

16.19 FOREIGN SERVICE ALLOWANCE AND OTHER RELATED ALLOWANCES

- 16.19.1 Foreign Service Allowance (FSA) and Other Related Allowances are paid to home-based staff serving in our overseas missions to meet necessary expenses in the host location not otherwise compensated for, in line with what obtains in foreign jurisdictions regarding international assignment policies and practices. These allowances payable in hard currency are added to the home salary of the incumbents and vary based on, among others, their respective grade and the cost of living of the country of posting.
- 16.19.2 In the 2021 Report, the allowances payable were further improved through the grant of a High Inflation FSA Supplement to cater for any significant erosion in purchasing power of home-based staff in-between overall reviews; payment of a Dependent Supplement Allowance as a form of assistance of the living expenses of accompanying dependent(s); and refund of medical expenses and payment of warm clothing allowance to the accompanying dependent of unmarried career diplomats.
- 16.19.3 For this review exercise, the staff side requested, *inter alia*, to: grant a reasonable rise in the quantum of FSA in all diplomatic missions; revise the quantum of FSA every two years; pay FSA to home-based staff while on vacation or casual leave in Mauritius; and reinstate payment of Warm Clothing Allowance in all missions. FSA is normally revised in each review exercise after taking into account, among others, the findings of the comparative costliness exercise carried out by Statistics Mauritius. Moreover, provision exists for the payment of a high inflation supplement in case of significant rise in inflation in between reviews. As regards payment of FSA while being in Mauritius, a general recommendation has been made. Furthermore, payment of Warm Clothing Allowance in all missions has been reinstated.
- 16.19.4 Other representations related to: an increase in the quantum of the different allowances; refund of certain expenses *in toto*; enhanced benefits regarding rent and utilities; and extending payment of Hardship Allowance to officers posted in other missions such as Cairo and Pretoria.
- 16.19.5 The Ministry of Foreign Affairs, Regional Integration and International Trade (MFARIIT) on its side has mainly proposed to: pay FSA to home-based staff in hard currency or in the currency of the country of posting, that is, in a currency of their choice; and align quantum of Hardship Allowance payable to home-based staff in Mumbai to that payable in New Delhi. Moreover, they submitted that salary of home-based should not be accounted in the aggregate for payment of FSA and Entertainment Allowance as per the existing provision; Baggage Allowance should be granted for every posting; Dependent Supplement Allowance be paid to accompanying dependent(s) who

continuously stay(s) in the country of posting; and a reasonable ceiling for rent and utilities be provided.

- 16.19.6 The Ministry of Public Service and Administrative Reforms (MPSAR) viewed that FSA is payable in the country of posting to address any disparity in the cost of living and same is not applicable whenever the officer is on leave in Mauritius. Moreover, to avoid implementation issues, it was proposed that the term 'aggregate' should not be used for payment of monthly salary, FSA and other related allowances.
- 16.19.7 While examining the various proposals, we also took on board decisions taken at the level of the Foreign Service Committee (FSC) and High Powered Committee (HPC) prior to this review exercise as well as cost implications and the relevant observations made by the National Audit Office in its Report. Parties were also apprised during the consultative meetings of the outcome of most of their representations and those which should be looked into by Management or the FSC. Moreover, a working session was held at the Bureau with representatives of the MFARIIT to take stock of certain implementation issues being encountered and come up with solutions.
- 16.19.8 We are, in this Report, revisiting the existing provisions, wherever required, to address the qualms of both Management and the staff side.

Foreign Service Allowance and its determinants

- 16.19.9 Various factors are considered prior to arriving at the revised quantum of FSA. These are:
- (i) the Comparative Costliness Index (CCI) computed by Statistics Mauritius to measure the relative costliness of a basket of selected goods and services in Mauritius compared to one in the foreign embassies, following a fresh cost of living survey carried out in the context of this review;
 - (ii) the average exchange rate for the year 2025;
 - (iii) quantum of FSA paid to home-based staff in the 2021 Report;
 - (iv) Mercer's cost of living index regarding the comparative costliness of the cities where home-based staff are posted;
 - (v) cumulative inflation rate of the country of posting since the 2021 Report; and
 - (vi) indicators published by international organisations/foreign quarters such as United Nations Retail Price Index, IMF World Economic Outlook and United Nations Post Adjustment System.

- 16.19.10 Concerning the comparative costliness exercise carried out by Statistics Mauritius, it is to be emphasised that like any statistical process, the degree of precision of the CCI is subject to certain limitations such as practical constraints for field supervision in the host location and data used for compilation of the Index. Moreover, the role played by the key stakeholders including the collaboration of heads of missions, home-based staff, the MFARIIT and Statistics Mauritius to obtain the required data culminating to the computation of an accurate CCI is important for any adjustment in FSA.
- 16.19.11 Against this backdrop and considering the demarche of the MFARIIT with regard to the payment of FSA and representations of the staff side, the quantum of FSA payable to home-based staff has been recomputed and adjusted. We have also taken into account the request of the Ministry for an adjustment of FSA in certain missions where the cost of living has significantly increased. To this end, we are making appropriate recommendations whilst maintaining the fixed rate of exchange for a more constant conversion value of the hard currency.

Recommendation 1

16.19.12 We recommend that:

- (i) home-based staff should be paid FSA as per the quantum specified at Annex I of this Chapter; and**
- (ii) the rate of exchange provided at Annex II of this Chapter should be applicable for the payment of FSA and Other Related Allowances. As regards monthly salary, same may be paid to home-based staff serving in our overseas missions in a hard currency or currency of the country of posting at a fixed rate of exchange, as per the option exercised by the officer. Once exercised, the option should prevail for at least one year, before it can be changed.**

16.19.13 We further recommend that where, with this Report, the:

- (i) salary of home-based staff when converted in a hard currency is lower than what they are presently drawing, they should be paid the difference as a supplement to retain the higher quantum on a personal basis up to the next PRB Report; and**
- (ii) quantum of FSA and Entertainment Allowance in a hard currency is lower than what home-based staff are presently drawing, they should be allowed to draw the higher amount on a personal basis up to the time of a new posting. On a new posting, the new recommendations should apply.**

Payment of FSA in specific circumstances

- 16.19.14 Union has represented that home-based staff should continue to be paid FSA when on casual/annual or vacation leave in Mauritius as they are eligible for

same when they are on leave in other countries/cities outside the country of posting. The Bureau was further apprised that at times, the accompanying dependents continue to stay in the country of posting. After examining the request, we are revisiting the recommendation.

Recommendation 2

16.19.15 We recommend that FSA should be paid to home-based staff who are on casual/annual or vacation leave outside the country of posting for up to one month.

16.19.16 We also recommend that officers posted in our missions and who have been sponsored to follow a course of study outside the country of posting, should be paid FSA all the while for up to four months, provided during that period, their accompanying dependent(s) is/are still staying in the country of posting.

High Inflation FSA Supplement

16.19.17 Payment of a High Inflation FSA Supplement was recommended in the last Report as an adjustment mechanism to cater for any significant erosion in purchasing power of home-based staff in-between general reviews.

16.19.18 Union represented that their request for payment of the supplement following the high increase in prices in certain missions was not considered administratively. Such cases should normally, as per our recommendation, be referred to the FSC for consideration.

16.19.19 We are maintaining the existing provisions regarding payment of a High Inflation FSA Supplement, subject to satisfying the set criteria.

Recommendation 3

16.19.20 We recommend that:

- (i) the FSC should examine any request made for an adjustment of the quantum of FSA on ground of high inflation (>15%) in the country of posting and based on reliable data, consider the payment of a High Inflation FSA Supplement as a variable component to home-based staff posted in our overseas missions;**
- (ii) the MFARIIT should monitor, on a quarterly basis, any fluctuation in the rate of inflation in missions where the payment of a High Inflation FSA Supplement has been granted to home-based staff and submit a status report thereon to the FSC; and**
- (iii) the FSC should ensure that the payment of the High Inflation FSA Supplement ceases once the rate of inflation in the country of posting subsides, that is, drops below 15%, based on the status report submitted by the MFARIIT.**

Other Related Allowances

- 16.19.21 Home-based staff serving in overseas missions are additionally granted a plethora of other related allowances/benefits to cater for necessary expenses incurred which are not included in the computation of FSA. These include Rent and Utilities, refund of school fees, Entertainment Allowance, refund of medical expenses, travelling benefits, Dependent Supplement Allowance, air passages, Hardship Allowance in missions considered as hard/difficult postings, Subsistence Allowance, Warm Clothing Allowance, Baggage Allowance, compassionate passages, Service Allowance and Transfer Grant.
- 16.19.22 The demands of Management and the staff side as well as our recommendations in relation to these allowances/benefits are expatiated in the ensuing paragraphs.

Dependent Supplement Allowance

- 16.19.23 In the last Report, we introduced payment of a Dependent Supplement Allowance as a form of assistance to cater for part of the living expenses of an officer's accompanying dependent(s), particularly as the spouse may encounter difficulties in finding a suitable job in the country of posting.
- 16.19.24 Management viewed that the accompanying dependent(s) should stay continuously in the country of posting to benefit from the Dependent Supplement Allowance. We are recommending accordingly.

Recommendation 4

- 16.19.25 **We recommend that diplomatic staff, including Ambassadors/High Commissioners/Permanent Representatives serving in our missions abroad, should be paid a monthly Dependent Supplement Allowance as per the table below, provided that the accompanying dependent(s) stay(s) continuously in the country of posting; is/are not engaged in paid employment in the country of posting; and/or is/are not eligible for the payment of Foreign Service Allowance:**

Number of Accompanying Dependent (s)	Monthly Dependent Supplement Allowance
One, including the spouse	£165
Two or more, including the spouse	£295

Hardship Allowance

- 16.19.26 Hardship Allowance is paid to home-based staff posted in certain missions which are considered as hard postings in view of the adverse conditions thereat. However, the payment of the allowance is justified as long as the difficult conditions continue to prevail in these postings.
- 16.19.27 Both Union and Management have requested to extend payment of the Hardship Allowance to home-based staff posted in other missions on account of risk/hardship issues. Management on its side has also proposed to align the quantum of Hardship Allowance payable in Mumbai to that paid in other missions considered as hard postings.
- 16.19.28 After examining the request, we are aligning the quantum of the allowance in all hard postings. As regards, the proposal to extend the allowance in other missions, there is need to assess the degree of hardship experienced and evaluate the working and living conditions of the officers. As such, it would be more appropriate for Management to refer the request to the FSC for examination.

Recommendation 5

- 16.19.29 We recommend that home-based staff posted in Addis Ababa, Antananarivo, Islamabad, Maputo, Mumbai and New Delhi, should be paid a monthly Hardship Allowance of USD 1500.**
- 16.19.30 We further recommend that the MFARIIT should, on a yearly basis, reassess the degree of hardship in missions where a hardship allowance is paid and submit its findings to the FSC for consideration to justify its continued payment or otherwise.**

Rent and Utilities

- 16.19.31 Provision was made in previous Reports for refund of charges of rent and utilities up to a prescribed ceiling except for Ambassadors, High Commissioners and Permanent Representatives. Management has informed that home-based staff are not refunded rent and utilities as payment is effected directly to the landlord. They also submitted that to determine a reasonable ceiling for rent and utilities, a due diligence exercise has to be carried out to reflect market reality. The staff side has, among others, requested to reinstate the prerogative of the Secretary for Foreign Affairs to review the ceiling of rent and utilities in case of urgency and to review the rate payable.
- 16.19.32 We have examined the request and based on data submitted by the MFARIIT, we are revisiting the recommendation on rent and utilities.

Recommendation 6

16.19.33 We recommend that, pending the acquisition of quarters by Government, wherever feasible, expenses related to Rent and Utilities should be effected in hard currency at a fixed rate of exchange as set out at Annex II to this Chapter, as follows:

- (i) *in toto* for Ambassadors, High Commissioners and Permanent Representatives; and
- (ii) up to a monthly ceiling for home-based staff in other grades according to broad salary levels as per Annex III to this Chapter.

16.19.34 We further recommend that:

- (i) in the absence of strong reasonable grounds, any expenditure incurred above the prescribed ceiling of Rent and Utilities as specified at Annex III to this Chapter, should be borne *in toto* by the officer concerned;
- (ii) officers reported upon in this review, other than local recruits, who occupy their own house, should be refunded 80% of the prescribed ceiling as per Annex III to this Chapter; and
- (iii) home-based staff who are provided with rent free accommodation should be entitled to 20% of the quantum of Rent and Utilities as specified for their grade as per Annex III to this Chapter, in the event they are required to meet only the cost of utilities (electricity, gas, water and telephone facilities). In case any of the utilities mentioned above is provided free of charge along with accommodation, appropriate deduction should be made to the quantum of 20% for Rent and Utilities.

Review of Rent and Utilities in Specific Missions

16.19.35 Provision exists for the FSC to examine and consider a review of the prescribed ceiling for rent and utilities in specific missions beyond the prescribed ceiling in-between general reviews based on strong reasonable grounds and subject to the production of documentary evidence.

16.19.36 In many instances, the FSC found itself with no option but to accede to the different requests. The matter was referred to the HPC, which decided that it was more appropriate for the Secretary for Foreign Affairs to examine and approve such demands.

16.19.37 Pursuant to the decision of the HPC and consultative meetings held with Union and Management, we are making appropriate recommendations.

Recommendation 7

- 16.19.38** We recommend that any review of the quantum of Rent and Utilities beyond the prescribed ceiling as specified at Annex III to this Chapter, should be approved by the Secretary for Foreign Affairs after carrying out a proper procurement exercise and subject to financial clearance from the Ministry of Finance.
- 16.19.39** We further recommend that the rate approved by the Secretary for Foreign Affairs should be submitted to the HPC for endorsement.

Entertainment Allowance

- 16.19.40 Officers of the diplomatic cadre are expected in the course of their official duties to foster diplomatic relations and reciprocate invitations from foreign diplomats. They are consequently paid an allowance to cater for the expenses incurred during such activities.
- 16.19.41 We consider that payment of the Entertainment Allowance should be maintained.

Recommendation 8

- 16.19.42** We recommend that diplomatic staff should continue to be paid a monthly Entertainment Allowance in hard currency as per Annex IV to this Chapter, as from the date on which the officer effectively assumes duty in the country of posting.
- 16.19.43** We further recommend that the officer serving as Chargé d’Affaires in our diplomatic missions overseas in the absence of an Ambassador, should be paid the same quantum of Entertainment Allowance as recommended for an Ambassador in that mission.

Refund of School Fees/Children’s Education

- 16.19.44 School fees are refunded to home-based staff in respect of their dependent children aged between three and 20 years attending pre-primary, primary and secondary schools and for children up to the age of three attending nurseries and day care centres.
- 16.19.45 Union has requested for the refund *in toto* of school fees, thereby encompassing mandatory fees such as books, library charges, sports activities and other compulsory charges.
- 16.19.46 In the last Report, provision was made for the FSC to look into requests relating to the refund of school fees in cases where non-tuition expenses are included in mandatory school fees. Based on information provided by Statistics Mauritius regarding the non-refundable components obtainable in foreign quarters, the total school fees are discounted to cater for the non-refundable ones.
- 16.19.47 We are, therefore, making appropriate recommendations to this end.

Recommendation 9

16.19.48 We recommend that home-based staff posted abroad should be refunded school fees inclusive of admission fees, registration fees, contribution to land/building fund, society fees and school endowment fund as below:

- (i) at the rate of 80% in respect of their dependent children, aged between three and 20 years old, attending pre-primary, primary and secondary schools, as well as for children up to three years, attending nurseries and day care centres; and**
- (ii) at the rate of 90% for dependent children aged between three to 20 years old attending pre-primary, primary and secondary schools, as well as for children up to three years, attending nurseries and day care centres in countries where the medium of teaching is neither English nor French and where the children have no alternative than to seek admission in international schools.**

16.19.49 We further recommend that in cases where a breakdown of mandatory school fees with regard to non-refundable components such as books and stationeries, library charges, expenses relating to extracurricular activities, among others, cannot be provided by the school or relevant authority, the FSC should decide on the rate at which the fees in respect of the non-refundable components would be discounted from the total fees, to determine the final quantum of school fees to be refunded, as per the rates recommended in the preceding paragraph.

Pertinent Observation

16.19.50 The Bureau observed that certain cases referred to the Foreign Service Committee for consideration involve huge sums of money, particularly regarding payment of school fees in respect of the child/children of home-based staff, which at times, are much costlier than American or European university fees. In the event the home-based staff has to cater for more than one child in the foreign country, the cost involved is colossal.

16.19.51 Though, it is understandable that in some missions, the home-based staff have no choice than to enrol their child/children in international schools, where the medium of teaching is English or French. However, we consider that the MFARIIT should ensure that scarce financial government resources are efficiently and judiciously used. We consider that the Ministry should take wise, smart and responsible decisions, prior to the posting of a home-based staff in missions where educational/school fees, among others, are more than exorbitant. It is therefore incumbent on the Ministry to assess the financial implications with regard to the posting of an officer in such missions, the moreso, the National Audit Office has on several occasions highlighted the misuse of public funds thereat.

Refund of Medical Expenses

- 16.19.52 Home-based staff posted in our overseas missions are refunded medical expenses at the rate of 90% subject to the production of a medical certificate. The medical expenses are refunded *in toto* only in case of hospitalisation for surgical intervention in respect of the officer, his/her spouse and dependent children aged up to 20 years.
- 16.19.53 The staff side has requested for the full refund of medical expenses incurred by officers and members of their family as well as those incurred in a neighbouring country. Management viewed that there would be need for a control mechanism in case medical expenses are to be wholly refunded.
- 16.19.54 We consider that, pending a proper control mechanism is devised by Management, the prevailing provisions should be maintained.

Recommendation 10

- 16.19.55 We recommend that 90% of medical expenses, should continue to be refunded to home-based staff posted abroad subject to:**
- (i) the production of duly signed and certified copies of medical certificates/prescriptions, invoices and receipts;**
 - (ii) the claim being submitted on prescribed form, as determined by the MFARIIT, duly signed by the officer making the claim and upon the recommendation of the Head of Mission; and**
 - (iii) medical bills falling within the Protocol and Guidelines approved by the Government.**
- 16.19.56 We further recommend that in case of hospitalisation for surgical intervention, medical expenses incurred in respect thereof should be refunded, in *toto*, subject to the conditions set out in the above provision to an officer, his/her spouse, dependent children aged up to 20 years and accompanying dependent of unmarried career diplomats, upon their posting to overseas mission on a tour of service.**

Health Insurance Scheme

- 16.19.57 In the 2016 PRB Report, provision was made for the FSC to study the introduction of a Health Insurance Scheme in Mauritius to cover all diplomatic staff posted in the overseas missions. Union informed that same has so far not been implemented and resultantly requested for the expeditious implementation of such scheme. Considering the specific nature of the request, it is up to Management to initiate action with respect thereto.**

Warm Clothing Allowance

- 16.19.58 Home-based staff as well as their spouse and dependent children, and accompanying dependent of unmarried career diplomats posted in missions where extreme winter conditions prevail are entitled to the payment of a Warm Clothing Allowance, as is the practice in foreign countries.
- 16.19.59 Representations have been made by the staff side for payment of the allowance in all missions. We have examined the request and are agreeable to the proposal.

Recommendation 11

- 16.19.60 We recommend that a Warm Clothing Allowance equivalent to £320 should be paid to:**
- (i) the home-based staff, his/her accompanying spouse and dependent children aged up to 20 years on first posting and on subsequent posting, as well as upon renewal of each tour of service;**
 - (ii) accompanying dependent of unmarried career diplomats, upon their posting to overseas mission on a tour of service; and**
 - (iii) Ambassadors'/High Commissioners'/Trade Advisers' accompanying spouse and dependent children aged up to 20 years on first posting and upon renewal of contract after a period of three years.**

Subsistence Allowance

- 16.19.61 In line with the current practice, a Subsistence Allowance is payable to home-based staff, where no government-owned overseas residences are available to accommodate the officers when proceeding on overseas posting. Paying due regard to the substantial financial implications of the present arrangement, payment of the allowance has been capped up to a maximum of 15 days. Since this arrangement is adequate, it is being maintained.

Recommendation 12

- 16.19.62 We recommend that home-based staff posted abroad should be paid a Subsistence Allowance for a maximum of 15 days as from the date on which the officer effectively assumed duty in the country of posting. However, the beneficiary would not qualify for the payment of any other allowance during this period.**

Travelling Benefits

- 16.19.63 Home-based staff are also eligible for travelling benefits. These are provided in the ensuing paragraph.

Recommendation 13

16.19.64 We recommend that home-based staff posted in our missions should continue to be entitled to travelling benefits along the same lines as their counterparts serving in Mauritius, depending on the monthly salary drawn, payable in hard currency at a fixed rate of exchange, as hereunder:

- (i) the same travelling benefits as applicable to officers in Mauritius, should be granted to home-based staff posted in our overseas missions except for those drawing a monthly salary of Rs 150000 and above;
- (ii) home-based staff drawing a monthly salary of Rs150000 and above, other than Ambassadors, High Commissioners and Permanent Representatives should, on posting to a mission, be allowed to use the official car and in case no official car is available for this category of officer, incumbent may be allowed to opt for the payment of a Car Allowance as provided at paragraph 16.2.121(i) in this Volume; and
- (iii) Ambassadors, High Commissioners, Permanent Representatives and officers drawing a monthly salary of Rs 150000 and above, be provided with an official car without driver while on leave in Mauritius. The officer can, however, be provided with the services of a driver, upon request, to attend official and related functions only.

Baggage Allowance

16.19.65 Presently, a Baggage Allowance is paid to home-based staff on a first posting in overseas mission or on return from overseas or on transfer from one mission to another. Management has submitted that for every posting, the officers should be paid the Baggage Allowance. We are agreeable to the proposal and recommending accordingly.

Recommendation 14

16.19.66 We recommend that home-based staff, while proceeding to overseas mission should be paid an all-inclusive amount equivalent to £325 as excess air Baggage Allowance for every posting.

16.19.67 We further recommend that the home-based staff should also be eligible for the refund of the cost of transportation by sea of either a 20-feet container of personal effects OR up to 10 cubic meters, inclusive of packaging and crating of personal effects, not exceeding four tons. However, officers choosing to carry their luggage by air, may opt to do so, but the cost would be limited to that of transport by sea. Any extra cost should be borne by the officer.

Air Passages

- 16.19.68 Air Passages are provided to the home-based staff's accompanying spouse and wholly dependent children below the age of 21 as well as the accompanying dependent of unmarried career diplomats on departure and completion of a tour of service or on change in posting from one mission to another, subject to certain conditions. Further to representations received, we are revisiting this recommendation on ground of fairness and equity.

Recommendation 15

- 16.19.69 **We recommend that when a home-based staff is posted overseas in one of our missions or in case of change in posting from one mission to another, air passages should be provided to his accompanying dependent(s) when the latter join(s) him within a period of six months after the date of his departure.**
- 16.19.70 **In the case of an unmarried career diplomat, provision of a two-way air ticket should be made for either his father or mother or brother or sister, in case they join the latter within a period of six months after the date of his departure.**
- 16.19.71 **We further recommend that the home-based staff should make arrangement to return within a period of six months on termination/completion of the tour of service in order to benefit from air passages.**
- 16.19.72 **The dependents of the different categories of officers have been defined at paragraph 16.19.88 for ease of implementation.**

Compassionate Passages

- 16.19.73 At present, diplomatic staff and officers employed on contractual basis in our overseas missions and their accompanying dependent(s), are granted one compassionate passage in the event of the death of the father or mother of either spouse or their child or a close relative to attend the funeral or rituals associated with the death within a period of 15 days as from the date the death occurs. This provision is being maintained.

Recommendation 16

- 16.19.74 **We recommend that diplomatic staff and officers employed on a contractual basis in our diplomatic missions overseas as well as their accompanying dependent(s), be granted one compassionate passage during the tour of service/duration of the contractual employment in the event of the death of the father or mother of either spouse or their child or a close relative (brother or sister of the officer or of the spouse), when the death occurs in Mauritius or outside Mauritius, to attend the funeral or rituals associated with the death within a period of 15 days as from the date the death occurs.**

- 16.19.75** We further recommend that where an officer serving in a mission proceeds on approved leave in a country other than Mauritius, that is, a third country, he should be paid compassionate passage for either the equivalent cost from the country of posting to Mauritius or from the third country to Mauritius, whichever is the lower;

OR

where the officer concerned is, at the time of demise of a close relative, on official mission abroad that is, in a third country, the compassionate passage should be the equivalent cost from the third country to Mauritius and back to the country of posting.

- 16.19.76** We also recommend that where the officer is already on official mission or on approved leave in Mauritius at the time of the demise of a close relative, there should be no refund of compassionate passage.

Transfer Grant

- 16.19.77** Officers proceeding to our diplomatic missions overseas on a first posting or on return from overseas or on transfer from one mission to another, are eligible for the payment of a transfer grant. This benefit is being maintained.

Recommendation 17

- 16.19.78** We recommend the payment of a transfer grant to home-based staff equivalent to 5% of the gross annual salary or an amount equivalent to £290, whichever is higher, in hard currency, while proceeding to an overseas mission on a first posting or on return from overseas or on transfer from one mission to another.

Service Allowance

Recommendation 18

- 16.19.79** We recommend that Ambassadors and/or High Commissioners employed on a contractual basis to serve in our diplomatic missions should continue to be paid a Service Allowance equivalent to two months' salary, in lieu of gratuity, on completion of 12 months' satisfactory service.

Tour of Service

- 16.19.80** The existing provision for tour of service is considered to be appropriate and is being maintained.

Recommendation 19

- 16.19.81** We recommend that:

- (i) a tour of service for Diplomatic Staff posted in our missions should continue to be for a period of three years. However, in exceptional

circumstances, the tour of service may be extended for up to a maximum period of one year; and

- (ii) staff of the General Services should serve for only one tour of service which may be of a shorter duration in countries where the conditions of living are difficult.

Posting of Diplomatic Staff on a Rotational Basis

- 16.19.82 Further to a reported unwillingness for officers to be posted in countries with difficult living conditions, provision was made in the last Report for the MFARIIT to implement a system of regular rotation of home-based staff in the different missions for parity of treatment. **We consider this arrangement to be still relevant and should be maintained.**

Consul

- 16.19.83 As official representatives of Mauritius, Consuls are posted in the Consulates of Dubai, Jeddah and Mumbai. They are also eligible for the payment of FSA and Other Related Allowances. We are maintaining the present arrangement.

Recommendation 20

- 16.19.84 **We recommend that the FSA and Entertainment Allowance payable to the Consuls in hard currency as well as the ceiling of Rent and Utilities, should be as per Annex V at the end of this Chapter.**

Foreign Service Committee

- 16.19.85 In-between a general review, matters related to Conditions of Service of officers posted in our overseas missions are presently examined by the FSC under the Chairpersonship of the Secretary for Public Service.
- 16.19.86 Union has proposed that a diplomatic staff be also present at the meetings of the FSC. We consider the present composition of the Committee appropriate to deliver on its terms of reference.

Recommendation 21

- 16.19.87 **We recommend that the Foreign Service Committee under the Chairpersonship of the Secretary for Public Service of the MPSAR and comprising representatives of the MFARIIT; the Ministry of Finance; Statistics Mauritius; and the Pay Research Bureau, should continue to examine and report in-between general reviews, on matters related to Conditions of Service of officers posted in our overseas missions whenever required.**

Implementation of Recommendations

- 16.19.88 To ease the implementation of the recommendations made in this Chapter with regard to the payment of FSA and Other Related Allowances, the following clarification is provided:

Conversion of Currency	The conversion of the currency of posting specified at Annex I, III, IV and V in a hard currency should be looked into by the MFARIIT.
Definition of Dependent	<p>Dependents of a married home-based staff comprise the officer's accompanying spouse and child/children up to the age of 20 years if they are in full-time education.</p> <p>Dependents of a divorced home-based staff include the officer's child/children up to the age of 20 years if they are in full-time education and father OR mother.</p> <p>Dependents of an unmarried career diplomat are the officer's father OR mother OR brother OR sister.</p>

ANNEX I

FOREIGN SERVICE ALLOWANCE (FSA) PER MONTH (IN FOREIGN CURRENCY)

City	Currency	Ambassador/ High Commissioner/ Permanent Representative	Minister Counsellor/ Deputy High Commissioner	First Secretary	Second Secretary	Office Management Executive/ Confidential Secretary	Office Management Assistant	Word Processing Operator
Addis Ababa	Birr	30,590	26,950	22,455	15,510	9,895	8,475	7,290
Antananarivo	Ariary	6,395,295	5,656,145	4,646,430	3,239,095	2,099,835	1,787,090	1,563,700
Beijing	Yuan	49,875	45,600	37,410	26,275	16,755	14,365	12,410
Berlin	Euro	5,700	5,200	4,285	2,995	1,930	1,645	1,420
Brussels	Euro	5,050	4,625	3,795	2,650	1,710	1,465	1,260
Cairo	Egyptian Pound	17,905	15,725	12,900	9,005	5,835	4,985	4,325
Canberra	Australian Dollar	8,785	8,025	6,590	4,600	2,960	2,545	2,190
Dubai	Dirham	24,985	22,895	18,780	13,135	8,460	7,240	6,230
Geneva	Swiss Franc	11,500	10,500	8,600	6,025	3,885	3,310	2,885
Islamabad	Pakistani Rupee	151,450	133,800	109,990	76,595	49,740	42,495	36,665
Jeddah	Riyal	20,400	18,690	15,335	10,720	6,910	5,915	5,090
Kuala Lumpur	Malaysian Ringgit	14,925	13,615	11,150	7,875	5,085	4,265	3,770
London	Pound Sterling	4,450	4,070	3,335	2,330	1,495	1,280	1,105
Maputo	MZN	82,050	74,950	61,535	42,910	27,795	23,665	20,540
Moscow	Russian Rouble	340,940	312,395	257,120	178,955	115,235	98,800	85,205
Mumbai	Indian Rupee	155,040	141,740	116,405	81,095	52,450	44,770	38,890
New Delhi	Indian Rupee	148,460	135,725	111,470	77,655	50,225	42,875	37,245
New York	US Dollar	7,340	6,715	5,510	3,835	2,485	2,120	1,700
Paris	Euro	6,310	5,765	4,740	3,305	2,165	1,825	1,585
Pretoria	Rand	29,365	26,830	22,020	15,355	9,940	8,480	7,370
Riyadh	Riyal	24,355	22,315	18,305	12,800	8,245	7,060	6,075
Tokyo	Japanese Yen	832,767	761,390	624,648	438,705	279,783	239,883	207,246
Washington	US Dollar	6,510	5,955	4,885	3,405	2,205	1,885	1,505

ANNEX II**CURRENCY AND RATE OF EXCHANGE OF THE COUNTRY OF POSTING**

City	Currency	Unit	Average Exchange Rate Year 2025
Addis Ababa	Birr	1	0.3317
Antananarivo	Ariary	100	1.0099
Beijing	Yuan	1	6.4074
Berlin	Euro	1	51.8433
Brussels	Euro	1	51.8433
Cairo	Egyptian Pound	1	0.9338
Canberra	Australian Dollar	1	29.6089
Dubai	Dirham	1	12.5585
Geneva	Swiss Franc	1	55.3563
Islamabad	Pakistani Rupee	1	0.1633
Kuala Lumpur	Malaysian Ringgit	1	10.7152
London	Pound Sterling	1	60.9776
Maputo	MZN	1	0.7148
Moscow	Russian Rouble	1	0.5558
New Delhi/ Mumbai	Indian Rupee	1	0.5307
Paris	Euro	1	51.8433
Pretoria	Rand	1	2.6270
Riyadh/Jeddah	Riyal	1	12.2972
Tokyo	Japanese Yen	100	31.4231
Washington/ New York	US Dollar	1	46.1301

ANNEX III**CEILING OF RENT AND UTILITIES PER MONTH (IN FOREIGN CURRENCY)**

City	Currency	Minister Counsellor/ Deputy High Commissioner/First Secretary	Second Secretary	Office Management Executive/ Confidential Secretary/ Office Management Assistant/ Word Processing Operator
Addis Ababa	Birr	19,070	14,075	12,935
Antananarivo	Ariary	1,854,545	1,062,145	674,380
Beijing	Yuan	111,240	64,825	41,325
Berlin	Euro	2,725	1,825	1,700
Brussels	Euro	3,590	2,330	1,790
Cairo	Egyptian Pound	5,605	3,625	2,800
Canberra	Australian Dollar	3,615	2,175	1,735
Dubai	Dirham	13,225	8,835	8,245
Geneva	Swiss Franc	7,225	4,335	3,470
Islamabad	Pakistani Rupee	95,190	65,765	41,535
Jeddah	Riyal	10,950	7,325	6,835
Kuala Lumpur	Malaysian Ringgit	5,785	3,615	2,890
London	Pound Sterling	2,025	1,300	1,085
Maputo	MZN	44,000	36,660	23,310
Moscow	Russian Rouble	97,945	65,435	60,980
New Delhi/ Mumbai	Indian Rupee	77,010	53,655	34,610
New York	US Dollar	5,915	4,140	2,950
Paris	Euro	3,965	2,430	1,985
Pretoria	Rand	13,050	8,440	6,135
Riyadh	Riyal	11,505	7,690	7,175
Tokyo	Japanese Yen	1,982,228	1,155,140	736,385
Washington	US Dollar	4,910	3,070	2,455

ANNEX IV**ENTERTAINMENT ALLOWANCE PER MONTH (IN FOREIGN CURRENCY)**

City	Currency	Ambassador/ High Commissioner/ Permanent Representative	Minister Counsellor/ Deputy High Commissioner	First Secretary	Second Secretary
Addis Ababa	Birr	4,760	1,905	1,425	955
Antananarivo	Ariary	832,735	332,830	250,605	167,070
Beijing	Yuan	7,615	2,960	2,130	1,430
Berlin	Euro	970	395	300	200
Brussels	Euro	840	330	255	165
Cairo	Egyptian Pound	2,930	1,175	870	590
Canberra	Australian Dollar	1,345	535	405	270
Dubai	Dirham	4,715	1,915	1,455	955
Geneva	Swiss Franc	1,660	665	500	330
Islamabad	Pakistani Rupee	26,625	10,700	8,090	5,350
Jeddah	Riyal	3,905	1,590	1,200	795
Kuala Lumpur	Malaysian Ringgit	2,630	1,055	800	520
London	Pound Sterling	655	270	200	130
Maputo	MZN	12910	5,225	3,915	2,610
Moscow	Russian Rouble	32,595	13,050	9,790	6,525
New Delhi/ Mumbai	Indian Rupee	23,620	9,400	7,045	4,700
Paris	Euro	1,020	400	305	205
Pretoria	Rand	4,655	1,870	1,305	930
Riyadh	Riyal	4,100	1,670	1,265	835
Tokyo	Japanese Yen	147,445	57,350	41,285	27,760
Washington/ New York	US Dollar	1,045	415	315	210

ANNEX V**ALLOWANCES FOR CONSUL**

City	Currency	Foreign Service Allowance (FSA) per month (In Foreign Currency)	Ceiling of Rent and Utilities per month (In Foreign Currency)	Entertainment Allowance per month (In Foreign Currency)
Dubai	Dirham	18,780	13,225	1,455
Jeddah	Riyal	15,335	10,950	1,200
Mumbai	Indian Rupee	116,405	77,010	7,045
