain conditions. Since the grade of Senior Field Assistant (Personal) has been abolished, this provision is being reviewed.

Recommendation 3

7.1.10 We recommend that Field Assistants (Rodrigues) should be allowed to proceed incrementally in the Master Salary Scale up to salary point Rs 39350 provided they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.

Posting of a General Worker at Port and Airport

7.1.11 Presently, a General Worker is posted at the Port and Airport, whenever required, to provide assistance to the Technical Officers (Agriculture) (Personal) and Senior

Technical Officers (Agriculture) in the disposal of plants and animal products that are seized. **We hold the view that this arrangement should continue to prevail.**

Flexitime

- 7.1.12 The concept of flexitime in respect of officers working in the Extension Unit of the Agricultural Services has remained unchanged. Hence, provision regarding same is being maintained.

Recommendation 4

- 7.1.13 We recommend that Management should apply flexitime as deemed expedient for officers working in the Extension Unit of the Agricultural Services in accordance with the recommendations made in the Conditions of Service – Working Week, Flexitime, Workers on Shift/Roster/Staggered Hours and Overtime of Volume 1 of this Report.**

Allowance when posted to Crab Islet

- 7.1.14 As per existing provision, officers in the grades of Agricultural Support Officer, Senior Agricultural Support Officer and Field Assistant (Rodrigues) who are regularly required to work on Crab Islet are granted a monthly *adhoc* allowance of one and half increments at initial of their respective salary scale.
- 7.1.15 The staff side has represented that this provision be extended to employees of the manual grades as they provide support services to officers in the above-mentioned grades for the tagging of wild animals and are equally exposed to various kinds of hardship, and this was confirmed by Management. After an in-depth study of the request, we consider this demand to be meritorious and we are recommending accordingly.

Recommendation 5

- 7.1.16 We recommend that the following officers who are regularly required to work on Crab Islet be paid a monthly *adhoc* allowance equivalent to one and a half increments at the initial of their respective salary scale:**
- (i) Senior Agricultural Support Officer**
 - (ii) Agricultural Support Officer**
 - (iii) Field Assistant (Rodrigues)**
 - (iv) Senior Livestock Attendant (on shift) *formerly Stockman (on shift)***
 - (v) Livestock Attendant (on shift) *formerly Stockman (on shift)***
 - (vi) Boatman**
 - (vii) General Worker**

7.2 Livestock and Veterinary Services

- 7.2.1 The Livestock and Veterinary Services operating under the ARES caters for the overall management of livestock production, animal health and related livestock matters.
- 7.2.2 With a view to providing essential veterinary services on a 24/7 basis, the Veterinary Services Unit deals with the prevention of disease; treatment of sick animals; and monitoring of import and export of live animals, among others. On the other hand, the Animal Production Unit is, *inter alia*, responsible to improve: the production of livestock for local consumption and export; the local breeds of livestock; and pasture productivity and quality.
- 7.2.3 In the context of this review exercise, proposal was made for the creation of the grade of Livestock Officer in line with what is obtainable in Mauritius. Since the Bureau is not in favour of creating dead end posts, this request could not be acceded to.
- 7.2.4 The Bureau is of the view that the present structure of this Unit is adequate for it to deliver on its mandate.

Veterinary Officer

- 7.2.5 Request was made for the alignment of the salary of Veterinary Officers with that of Medical and Health Officer/Senior Medical and Health Officers and during consultation, parties were informed that the salary of Veterinary Officer on the establishment of the Rodrigues Regional Assembly is at par with that of the Veterinary Officer on the Mauritian establishment. Moreover, the salary of Veterinary Officers will be looked into anew in the context of the present review.
- 7.2.6 At present, Veterinary Officers in Rodrigues are allowed to move in the senior professional scale. We are reviewing this provision.

Recommendation 1

- 7.2.7 We recommend that Veterinary Officers who have reached the top of their salary scale should be allowed to proceed incrementally in the Master Salary Scale up to salary point Rs 69800 provided they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.**

On-Call and In-Attendance Allowance

- 7.2.8 Veterinary Officers are required to be on-call after their normal working hours. In this respect, they are paid appropriate allowances, the quanta of which we are revising.

Recommendation 2

- 7.2.9 We recommend that the following revised allowances be paid to Veterinary Officers at the RRA who are required to be on-call after working hours to provide a 24-hour service:**

Weekdays 1515 hours to 0800 hours the next day	Rs 445
Saturdays Noon to 1800 hours 1800 hours to 0800 hours the following day	Rs 210 Rs 345
Sundays and Public Holidays 0800 hours to 1700 hours 1700 hours to 0800 hours the following day	Rs 290 Rs 395

7.2.10 We also recommend that Veterinary Officers be paid an In-Attendance Allowance of Rs 210 per hour when attending work while on-call, subject to the following maxima:

Weekdays	Rs 1080
Saturdays	Rs 1300
Sundays and Public Holidays	Rs 1735

Special Professional Retention Allowance

7.2.11 The Special Professional Retention Allowance (SPRA) was introduced in the 2008 Report (EOC Report 2009) in order to curb recruitment and retention problems in scarcity areas such as Engineering/Architecture/Quantity Surveying fields. This provision was maintained in consecutive PRB Reports and was extended to other grades requiring applicants thereto to be registered with a Professional Body.

7.2.12 In the context of the 2016 PRB Report, findings of a survey carried out by the Bureau revealed that there was no serious recruitment and retention problem in the Engineering/Architecture/Quantity Surveying fields. On the contrary, it was found that the labour market had an over-supply of qualified candidates in these fields. Hence, in the last Report the Bureau decided to waive the provision for the payment of the SPRA. Nevertheless, the provision for eligible officers in post as at 31 December 2015 was maintained up to 31 December 2016.

7.2.13 It was further recommended that those officers who:

- (i) leave the service prior to the age at which they may retire without the approval of the appropriate Service Commission should refund the totality of the SPRA paid to them; and
- (ii) retire from the service on reaching the age at which they may retire without the approval of the appropriate Service Commission or thereafter, should refund only that part of the SPRA which they would have earned under this scheme after reaching the age at which they may retire without the approval of the appropriate Service Commission.

- 7.2.14 For this review, it has been reported that officers who have benefitted from SPRA and who fall under categories of paragraphs 7.2.13 (i) and (ii) above are still being required to refund the allowance as mentioned therein when they are leaving or retiring from the service. As the provision of SPRA no longer exists and currently there are no major scarcity/retention issues, we are reviewing this provision.

Recommendation 3

- 7.2.15 **We recommend that officers in the Veterinary Officer Cadre who have benefitted from the Special Professional Retention Allowance up to 31 December 2016 and are leaving or retiring from the service should no longer be required to refund the sum obtained as allowance.**
- 7.2.16 **We further recommend that all officers in the Veterinary Officer Cadre who have left or retired 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.**

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	AGRICULTURAL RESEARCH AND EXTENSION SERVICES
02 000 107	Rs 110125 Departmental Head
19 086 101	Rs 59300 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 91375 Manager, Agricultural Research and Extension Services
19 080 096	Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 77950 Assistant Manager, Agricultural Research and Extension Services
19 073 092	Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Senior Veterinary Officer
19 069 089	Rs 36550 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 Veterinary Officer

Salary Code	Salary Scale and Grade
19 059 092	Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Scientific Officer/Senior Scientific Officer
19 071 088	Rs 38400 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Agricultural Superintendent
19 065 083	Rs 33175 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 Senior Technical Officer (Agriculture)
19 047 079	Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675 Agricultural Laboratory Technologist Apicultural Officer Technical Officer (Agriculture) (Personal)
26 041 073	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 Technical Design Officer
19 053 083	Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 41250 QB 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 Senior Agricultural Support Officer
19 032 079	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 QB 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675 Agricultural Support Officer
19 032 069	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 Agricultural Laboratory Technician

Salary Code	Salary Scale and Grade
19 031 065	Rs 17045 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 - 33175 Field Assistant (Rodrigues)
25 044 067	Rs 20825 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34825 Foreman
24 033 062	Rs 17565 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 - 30700 Agricultural Implement Operator
24 033 060	Rs 17565 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 Senior Livestock Attendant (on shift) <i>formerly Senior Stockman (on shift)</i>
24 023 053	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 Livestock Attendant (on shift) <i>formerly Stockman (on shift)</i>
25 026 059	Rs 15745 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 28225 Electrician Motor Diesel Mechanic Plumber and Pipe Fitter
24 022 052	Rs 14725 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 23950 Insecticide Sprayer Operator
25 019 049	Rs 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 22625 Tradesman's Assistant



7.3 Environment Division

- 7.3.1 The Environment Division has the responsibility for environment protection and conservation. The objectives of this Division are, among others, to: enforce environmental laws, regulations and other related mechanism to protect the natural environment; develop and implement Government environment policies for the protection of environment; and promote environmental awareness, education and sensitisation throughout the general public.
- 7.3.2 Main activities carried out by the Division, *inter alia*, comprise: monitoring of cleaning works, dumping sites and waste collection; developing environmental education programme; carrying out sensitisation campaign in schools and villages and through the media; providing views on Environmental Impact Assessment (EIA) applications; processing applications for environmental clearances for land levelling, for livestock activities and submitting recommendations to the Agricultural Services; identifying, conceiving and implanting embellishment landscaping projects; and monitoring coastal development activities around the island.
- 7.3.3 A Head, Environment is responsible for the Division. The activities devolving upon this Division are carried out by officers of the technical as well as professional cadres. While the technical cadre consists of the grades of Environment Enforcement Officer and Technical Officer (Environment), the professional cadre comprises the grade of Environment Officer. The Division is also staffed by officers in other cadres who provide support services.
- 7.3.4 For this review exercise, proposal was made for the Environment Officer Cadre to be at par with that of the Civil Service in terms of structure and salary. Upon examination of both structures, it was noted that the comparison could not be done as the functional needs differ.
- 7.3.5 Moreover, submission was made for the creation of a proper structure for the Environment Enforcement Officer. Management was, therefore, requested to provide justifications to support this proposal. For lack of information and after analysis, the Bureau considers that once the need for a supervisory level is well established, the proposal may be examined anew.
- 7.3.6 Additionally, it was submitted to grant an allowance to the Environment Officer for exposure to foul odour and putrefying waste. On the basis of available information, the Bureau found no merit in the case.
- 7.3.7 Following the re-examination of the structure of the Division, we are, in the context of this Report, not making any change thereto, as same is considered to be appropriate.

On-Call Allowance

- 7.3.8 Officers in the professional and technical grades of the Environment Division are required to be on-call after normal working hours to respond to environmental emergencies and ever-increasing expectations of the public. In that respect, these

officers are being paid an On-Call and an In-Attendance allowances. We are maintaining this provision while reviewing the quanta of the allowances.

Recommendation 1

- 7.3.9 We recommend that officers in the professional and technical grades of the Environment Division should be paid a monthly On-Call allowance for being on-call during the whole month after normal working hours as follows:**

Grade	Amount (Rs)
Head, Environment	1285
Environment Officer	1050
Technical Officer (Environment)	840
Environment Enforcement Officer	580

- 7.3.10 We also recommend that when attending work while on-call, these officers should be paid an In-Attendance allowance per hour, inclusive of travelling time, as follows:**

Grade	Amount (Rs)
Head, Environment	255
Environment Officer	210
Technical Officer (Environment)	170
Environment Enforcement Officer	115

Diving Allowance

- 7.3.11** Provision was made in the previous Report for the payment of a diving allowance to officers in the grades of Head, Environment; Environment Officer; Technical Officer (Environment); and Environment Enforcement Officer. After perusal of the schemes of service of these grades and after examination of their respective Job Description Questionnaire, it was noted that no duty with respect to diving is being performed by these officers. Moreover, it was submitted by Management that after June 2020, no diving activities have been carried out by the said officers. On this basis, payment of the diving allowance is being discontinued. Nevertheless, should the need arise for performing diving duties again, request for the payment of a diving allowance supported by strong justifications, may be considered by the Bureau on an *adhoc* basis.

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	ENVIRONMENT DIVISION
02 000 107	Rs 110125 Departmental Head
19 073 092	Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Head, Environment
19 059 088	Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Environment Officer
19 047 079	Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675 Technical Officer (Environment)
19 037 072	Rs 18650 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 Environment Enforcement Officer
26 032 069	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 Assistant Inspector of Works
25 026 059	Rs 15745 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 28225 Carpenter Mason
25 019 049	Rs 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 22625 Tradesman's Assistant



7.4 Department of Fisheries

- 7.4.1 Activities of the Fisheries Department are organised under two distinct arms, namely the Fisheries Protection Service (FPS), and the Fisheries Research and Training Unit (FRTU).
- 7.4.2 Being the enforcement arm of the Department, the FPS is responsible for the protection and conservation of fisheries resources whilst the FRTU carries out research work within the fisheries sector and organises various types of training for officers of the FPS.

Fisheries Protection Service

- 7.4.3 The FPS is responsible to ensure effective control and surveillance over the lagoon fisheries, marine resources and the marine ecosystem, and to deliver quality and timely services to the public.
- 7.4.4 In essence, a few objectives of the FPS are to monitor fishers; and reduce illegal, unreported and unregulated fishing practices in accordance with the Act. The main services provided by the FPS are: issuing of licences for fishmonger, large net, bait net, and shrimp net; registration and transfer of fishing boat; and registration of professional fishermen, among others.
- 7.4.5 It comprises officers of the Fisheries Protection Officer Cadre with a Controller, Fisheries Protection Service at the apex.
- 7.4.6 In the context of this review exercise, submissions were made for the salary of the grade of Scientific Officer (Fisheries) to be at par with that attached to the grade of Scientific Officer/Senior Scientific Officer (Fisheries) in the Civil Service. The duties and responsibilities of these two grades differ. Therefore, providing the Scientific Officer (Fisheries) at the RRA with the salary scale of the merged grade will not be in order. Request was also made for the creation of the grade of Divisional Scientific Officer (Fisheries) against abolition of the grade of Head, Fisheries. However, for want of relevant information, the Bureau has maintained the present position.
- 7.4.7 With respect to the request for abolishing the grade of Training Instructor (Fisheries) and consequently amending the scheme of service of the grade of Technical Officer (Fisheries), following a site visit conducted by the Bureau, stakeholders were informed that it would not be appropriate to accede to these requests at this stage. The Bureau was also informed that this proposal will be worked out anew and submitted to the Bureau for consideration at a later stage.
- 7.4.8 Moreover, proposal was made for the creation of the grade of Skipper. We are making appropriate recommendations to this effect in the ensuing paragraphs.

Fisheries Research and Training Unit

- 7.4.9 The FRTU ensures a better management of sustainable development and exploitation of the fisheries as well as marine resources. Its main functions are to conduct research

work within the fisheries sector both within the lagoon and off-lagoon; bring a new approach to traditional fishing through the development of new fishing techniques, introduction of aquaculture techniques, management of fisheries resources and its environment; and sensitise and encourage fishermen to exploit off-lagoon fish stock.

7.4.10 At the FRTU, the current structure consists of both technical and professional grades.

Principal Fisheries Protection Officer

7.4.11 Presently, to be appointed as Principal Fisheries Protection Officer, officers in the grade of Senior Fisheries Protection Officer should possess a combined Diploma in Forestry and Fisheries. Following obtention of additional information, a study was carried out by the Bureau and upon comparison of the combined Diploma with the Diploma in Forestry and Diploma in Fisheries Science/Diploma in Fisheries Enabled Services, it was noted that modules relevant for the performance of duties of the Principal Fisheries Protection Officer are not being covered under the combined Diploma in Forestry and Fisheries. Moreover, Forestry and Fisheries are two distinct fields and duties performed by incumbents in their respective cadres are specific to each domain. On this basis, it is in the interest for the development of these officers and for the betterment of the service that this combined diploma course be discontinued and arrangement be made for the officers to follow the appropriate course. Hence, we are making appropriate recommendation in that direction.

Recommendation 1

7.4.12 We recommend that:

- (i) Management should continue to make necessary arrangements with a recognised institution for the mounting of the Diploma course in Fisheries Science or a Diploma in Fisheries Enabled Services or an equivalent qualification and consequently sponsor officers of the Fisheries Protection Officer Cadre to follow the said diploma course;**
- (ii) officers in the grades of Fisheries Protection Officer and Senior Fisheries Protection Officer possessing a Diploma in Fisheries Science or a Diploma in Fisheries Enabled Services or an equivalent qualification and who**
 - (a) were in post as at the eve of the publication of the 2021 Report should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 36550 and Rs 39350 respectively on a personal basis; and**
 - (b) join the grade as from the date of publication of the 2021 Report, should be allowed to move incrementally in the Master Salary Scale by one increment,**

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

- (iii) **officers in the grade of Principal Fisheries Protection Officer possessing a Diploma in Fisheries Science or a Diploma in Fisheries Enabled Services or an equivalent qualification should proceed beyond the Qualification Bar (QB) inserted in their salary scale.**

Skipper (New Grade)

- 7.4.13 In the context of this Report, both the staff side and Management have requested for the creation of the grade of Skipper to enable the Department of Fisheries to deliver on its mandate. With a view to gauging the need of the organisation, officers of the Bureau effected a site visit at the Fisheries Research and Training Unit whereby they were apprised that the Unit is equipped with different research vessels used for training, maintenance and repairs of Fish Aggregating Devices. Moreover, one large boat measuring 14 metres is currently not being used as same should be operated by a Skipper.
- 7.4.14 On the basis of the observations made during the site visit and to ensure the judicious use of available resources, the Bureau considers that the creation of the grade of Skipper is warranted. We are recommending accordingly.

Recommendation 2

- 7.4.15 **We recommend the creation of a grade of Skipper. Appointment thereto should be made by selection from among candidates possessing either the Certificate of Competency as Skipper Fishing Vessels (limited) or Skipper's Certificate or Certificate of Competency as Skipper of Fishing Vessels of 24 metres or more and reckoning at least one year's experience as Skipper on boats/vessels.**
- 7.4.16 Incumbents would be responsible, among others, for: keeping all deck stores and equipment; participating in fishing operations, construction, setting and maintenance of full aggregating services, taking part in any search and resource operations and in landing operations; recording attendance of all new officers directly under his supervision; and performing such duties as may be assigned during docking of boat/vessel.

Sea-Going Allowance

- 7.4.17 Scientific/Technical staff as well as officers of the Fisheries Protection Officer Cadre are often required to go out at sea for short periods to effect regular maintenance of Fish Aggregating Devices (FAD) and to perform experimental work. We are, therefore, maintaining the payment of an appropriate sea-going allowance to these officers, in line with what obtains in the Civil Service.

Recommendation 3

- 7.4.18 **We recommend that Scientific/Technical staff and officers of the Fisheries Protection Officer Cadre who are required to go at sea for placing, maintenance and monitoring of Fish Aggregating Devices (FADS); research work; training of those fishermen working in the Aquaculture Division, Marine Conservation**

Centre, Import/Export Quarantine Clearance Unit and Licensing Unit; and afloat patrol and surveillance should be paid a Sea-Going Allowance as follows:-

- (i) one day's pay for working in the open sea for four hours up to 12 hours on working days;**
- (ii) one and a half day's pay for working beyond 12 hours, up to 24 hours including Saturdays; and**
- (iii) one day's pay and one day off for working four hours to 12 hours on Public Holidays and Sundays.**

In-Attendance Allowance

7.4.19 Scientific Officers (Fisheries) who are often required to work outside normal working hours during weekdays, weekends and public holidays to attend to emergency cases, are being paid a compensation. We are recommending for the continued payment of the allowance while revising its quantum.

Recommendation 4

7.4.20 We recommend that Scientific Officers (Fisheries) who effectively work outside normal working hours in emergency cases, should be paid an In-Attendance Allowance of Rs 130 per hour.

Diving Allowance

7.4.21 Officers of the Fisheries Division who are required to perform diving duties for carrying out observation and data collection underwater are being paid an allowance, in line with what obtains in the Civil Service. We recommend that the provision of this allowance be continued and we are revising its quantum.

Recommendation 5

7.4.22 We recommend that a diving allowance of Rs 695 per dive, subject to a maximum of Rs 5560 a month be paid to officers of the Fisheries Division.

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

Allowance to General Workers

7.4.24 General Workers performing certain duties of Fisheries Protection Officers, are presently paid an *adhoc* allowance of Rs 900 monthly. We consider that this provision should continue to prevail until such time there are sufficient Fisheries Protection Officers in post to perform the set of duties. Consequently, we are revising the *adhoc* allowance.

Recommendation 6

- 7.4.25 We recommend the payment of a monthly *adhoc* allowance of Rs 945 to the General Workers for performing certain duties devolving upon the Fisheries Protection Officers. The payment of this allowance should lapse when there would be sufficient Fisheries Protection Officers to perform the set of duties.**

Allowance to officers posted in Flying Squad

- 7.4.26** Presently, officers of the Fisheries Protection Officer Cadre posted in the Flying Squad are paid a monthly special duty allowance equivalent to one and a half increments at the initial of their respective salary scale for effecting surprise visits inland as well as at sea to track contraveners of the Fisheries Act. We are maintaining this provision.

Recommendation 7

- 7.4.27 We recommend that officers of the Fisheries Protection Officer Cadre be paid a monthly special duty allowance equivalent to one and a half increments at the initial of their respective salary scale for effecting surprise visits in land as well as at sea to track contraveners of the Fisheries Act. However, officers of the Fisheries Protection Officer Cadre drawing a higher quantum as special duty allowance, should continue to draw same on a personal basis.**

Rent Allowance**Recommendation 8**

- 7.4.28 We recommend that eligible officers of the Fisheries Protection Service not occupying Government quarters be paid Rent Allowance as follows:**

Grades	Amount (Rs)
Fisheries Protection Officer	645
Senior Fisheries Protection Officer	700
Principal Fisheries Protection Officer	895
Assistant Controller, Fisheries Protection Service	985
Deputy Controller, Fisheries Protection Service	1010
Controller, Fisheries Protection Service	1065

Sensitisation Fee

- 7.4.29** At present, officers of the Fisheries Protection Service who hold sessions of 1¼ to 1½ hours of sensitisation programmes after normal working hours in respect of fishing activity to fishers and the community at large, are paid a monthly fee. This provision is being maintained.

Recommendation 9

7.4.30 We recommend the payment of Rs 265 monthly to officers of the Fisheries Protection Service who effectively hold sensitisation programmes of a minimum of 1¼ to 1½ hours duration after their normal working hours.

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	FISHERIES
19 077 088	Rs 44800 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Head, Fisheries
	FISHERIES PROTECTION SERVICE
19 070 086	Rs 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 59300 Controller, Fisheries Protection Service (Rodrigues)
19 068 083	Rs 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 Deputy Controller, Fisheries Protection Service (Rodrigues)
19 061 081	Rs 29875 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 50900 Assistant Controller, Fisheries Protection Service (Rodrigues)
19 053 076	Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 QB 43500 Principal Fisheries Protection Officer
19 046 070	Rs 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 Senior Fisheries Protection Officer
19 030 067	Rs 16785 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34825 Fisheries Protection Officer

Salary Code	Salary Scale and Grade
	FISHERIES RESEARCH AND TRAINING UNIT
19 059 088	Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Scientific Officer (Fisheries)
19 047 079	Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675 Technical Officer (Fisheries)
06 036 071	Rs 18375 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 Training Instructor, Fisheries
13 038 063	Rs 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 31525 Motorman/Engine Driver Second-Hand Fishing (Limited)
25 026 059	Rs 15745 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 28225 Carpenter (Marine) Motor Diesel Mechanic Outboard Motor Mechanic
13 045 078	Rs 21150 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 40300 QB 41250 x 950 - 42200 x 1300 - 46100 Skipper (New Grade)
13 025 058	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 Launch Driver

Salary Code	Salary Scale and Grade
13 022 052	Rs 14725 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 23950 Boatman
25 019 049	Rs 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 22625 Tradesman's Assistant



7.5 Marine Parks

- 7.5.1 The Marine Parks Division is responsible, *inter alia*, for the protection, conservation and preservation of the marine environment and the development of attractive livelihood initiatives for fishermen in the southern region. For the effective management of marine protected areas, the "South East Marine Protected Area" (SEMPA) has been created with the vision to make it a model of sustainable and collaborative coastal and marine biodiversity management resulting in a prosperous local economy and good quality of life.
- 7.5.2 Main objectives of the SEMPA are, among others, the sensitisation and awareness raising of the community on Marine Protected Area (MPA) issues; implementation of the Management Plan for sustainable use of lagoon resources through community participation; promotion of exchange between MPAs of the region; and restoration of lagoon for effective management of fisheries and marine resources.
- 7.5.3 The Division comprises the professional grade of Project Manager (Fisheries and Marine Parks) and officers belonging to the general services grades as well as incumbents from manual grades.
- 7.5.4 As the present structure is considered appropriate to enable the Division to deliver its services efficiently and effectively, same is being maintained.

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
19 059 088	<p>MARINE PARKS</p> <p>Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700</p> <p>Project Manager (Fisheries and Marine Parks)</p>



7.6 Forestry Services - Reforestation and Protection of Endangered Species

- 7.6.1 The Forestry Services is responsible, *inter alia*, for: the proper administration and management of all forest lands 'pas geometriques', mountains, rivers, reserves and offshore islets; the conservation and preservation of forest biodiversity including the restoration of forest land, reforestation, nursery management and the protection of endangered wildlife; and the enforcement of forest legislations.
- 7.6.2 In order to achieve its objectives, the Forestry Services, among others, promote forest research in collaboration with other organisations; ensure appropriate legal framework for forest protection and conservation; and develop criteria and indicators to help evaluate sustainable forest management.
- 7.6.3 The Head, Forestry, is responsible for the day-to-day administration and management of the technical side of the Department. He is assisted by officers of the Forest Conservation and Enforcement Officer Cadre.
- 7.6.4 For this review exercise, submission was made for a bad road allowance to be paid to officers in the Cadre. This request will be treated in accordance with the general policy of the Bureau. Concerning duty free facilities to be granted to the grade of Principal Forest Conservation and Enforcement Officer, decision thereto related will be based on the findings of the survey on Travelling and Car Benefits.
- 7.6.5 A change in appellation of the Division of Forestry Services was also proposed but the onus of same rests with Management. It was further requested that the grade of Head, Forestry be restyled Divisional Forest Officer as in Mauritius and consequently, an alignment of salary should eventually be followed. A restyling and upgrading in salary must commensurate the level of duties and responsibilities. As same was not found in the present case, we, therefore, could not accede to the request.
- 7.6.6 Management also requested that a supervisory level be created above the Technical Officer (Forestry) while Union requested for a restyling of the grade of Technical Officer (Forestry) to Technical Officer (Forestry)/Senior Technical Officer (Forestry). Since the post of Technical Officer (Forestry) itself is unfunded, creation of a senior position or a merger will not be in order.
- 7.6.7 As the present structure is meeting the operational requirements, we are bringing no change to it for this Report.

Principal Forest Conservation and Enforcement Officer

- 7.6.8 Presently, to be appointed as Principal Forest Conservation and Enforcement Officer, officers in the grade of Senior Forest Conservation and Enforcement Officer should possess a combined Diploma in Forestry and Fisheries. Following obtention of additional information, a study was carried out by the Bureau and upon comparison of the combined Diploma with the Diploma in Forestry and Diploma in Fisheries Science/Diploma in Fisheries Enabled Services, it was noted that modules relevant for the performance of duties of the Principal Forest Conservation and Enforcement

Officers are not being covered under the combined Diploma in Forestry and Fisheries. Moreover, Forestry and Fisheries are two distinct fields and duties performed by incumbents in their respective cadre are specific to each domain. On this basis, it is in the interest for the development of these officers and for the betterment of the service that this combined diploma course be discontinued and arrangement be made for the officers to follow the appropriate course.

Forest Conservation and Enforcement Officer Cadre

Recommendation 1

7.6.9 We recommend that:

- (i) Management should continue to make necessary arrangements with a recognised institution for the mounting of the Diploma course in Forestry or equivalent qualification and sponsor officers of the Forest Conservation and Enforcement Officer Cadre to follow the said Diploma course;**
- (ii) officers in the grades of Forest Conservation and Enforcement Officer and Senior Forest Conservation and Enforcement Officer possessing a Diploma in Forestry or an equivalent qualification and who**
 - (a) were in post as at the eve of the publication of the 2021 Report should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 36550 and Rs 39330 respectively on a personal basis; and**
 - (b) join the grade as from the date of publication of the 2021 Report, should be allowed to move incrementally in the Master Salary Scale by one increment,****provided that they satisfy the performance criteria as set out in the Introductory Chapter of this volume; and**
- (iii) officers in the grade of Principal Forest Conservation and Enforcement Officer possessing a Diploma in Forestry should proceed beyond the Qualification Bar (QB) inserted in their salary scale.**

All-Inclusive Allowance to employees staying overnight on islets

7.6.10 At present, employees who are required to work and stay overnight on offshore islets are paid a daily all-inclusive allowance of Rs 850 inclusive of meal allowance. We are maintaining the present provision and revising the quantum.

Recommendation 2

7.6.11 **We recommend that a daily all-inclusive allowance of Rs 890 inclusive of meal allowance be paid to employees who are required to work and stay overnight on offshore islets.**

Rent Allowance**Recommendation 3**

7.6.12 We recommend that eligible officers of the Forestry Services not occupying Government quarters be paid Rent Allowance as follows:

Grade	Amount (Rs)
Forest Conservation and Enforcement Officer	645
Senior Forest Conservation and Enforcement Officer	695
Principal Forest Conservation and Enforcement Officer	895
Chief Forest Conservation and Enforcement Officer	985
Head, Forestry	1010

Walking Allowance

7.6.13 Officers in the Forest Conservation and Enforcement Officer Cadre in Rodrigues are paid a monthly walking allowance to carry out field duties in Nature Reserves, Mountain Reserves, River Reserves, Forest Plantations and other areas of the forest which cannot be acceded to, except on foot. We are maintaining this allowance while revising its quantum.

Recommendation 4

7.6.14 We recommend the payment of a monthly Walking Allowance of Rs 300 to officers of the Forest Conservation and Enforcement Officer Cadre.

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	FORESTRY SERVICES
19 059 088	Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Scientific Officer (Forestry and Conservation)
19 066 087	Rs 34000 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 61000 Head, Forestry

Salary Code	Salary Scale and Grade
19 061 081	Rs 29875 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 50900 Chief Forest Conservation and Enforcement Officer
19 053 076	Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 QB 43500 Principal Forest Conservation and Enforcement Officer
19 046 070	Rs 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 Senior Forest Conservation and Enforcement Officer
19 030 067	Rs 16785 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34825 Forest Conservation and Enforcement Officer
19 047 079	Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675 Technical Officer (Forestry)
13 022 052	Rs 14725 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 23950 Boatman
24 022 052	Rs 14725 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 23950 Woodcutter

