

SPECIFIC CONDITIONS

1. Taking into account the specificity of Rodrigues, we are, in this Volume recommending a few conditions which should apply to eligible officers of the Rodrigues Regional Assembly.

Duty Remission

2. The Clerk, Rodrigues Regional Assembly and the Departmental Heads are eligible for 100% duty remission on cars, and benefit from travelling allowances as well as loan facilities. These officers are also allowed to purchase a 4x4 double cabin pick-up vehicle in lieu of a saloon car.

Recommendation 1

3. **We recommend that the Clerk, Rodrigues Regional Assembly and the Departmental Heads should be eligible for car benefits as per provision of Volume 1 of this Report, at paragraph 16.2.15 (No. 1); benefit from travelling allowances as provided at paragraph 16.2.68 (No. 1) and loan facilities as per provisions at paragraphs 16.2.44, 16.2.45 and 16.2.64, whichever is appropriate. These officers are also allowed to purchase a 4x4 double cabin pick-up vehicle in lieu of a saloon car.**

Loan on Cars or Motor Cycles

Recommendation 2

4. **We additionally recommend that Departmental Heads should identify in their respective Departments the officers who would be entitled for loans for the purchase of cars or motorcycles/autocycles as per relevant provision at paragraphs 16.2.44, 16.2.45, 16.2.58 and 16.2.59 in Volume 1 of this Report, with particular reference to officers in the Fire and Rescue Service and the Agriculture and Health Sectors. The recommendations from the Heads of Department should be approved by the Island Chief Executive and it should also be binding upon the officers in receipt of such facilities to use their vehicle to attend work.**

Outer Island Supplement Allowance

5. In the context of successive PRB Reports including this Report, representations have been received from staff associations of Rodrigues for the payment of an Outer Island Supplement Allowance to officers of the Rodrigues Regional Assembly for alleged higher cost of living.
6. With a view to enabling the formulation of an appropriate recommendation for the Outer Island Supplement Allowance, the Bureau requested the Statistics Mauritius to work out the following details:
 - (i) the cost of the Rodriguan basket in Mauritius and Rodrigues;
 - (ii) the cost of the Mauritian basket in Mauritius and Rodrigues;
 - (iii) the comparative costliness index of one island relative to the other;

- (iv) the cost of the Rodriguan 2016 basket *vis-à-vis* the cost of the 2020 basket; and
 - (v) the cost of the Mauritian 2016 basket *vis-à-vis* the cost of the 2020 basket.
7. For the purpose of comparing the cost of living in Rodrigues with that in Mauritius, a basket of common items consumed by both Mauritians and Rodriguans has been constituted. This basket accounts for around 87% of the total household consumption expenditure of Rodriguans and around 71% of that of Mauritians.
8. The monthly comparative costliness index for Rodrigues relative to the island of Mauritius for 2020, indicates that the price levels are lower in Rodrigues than in the island of Mauritius.
9. It was found that the prices increased at a higher rate in Mauritius +10.2% than in Rodrigues +10% from January - December 2016 to January - December 2020. The main reason being that some items such as fish, fresh meat, domestic air tickets from Mauritius to Rodrigues, repairs and maintenance charges for motor vehicles, readymade clothing and tuition fees had known higher increases in Mauritius than in Rodrigues.
10. A summary of the study is as follows:
- (i) The Rodriguan basket of common items costs around 7.3% more in Mauritius than in Rodrigues.
 - (ii) The Mauritian basket of common items costs around 0.4% more in Rodrigues than in Mauritius.
 - (iii) The cost of Rodriguan basket of common items in Rodrigues is around 22% less than the cost of the Mauritian basket in Mauritius.
- 11. Following the study carried out and figures provided by Statistics Mauritius, the Bureau finds that the request for the payment of an Outer Island Supplement Allowance to officers of the RRA does not hold.**

Police Officers domiciled in Rodrigues posted in Mauritius

Recommendation 3

- 12. We recommend the payment of a disturbance allowance of 25% of the monthly salary to Police Officers domiciled in Rodrigues but posted in Mauritius.**
- 13. We also recommend that an officer who is domiciled in Rodrigues and is posted to Mauritius be eligible for:**
- (i) one free passage, to and from Mauritius, for himself, his spouse and up to three dependent children below the age of 21; and two additional free tickets to Rodrigues to married officers in case the tour of service is extended for another 12 months; and**
 - (ii) one additional free return ticket to Rodrigues to single officers in case the tour of service is extended for another 12 months.**

Special Leave

14. Officers proceeding officially to Mauritius to participate in international/special events are normally required to apply to the Island Chief Executive for the grant of special leave. **The Bureau recommends that this arrangement should continue.**

Walking Allowance

15. There are certain officers who are required to walk extensively in the performance of their duties because their places of work are not accessible by vehicles. Other officers have to walk long distances for attending duty owing to the topography of the land and to the fact that their home places are inaccessible by buses or cars. These officers are presently paid a walking allowance of Rs 275 monthly. We are upholding the provision while revising the quantum.

Recommendation 4

16. **We recommend that the walking allowance payable, wherever applicable, to Rodriguan officers be revised to Rs 300 per month.**

Shift, Roster, Staggered Hours

17. A number of officers are required to work on shift, roster or staggered hours. **This element has been taken into account in arriving at the recommended salary for the corresponding grades.**

Night Duty Allowance

Recommendation 5

18. **We recommend that officers 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 to 0500 hours including up to a maximum of two hours lying-in period.**

Miscellaneous

Recommendation 6

19. **We recommend that:**
- (a) **officers domiciled in Rodrigues and coming to Mauritius on training should continue to be paid an allowance equivalent to 50% of salary for the duration of the course;**
 - (b) **those officers who cannot be provided with quarters be paid an allowance of Rs 2895 monthly as an assistance towards payment of rent;**
 - (c) **where the salaries of identical/comparable grades in the Rodrigues Regional Assembly have been aligned on those of the Civil Service of the Island of Mauritius, the schemes of service of those grades should, wherever relevant, be amended along the same lines of counterparts in the Civil Service;**

- (d) subject to the approval of the Ministry of Public Service, Administrative and Institutional Reforms, revised conditions in respect of grades of the Island of Mauritius would, in principle, be applicable to similar grades of the Rodrigues Regional Assembly;
- (e) all Conditions of Service specified in Volume 1 of this Report should equally be applicable to the RRA; and
- (f) in the event the quantum of an allowance payable to an officer is lower than that drawn as at the eve of the publication of this Report, incumbents should continue to be paid the higher quantum on a personal basis.

Temporary Appointment/Traineeship

20. Officers on temporary appointment or trainees who have been appointed under the terms of the previous schemes of service should be considered for appointment in the respective grade on satisfactory completion of their temporary period or traineeship, even though they may not qualify under the revised scheme of service.

Training and Development

Recommendation 7

21. We recommend that:
- (i) appropriate training and development facilities through Open Distance Learning, including video conferencing, should be provided to officers in Rodrigues to enable them to acquire the qualifications required to progress beyond the Qualification Bar (QB), wherever appropriate, and to empower them to perform at higher levels;
 - (ii) appropriate training programmes be mounted with the concurrence of relevant institutions and the Civil Service College, Mauritius; and
 - (iii) Heads of Departments should provide training and development courses, both in-house and abroad, to their staff in collaboration with Ministry of Public Service, Administrative and Institutional Reforms and other relevant authorities, subject to the concurrence of the Ministry of Finance, Economic Planning and Development.

