

41. MINISTRY OF ARTS AND CULTURE

- 41.1 The Ministry of Arts and Culture is responsible for preserving cultural and national heritage, fostering creative arts and promoting national unity. It aims to nurture a balanced and harmonious Mauritian Society through consolidation of existing pluralism, promotion of creativity and the celebration of cultural values. The Ministry is also dedicated to preserving and promoting both tangible and intangible national heritage as well as supporting artists and organising national events/activities for the public. It has under its purview the National Archives Department and the Film Classification Board.
- 41.2 A Permanent Secretary is the Accounting and Responsible Officer of the Ministry. Incumbent is supported by the Director of Culture, officers of the Culture Officer and Arts Officer Cadres, Centre de Lecture Publique et d'Animation Culturelle (CELPAC) Unit and other ancillary staff.
- 41.3 Both Management and Union have requested, among others, for the creation and restyling of grades; upgrading of qualifications requirement of certain positions with an upward review in salary; grant of time-off facilities at an enhanced rate for working during weekends and public holidays; creation of additional posts; and grant of 70% duty remission to a few grades. During the consultative meetings, they were informed of proposals that could not be retained for technical reasons or those that devolved on Management.
- 41.4 As regards proposals for amendment in schemes of service, Management was advised to, after consultation with relevant stakeholders, revisit the mode of appointment and qualifications requirement of grades where deemed necessary for greater efficiency and sound employee relations. General provision regarding experience that may be required has been made in Volume 1 of this Report under the Chapter of Review of Schemes of Service and Qualifications.
- 41.5 After examining all the demands, we consider that the present structure of the Ministry is adequate. Further, we are revisiting the provision for the grant of time-off facilities and maintaining the payment of existing allowances.

Time-Off Facilities

- 41.6 Currently, officers of the Arts Officer and Culture Officer Cadres, and the Theatre Superintendent are granted time-off for working outside normal working hours in respect of the organisation of artistic and cultural activities. The officers are compensated at normal hourly rate in the event time-off cannot be granted within a period of four months.
- 41.7 Management and the staff side have submitted that time-off be compensated at overtime rate given that the officers put in additional hours of work during Weekends and Public Holidays. This request has been examined in a general manner and we are reviewing the existing provision.

Recommendation 1

- 41.8** We recommend that officers of the Arts Officer and Culture Officer Cadres as well as the Theatre Superintendent, who are required, on a regular basis, to put in additional hours of work to cope with the demands of their job, be granted, on application, equivalent time-off within the current month for the extra hours put in. However, where it has not been possible for Management to grant time-off to the officers within a period of four consecutive months, they should be compensated at the normal hourly rate per extra hour, subject to their having put in a minimum of either five (5) hours weekly or 15 hours monthly.

On-Call and In-Attendance Allowances

- 41.9** The Theatre Manager and Theatre Superintendent are presently eligible for the payment of 'On-Call' and 'In-Attendance' Allowances. Since this arrangement is appropriate, we are retaining this provision.

Recommendation 2

- 41.10** We recommend that the Theatre Manager and Theatre Superintendent should be paid:
- (i) a daily On-Call Allowance of Rs 125; and
 - (ii) an In-Attendance Allowance when attending to rehearsals and events after normal working hours, at the normal hourly rate for every hour of attendance.

Technician (Light/Sound) Cadre

- 41.11** Further to additional information obtained, the Bureau noted that officers of the Technician (Light/Sound) Cadre do not operate on a Roster (Day and Night) basis. We therefore consider that the appellation of the grades concerned of the Cadre should be appropriately restyled to reflect their actual pattern of work, which is in fact on a roster day basis. Moreover, we are providing for Technicians (Light/Sound) in post as at 31 December 2020 and drawing salary in a personal scale, to be governed, upon their promotion to the grade of Senior Technician (Light/Sound) by the recommended salary scale attached to the latter. We are recommending along these lines.

Recommendation 3

- 41.12** We recommend that the grades of the Technician (Light/Sound) Cadre should be restyled as hereunder:

Grade	Restyled to
Technician (Light/Sound) (Roster – Day and Night) (Personal to officers in post as at 31.12.20)	Technician (Light/Sound) (Roster) (Personal to officers in post as at 31.12.20)

Grade	Restyled to
Technician (Light/Sound) (Roster – Day and Night)	Technician (Light/Sound) (Roster)
Senior Technician (Light/Sound) (Roster – Day and Night)	Senior Technician (Light/Sound) (Roster)

- 41.13** We further recommend that the salary code and salary scale of the grades of Technician (Light/Sound) (Roster) (Personal to officers in post as at 31.12.20) *formerly Technician (Light/Sound) (Roster – Day and Night) (Personal to officers in post as at 31.12.20)* and Senior Technician (Light/Sound) (Roster) *formerly Senior Technician (Light/Sound) (Roster – Day and Night)* should be as per the table below:

Salary code	Salary Scale and Grade
22 045 078	<p>Rs 29915 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950</p> <p>Technician (Light/Sound) (Roster) (Personal to officers in post as at 31.12.20) <i>formerly Technician (Light/Sound) (Roster – Day and Night) (Personal to officers in post as at 31.12.20)</i></p>
22 046 079	<p>Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400</p> <p>Senior Technician (Light/Sound) (Roster) <i>formerly Senior Technician (Light/Sound) (Roster – Day and Night)</i></p>

- 41.14** We also recommend that the salary scale as recommended in the table above for the grade of Senior Technician (Light/Sound) (Roster) should also apply on a personal basis to officers in the grade of Technician (Light/Sound) (Roster) (Personal to officers in post as at 31.12.20) *formerly Technician (Light/Sound) (Roster – Day and Night) (Personal to officers in post as at 31.12.20)*, upon being promoted thereto.

- 41.15** The future holder salary scales for the grades of Technician (Light/Sound) (Roster) and Senior Technician (Light/Sound) (Roster) have been provided in the salary schedule.

Height Allowance

- 41.16 Officers in the Technician (Light/Sound) Cadre operating on a roster basis as well as the Electrician are paid a Height Allowance for climbing scaffolds of a height between 20 and 30 feet in respect of rigging and focusing projectors. We are providing for the continued payment of the allowance.

Recommendation 4

- 41.17 **We recommend that employees in the restyled grades of Senior Technician (Light/Sound) (Roster), Technician (Light/Sound) (Roster) and the Electrician who during the course of their duties effectively climb scaffolds of a height ranging from 20 to 30 feet for rigging and focusing projectors, should be paid a Height Allowance at the rate of 80% of the normal hourly rate for every hour put-in in carrying out this task.**

Centres de Formation Artistique

- 41.18 Instructors/resource persons dispensing short-term courses at the “Centres de Formation Artistique”, are paid a sessional fee. We are maintaining this provision whilst revising the quantum of the fee payable.

Recommendation 5

- 41.19 **We recommend that qualified instructors and resource persons and non-qualified instructors dispensing courses at the “Centres de Formation Artistique” as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021, should be paid Rs 385 and Rs 330 per session of 1 ¼ hours duration respectively, on a personal basis.**
- 41.20 **We further recommend that for those recruited as from the date of publication of the 2021 PRB Report, that is, 14 October 2021, the rate payable per session of 1¼ hours duration for dispensing courses at the “Centres de Formation Artistique” should be Rs 260 for qualified instructors and Rs 180 for resource persons and non-qualified instructors.**

Library and Animation Officer/Senior Library and Animation Officer

- 41.21 During consultations, Union requested the Bureau to give due regard to the fact that to perform “animation” duties, Library and Animation Officer/Senior Library and Animation Officers need to possess specific skills related thereto for an effective and efficient delivery of services, unlike their counterparts namely Library Clerk/Senior Library Clerks.
- 41.22 **This element has been taken on board in arriving at the revised salary of the grade.**

Allowance to Word Processing Operator (Oriental Language)

- 41.23 In addition to their typing duties in the relevant Oriental language, Word Processing Operator (Oriental Language) are also called upon to type in other languages such as English, French and Kreol for which they are currently entitled to a monthly allowance of Rs 280. We are maintaining the provision while revising the quantum.

Recommendation 6

- 41.24 **We recommend that a monthly allowance of Rs 310 be paid to Word Processing Operators (Oriental Language), who are called upon to type work in other languages such as English, French and Kreol.**

MINISTRY OF ARTS AND CULTURE**SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
02 000 116	Rs 166000 Permanent Secretary
05 000 108	Rs 134000 Director of Culture
05 093 104	Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Deputy Director of Culture
05 082 098	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Principal Culture Officer
05 075 094	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Senior Culture Officer
05 060 090	Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Culture Officer

Salary Code	Salary Scale and Grade
05 072 090	Rs 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Chief Arts Officer
05 069 085	Rs 45930 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Principal Arts Officer
05 056 081	Rs 34720 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600 Senior Arts Officer
05 041 079	Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400 Arts Officer
05 065 090	Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Coordinator, CELPAC
05 062 085	Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Assistant Coordinator, CELPAC
05 061 090	Rs 38215 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Theatre Manager
05 039 079	Rs 27905 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400 Theatre Superintendent

Salary Code	Salary Scale and Grade
05 033 074	Rs 26045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 51200 Library and Animation Officer/Senior Library and Animation Officer
22 045 078	Rs 29915 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950 Senior Technician (Light/Sound) (Roster) (Future Holder) <i>formerly Senior Technician (Light/Sound) (Roster – Day and Night)</i>
22 037 074	Rs 27265 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 51200 Technician (Light/Sound) (Roster) (Future Holder) <i>formerly Technician (Light/Sound) (Roster – Day and Night)</i>
08 031 068	Rs 25445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 44960 Word Processing Operator (Oriental Language)
10 028 067	Rs 24545 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 43990 Public Address Operator (Roster)
10 027 066	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 43020 Public Address Operator (Personal to holder in post as at 30.06.08)
25 028 061	Rs 24545 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215 Carpenter Electrician

Salary Code	Salary Scale and Grade
24 037 065	Rs 27265 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 42050 Driver (Heavy Vehicles above 5 tons) (on roster - day and night)
24 029 062	Rs 24845 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 Driver (on roster - day and night)
24 027 060	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Driver
24 024 057	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280 Attendant/Senior Attendant (Arts and Culture)
24 024 054	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Gardener/Nursery Attendant
24 021 052	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615 Stores Attendant
24 020 050	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 Handy Worker
24 001 047	Rs 17975 x 175 - 18500 x 200 - 18900 x 225 - 20925 x 250 - 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30615 General Worker

FILM CLASSIFICATION BOARD

- 41.25 The Film Classification Board is responsible for classifying films, publicity materials and stage plays intended for public exhibition, ensuring they comply with legal requirements and societal standards. Additionally, before classification, it also conducts clearance process at the point of entry.
- 41.26 Daily administration of the organisation rests upon the Secretary, Film Classification Board, who is also the Chief Executive of the Board. The latter is assisted in his duties by officers in the grades of Assistant Secretary, Film Classification Board, Senior Projectionist, Projectionist as well as staff belonging to the General Services.
- 41.27 In the context of this Report, the Bureau did not receive any representation from the staff side. As regards Management's submission for an upgrading of the Projectionist Cadre, same was examined during our job evaluation exercise. The current structure is considered fit-for-purpose and is being maintained.

Allowance in connection with Film Censorship

- 41.28 Officers in the grades of Secretary, Film Classification Board; Assistant Secretary, Film Classification Board; Senior Projectionist; and Projectionist, who perform duties related to censorship of films beyond their normal working hours, are paid an allowance on a sessional basis, for sessions of at least two hours. We are reviewing the quantum of the allowance.

Recommendation 7

- 41.29 **We recommend that the allowance payable to officers in the grades of Secretary, Film Classification Board; Assistant Secretary, Film Classification Board; Senior Projectionist; and Projectionist who perform duties related to censorship of films beyond their normal working hours for session of at least two hours, be revised as follows:**

Grade	Allowance per session (Rs)
Secretary, Film Classification Board	580
Assistant Secretary, Film Classification Board	495
Senior Projectionist	420
Projectionist	420

FILM CLASSIFICATION BOARD**SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
08 071 090	Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Secretary, Film Classification Board
08 051 078	Rs 32190 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950 Assistant Secretary, Film Classification Board
10 053 076	Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400 Senior Projectionist
10 034 071	Rs 26345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 47950 Projectionist

