

21.1 BLUE ECONOMY AND FISHERIES DIVISION

- 21.1.1 The Blue Economy and Fisheries Division envisions to make the blue economy an important pillar to sustain economic diversification and growth, having due regard to the conservation of marine ecosystems. Its core services include, among others: monitoring, control and surveillance of fisheries resources; combat of illegal, unreported and unregulated fishing; licensing of boats, verification and control of fish and fish products; mapping of the seafloor through bathymetry maps for shallow and deep sea for characterisation and identification of seafloor structures.
- 21.1.2 A Permanent Secretary is at the Head of the Division whilst on the technical side, the Director of Fisheries and Director of Shipping are responsible for the administration and management of the Fisheries and Shipping Divisions respectively. The core functions are performed by officers at professional and technical level while employees in the Workmen's Group provide support. Activities thereat are organised under two Divisions namely Shipping and Fisheries.

SHIPPING DIVISION

- 21.1.3 The Shipping Division is responsible for maritime safety, security and prevention of pollution of the marine environment from ships. It ensures compliance with International Maritime Laws and Conventions and acts as the Maritime Administration responsible for the development of maritime activities which include, *inter alia*, registration of ships; implementation of the Merchant Shipping Act; enforcement of international conventions; training, certification; and assessment of seafarers. Moreover, the Mauritius Maritime Training Academy (MMTA) falls under the Division and is the sole public body to deliver courses for seafarers and prospective seafarers.
- 21.1.4 At the helm of the Division, there is a Director of Shipping who is assisted by the Secretary for Shipping Development and Deputy Director of Shipping and supported by officers in professional as well as technical grades. On its side, at the MMTA the Management of the Academy befalls the Head, MMTA.
- 21.1.5 While the staff side and Management requested for a review of salary, the Ministry also made proposals for, among others, creation of additional levels; grant of specific allowances; and review the quantum of existing allowances. During consultations, parties were provided with adequate information on each request and justifications on those which cannot be entertained.
- 21.1.6 The existing structure is fit-for-purpose. We are, therefore, bringing no change thereto. However, in view of persistent recruitment issues being faced by the Ministry, we are making appropriate provision in a bid to attract and retain candidates.

Grades falling under Scarcity Areas

- 21.1.7 The Ministry has been facing difficulties in attracting and retaining potential candidates in certain grades under the Shipping Division including the MMTA resulting into several positions remaining vacant for years. This situation, in turn, impedes on the proper functioning of the Division and the MMTA as well as on succession planning.
- 21.1.8 In the last review exercise, provisions were made for a negotiable entry point to new entrants in specific grades as an attempt to attract candidates. However, it has been reported that the Ministry has still not been able to fill these positions.
- 21.1.9 Against this backdrop and considering the specific nature of duties and profile required, we are, in this Report, making appropriate provisions to facilitate recruitment in these grades.

Recommendation 1

- 21.1.10 We recommend that new entrants in the grades of Nautical Surveyor; Marine Engineering Surveyor; Training, Certification and Standards Officer; Naval Architect; Nautical Inspector; Marine Engineering Inspector; Fishing Boat Inspector (Engineering); and Fishing Boat Inspector (Nautical) at the Shipping Division, and in the grades of Head, Deck Department and Head, Engineering Department at the MMTA be granted a negotiable salary in the salary range of respective level, taking into consideration the following:**

- (i) skills and competencies;
- (ii) international experience/exposure in the specific fields;
- (iii) proven track record (locally and at international level);
- (iv) alternative modes of recruitment; and
- (v) fairness in relation to holders of substantive post in the organisation performing at more or less similar level.

Recommendation 2

- 21.1.11 We also recommend the payment of a Special Allowance to officers in the following grades as specified in the ensuing table:-**

Grade	Special Allowance (% of monthly salary)
Nautical Surveyor; Marine Engineering Surveyor; Training, Certification and Standards Officer; Head, Deck Department; and Head, Engineering Department.	5

Grade	Special Allowance (% of monthly salary)
Principal Nautical Surveyor; Principal Marine Engineering Surveyor; and Principal, Mauritius Maritime Training Academy	5
Deputy Director of Shipping	10
Director of Shipping	10

Extra Allowance for issue of port clearance to ships at odd hours

- 21.1.12 Officers in the grades of Superintendent of Shipping and Assistant Superintendent of Shipping are currently being paid a monthly Extra Allowance for the issue of Outward Port Clearance of Vessels before and after their normal working hours, during Weekends and Public Holidays. This provision is being maintained while the quantum of the allowance is being revised.

Recommendation 3

- 21.1.13 **We recommend that the monthly Extra Allowance payable to incumbents in the grades of Superintendent of Shipping and Assistant Superintendent of Shipping for the issue of Port Clearance of Vessels before and after their normal working hours, during Weekends and Public Holidays, be revised to Rs 14310 and Rs 12800 respectively.**

FISHERIES DIVISION

- 21.1.14 The Fisheries Division is one of the technical arms of the Ministry. It is responsible for the development of the fisheries sector, the training of fishers, the provision of fishing licenses, monitoring and combating Illegal, Unregulated and Unreported (IUU) fishing and the regulation of import and export of fish and fish products. At the apex is the Director of Fisheries who is supported by an array of officers of different levels.

Fisheries Protection Service

- 21.1.15 The Fisheries Protection Service (FPS) is involved in the enforcement of fisheries legislations with the objective to combat illegal fishing; protect the marine environment; and ensure marketing of fish and fish products are safe for human consumption. It is headed by a Controller of Fisheries and incumbent is assisted by officers of the Fisheries Protection Officer Cadre.

- 21.1.16 For this review, Union members raised concern about a few implementation issues mainly relating to the establishment of a bank scheme, increasing the number of posts and amending schemes of service, among others. Other proposals pertain to the upgrading/restyling of a few grades and providing an enhanced salary to the officers within the cadre. A few demands could not be examined further owing to want of information.
- 21.1.17 No representation was made with regard to the structure, which we consider appropriate. We are, however, making some observations in the ensuing paragraphs, regarding a few demands.

Posting of Officers

- 21.1.18 While examining the proposals, we observed that some officers of the Fisheries Protection Officer Cadre are posted in specific units while the majority operate at the different fisheries posts on a shift basis. **We consider that for the sake of polyvalence and to ensure parity of treatment and opportunities, officers of the FPS should rotate among the different postings, including in the specific units.**

Requirement for a Skipper License

- 21.1.19 During consultations, we have been apprised that Fisheries Protection Officers are called upon to operate vessels or patrol boats or speed boats which require a Skipper Licence. Given the legal requirement to possess same, we view that **Management may consider the advisability of amending the qualifications requirement of the grade of Fisheries Protection Officer, such that incumbents be appointed in a substantive capacity, upon obtention of a Skipper License, among others. In that perspective, we consider that Management should make the necessary arrangements for officers of the Fisheries Protection Officer Cadre to follow the appropriate training in view of obtaining the said licence.**

Movement Beyond Top Salary-Technical Officer (Fisheries)

- 21.1.20 Technical Officers (Fisheries) are allowed to move in the Master Salary Scale on reaching the top salary of their scale. We are reiterating the provision whilst reviewing the salary points.

Recommendation 4

- 21.1.21 **We recommend that Technical Officers (Fisheries):**
- (i) **in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021, should be allowed to proceed incrementally in the Master Salary Scale up to salary point Rs 66050 on a personal basis, on the same prevailing conditions; and**

- (ii) who join the grade as from the date of publication of the 2021 PRB Report, that is, 14 October 2021, should be allowed to move incrementally in the Master Salary Scale by one increment, subject to satisfying the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

Diploma Course

- 21.1.22 Officers of the Fisheries Protection Officer Cadre are sponsored to follow a Diploma course in Fisheries Science or Fisheries Enabled Services. Furthermore, Principal Fisheries Protection Officers possessing the relevant Diploma are allowed to cross the Qualification Bar in their salary scale.

Recommendation 5

- 21.1.23 We recommend that:

- (i) Management should continue to sponsor officers of the Fisheries Protection Officer Cadre to follow the Diploma course in Fisheries Science or Fisheries Enabled Services or an equivalent qualification; and
- (ii) Principal Fisheries Protection Officers possessing a Diploma in Fisheries Science or Fisheries Enabled Services or an equivalent qualification should be allowed to proceed beyond the Qualification Bar (QB) inserted in their salary scale.

Movement Beyond Top Salary- Fisheries Protection Officer and Senior Fisheries Protection Officer

- 21.1.24 Presently officers in the grades of Fisheries Protection Officer and Senior Fisheries Protection Officer are allowed to move incrementally in the Master Salary Scale on possessing a Diploma in Fisheries Science or Fisheries Enabled Services or an equivalent qualification. We are reiterating same.

Recommendation 6

- 21.1.25 We recommend that officers in the grades of Fisheries Protection Officer and Senior Fisheries Protection Officer who:

- (i) were in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021, and possessed a Diploma in Fisheries Science or Fisheries Enabled Services or an equivalent qualification, should be allowed to move incrementally in the Master Salary Scale up to the salary point Rs 47950 and Rs 51200 respectively, on a personal basis; and
- (ii) were in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021, and obtained the above-mentioned qualification after that date AND those who joined the grade as from the date of publication of the 2021 PRB Report, that is,

14 October 2021, and possess the additional qualification, should be allowed to move incrementally in the Master Salary Scale by one increment;

subject to satisfying the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

Allowances

21.1.26 A few allowances are presently being paid to certain officers of the Fisheries Division. Since they are still valid, we are maintaining same whilst revising the quanta.

Allowance	Eligible Officers	Quantum (Rs)
In-Attendance Allowance for effectively working outside normal working hours in emergency cases	Scientific Officers Technical Officers Officers of the Fisheries Protection Officer Cadre	145 per hour
Monthly Rent Allowance to those not occupying Government quarters	Fisheries Protection Officer	680
	Senior Fisheries Protection Officer	735
	Principal Fisheries Protection Officer	940
	Assistant Controller, Fisheries Protection Service	1035
	Deputy Controller, Fisheries Protection Service	1060
	Controller, Fisheries Protection Service	1120
Diving Allowance - For performing diving duties to carry out observation and data collection underwater For the purpose of implementation, "Diving" refers to the activity of working below the surface of water/under water with the aid of a breathing apparatus, excluding a snorkel"	Officers of the Fisheries Division	Rs 765 per dive, subject to a maximum of Rs 11475 a month.

Allowance	Eligible Officers	Quantum (Rs)
Monthly Special Duty Allowance to officers posted in Flying Squads	Officers of the Fisheries Protection Service	One and a half increments at the initial of their respective salary scale.
Night Duty Allowance for effectively working on night shift	Fisheries Protection Officer Senior Fisheries Protection Officer Principal Fisheries Protection Officer	25% of the normal rate per hour for the hours between 2300 hours and 0500 hours, including up to a maximum of two hours lying-in period.

Sea-Going Allowance

21.1.27 At present, a Sea-Going Allowance is paid to officers who work as observers on board vessels operating in our Exclusive Economic Zone (EEZ), as well as those participating in surveillance missions outside our EEZ. We are, in this Report, revisiting its mode of payment for the sake of harmonisation.

Recommendation 7

21.1.28 We recommend that officers who work as observers on board vessels operating in our Exclusive Economic Zone (EEZ), as well as officers participating in Surveillance Missions outside our EEZ, should be paid a Sea-Going Allowance as follows:

- (i) Rs 1155 per day for those who are not eligible for overtime; and
- (ii) those who are eligible for overtime, as hereunder:
 - (a) one day's pay for working in the open sea for four hours up to 12 hours on working days.
 - (b) one and a half day's pay for working beyond 12 hours, including Saturdays, up to 24 hours.
 - (c) one day's pay and one day off for working four hours to 12 hours on Public Holidays and Sundays.

21.1.29 This allowance is also paid to Scientific/Technical staff and officers of the Fisheries Protection Officer Cadre for going out at sea to carry out some specific tasks. We are accordingly reviewing same for a uniform application.

Recommendation 8

- 21.1.30** We recommend that Scientific/Technical Staff and officers of the Fisheries Protection Officer Cadre who are required to go at sea for: placing; maintaining 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 in accordance with the rates and conditions provided at paragraph 21.1.28 (i) and (ii) above.

Creation of a Bank of Fisheries Protection Officers

- 21.1.31** During consultations, Union deplored the non-implementation of the provision made in the 2016 and 2021 PRB Reports regarding the establishment of a Bank of Fisheries Protection Officers to palliate the shortage of staff at the FPS, which according to them, is impacting adversely on the delivery of services. In such circumstance, we are reiterating for **Management to expedite matters for the establishment of a bank of Fisheries Protection Officers to ensure an efficient and effective service.**
- 21.1.32** In the same breath and in view of the reported problem of a significant number of vacant posts, we consider that **Management should conduct a Human Resource Planning exercise to assess and address any manpower needs of the Service.**

Competent Authority Seafood

- 21.1.33** The Competent Authority Seafood is responsible for the verification and certification of fish and fish products for export. Its core activities include: registration of fish business operators; issue of export health certificates and inspection of all consignments of fish and fish products as well as fishing vessels providing raw materials to processing plants.
- 21.1.34** The Head, Competent Authority oversees activities thereat and is supported by officers of the Veterinary Officer (Competent Authority) and Technical Officer (Competent Authority) Cadres, among others. For this review, we received no proposal from the staff side or Management. A few requests regarding payment of allowances were dealt with on an *ad hoc* basis. After examining the structure, we view same fit for purpose.

Veterinary Officer (Competent Authority)

- 21.1.35** Veterinary Officers (Competent Authority) are allowed to move incrementally up to salary point Rs 69800 subject to satisfying the performance criteria. We are maintaining the provision while reviewing the salary point.

Recommendation 9

- 21.1.36 We recommend that Veterinary Officers (Competent Authority) should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 89250 on the same prevailing conditions, subject to satisfying the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.**

Special Professional Retention Allowance

- 21.1.37** Provision had previously been made for the officers of the Veterinary Officer (Competent Authority) Cadre to benefit from the Special Professional Retention Allowance (SPRA) up to 31 December 2016. In continuation of this measure, the last PRB Report introduced a provision exempting officers who retire or leave the service before their compulsory retirement age from refunding the SPRA. **This provision remains in force, as reaffirmed by the recommendation set out in the Chapter on Observations and General Provisions of this Volume.**

Fish Inspection

- 21.1.38** Veterinary Officers (Competent Authority) and Senior Veterinary Officers (Competent Authority) are paid an allowance of Rs 880 per day for inspection and certification of fish consignments, on a roster basis, during weekends. Since this arrangement is still valid, we are maintaining same.

Recommendation 10

- 21.1.39** We recommend that officers in the grade of Veterinary Officer (Competent Authority) and Senior Veterinary Officer (Competent Authority) be paid an allowance of Rs 970 per day for inspection and certification of fish consignments during Weekends.

BLUE ECONOMY AND FISHERIES DIVISION**SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
02 000 122	Rs 206000 Senior Chief Executive
	SHIPPING DIVISION
02 000 116	Rs 166000 Permanent Secretary

Salary Code	Salary Scale and Grade
13 000 112	Rs 150000 Director of Shipping
13 000 108	Rs 134000 Secretary for Shipping Development
13 095 104	Rs 89250 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Deputy Director of Shipping
13 087 101	Rs 71700 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 106250 Principal Marine Engineering Surveyor Principal Nautical Surveyor
13 082 098	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Marine Engineering Surveyor Nautical Surveyor Principal Maritime Officer Registrar of Ships Training, Certification and Standards Officer
13 075 094	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Superintendent of Shipping Senior Maritime Officer
13 061 094	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 - 86750 Maritime Security Officer
13 062 090	Rs 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 Naval Architect

Salary Code	Salary Scale and Grade
13 061 090	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 Marine Scientist
13 060 090	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 Assistant Superintendent of Shipping Maritime Officer
13 049 080	Rs 31365 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 - 58850 Marine Engineering Inspector Nautical Inspector
13 049 079	Rs 31365 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 Marine Information Officer Shipping Officer
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 (Ordinary vehicles up to 5 tonnes)
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
FISHERIES DIVISION	
02 000 116	Rs 166000 Permanent Secretary
19 000 112	Rs 150000 Director of Fisheries

Salary Code	Salary Scale and Grade
19 093 104	Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Assistant Director (Fisheries)
19 082 098	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Divisional Scientific Officer (Fisheries)
19 061 094	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 - 86750 Scientific Officer/Senior Scientific Officer (Fisheries)
19 072 090	Rs 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Controller, Fisheries Protection Service
19 070 085	Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Deputy Controller, Fisheries Protection Service
19 063 083	Rs 40110 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200 Assistant Controller, Fisheries Protection Service
19 055 078	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 QB 55950 Principal Fisheries Protection Officer
19 048 072	Rs 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 Senior Fisheries Protection Officer
19 032 069	Rs 25745 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 - 45930 Fisheries Protection Officer

Salary Code	Salary Scale and Grade
19 073 090	Rs 50100 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Principal Technical Officer (Fisheries)
19 067 085	Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Senior Technical Officer (Fisheries)
19 049 081	Rs 31365 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 - 58850 x 1750 - 60600 Technical Officer (Fisheries)
26 049 081	Rs 31365 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 - 58850 x 1750 - 60600 Technical and Mechanical Officer (Fisheries)
13 049 080	Rs 31365 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 - 58850 Fishing Boat Inspector (Engineering) Fishing Boat Inspector (Nautical)
13 040 065	Rs 28225 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 42050 Motorman/Engine Driver Second-Hand Fishing (Limited)
05 049 081	Rs 31365 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 - 58850 x 1750 - 60600 Library Officer
24 045 070	Rs 29915 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 Senior Laboratory Auxiliary

Salary Code	Salary Scale and Grade
24 028 065	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 - 42050 Laboratory Auxiliary
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)
24 042 063	Rs 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 40110 Head Nursery Attendant (Fisheries) (on roster)
24 028 061	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 Driver (on roster)
24 032 060	Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Field Supervisor
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 Nursery Attendant/Senior Nursery Attendant (Fisheries) (on roster)
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

Salary Code	Salary Scale and Grade
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 Mason Painter Plant Mechanic
13 047 080	Rs 30615 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 - 52300 QB 53400 x 1100 - 54500 x 1450 - 58850 Skipper
13 027 056	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720 Deckhand/Fisherman
25 021 051	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190 Tradesman's Assistant
COMPETENT AUTHORITY	
19 082 100	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 Head, Competent Authority
19 076 096	Rs 53400 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750 Senior Veterinary Officer (Competent Authority)
19 071 092	Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 82250 Veterinary Officer (Competent Authority)
19 067 085	Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Senior Technical Officer (Competent Authority)

Salary Code	Salary Scale and Grade
19 049 081	Rs 31365 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 - 58850 x 1750 - 60600 Technical Officer (Competent Authority)
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
MAURITIUS MARITIME TRAINING ACADEMY	
06 093 104	Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Head, Mauritius Maritime Training Academy
06 082 100	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 Principal, Mauritius Maritime Training Academy
06 067 096	Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750 Head, Deck Department Head, Engineering Department
06 049 085	Rs 31365 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 - 58850 x 1750 - 62350 x 1850 - 67900 Marine Training Officer
06 049 083	Rs 31365 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 - 58850 x 1750 - 62350 x 1850 - 64200 Instructor, Mechanical Workshop
13 048 072	Rs 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 Petty Officer

Salary Code	Salary Scale and Grade
13 033 035	Rs 26045 x 300 - 26645 Trainee Petty Officer
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 (Ordinary vehicles up to 5 tonnes)
24 024 054	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 School Caretaker
24 023 053	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 Surveillant
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

