

34. MINISTRY OF COMMERCE AND CONSUMER PROTECTION

- 34.1 The Ministry of Commerce and Consumer Protection (MCCP) is responsible for the formulation of policies and strategies for consumer protection, regular supply of strategic and essential products and fair market competition practices. Its functions are, among others, to: issue import and export permits and other clearances for restricted goods; ensure regular supply of essential commodities and monitor prices of controlled goods; promote and protect the interests and rights of the consumers through legal and institutional framework; and regulate weights and measuring instruments used in trade.
- 34.2 Activities of the Ministry are carried out through different Units/Divisions, namely the Trade Division; Price Analysis and Monitoring Division; Legal Metrology Services; and Consumer Affairs Unit. Representations made by the staff side and Management have, thus, been discussed under their relevant Unit/Division.

TRADE DIVISION

- 34.3 The Trade Division of the Ministry is responsible for the importation and exportation of certain items that are controlled mainly for health, environmental, security and public safety grounds and for matters related to international trade practices and the implementation of trade policies. It is also mandated to look into the importation and sales of second hand motor vehicles to regulate the organisation of Trade Fairs and the scrap metal sector.
- 34.4 The Director of Trade is at the apex of the Division. He is assisted by officers of the Analyst (Trade) Cadre.
- 34.5 Submissions of Management and the staff side, mainly consist of a consolidation of the structure through the creation of levels, restyling of grades and amendments of schemes of service. After examining the existing set up, we consider same fit for purpose, hence requiring no change. We are, however, restyling the grades of the Analyst (Trade) Cadre for harmonisation purpose. Moreover, during consultations Management was apprised of issues which need to be sorted out administratively.

Restyling of grades of the Analyst (Trade) Cadre

Recommendation 1

- 34.6 We recommend that grades of the Analyst (Trade) Cadre be restyled as per table below:

From	To
Principal Analyst (Trade)	Principal Trade Analyst
Senior Analyst (Trade)	Senior Trade Analyst
Analyst (Trade)	Trade Analyst

PRICE ANALYSIS AND MONITORING DIVISION

- 34.7 The Price Analysis and Monitoring Division was set up in 2023. It is responsible for the implementation of the commercial policies and price control mechanism for essential commodities for Mauritius and Rodrigues. It aims to protect the welfare of consumers, prevent trades from profiteering and ensure a sound and stable commercial and competitive environment. The main functions of the Division are related to: price fixing, price observations activities and market/industry research and analysis for price and commercial strategies.
- 34.8 Presently, the day-to-day operations of the Division are being overseen by a Senior Analyst (Trade), now restyled Senior Trade Analyst. Incumbent is supported by officers of the General Services grades.
- 34.9 A grade of Analyst (Commerce) has been created on an *ad hoc* basis to service the Division. Management has subsequently requested to provide for a combined level of Analyst/Senior Analyst (Commerce) and to create the grades of Lead Analyst (Commerce) and Director (Commercial Division) to reinforce the structure.
- 34.10 After examining the request, we hold that a senior professional level would be more appropriate at this stage, based on the nature and level of duties/responsibilities to be devolved on the new grade and in line with what obtains for comparable cadres in the Public Sector. We are, therefore, providing for a grade of Senior Analyst (Commerce).

Senior Analyst (Commerce) (New Grade)

Recommendation 2

- 34.11 **We recommend the creation of a grade of Senior Analyst (Commerce). Appointment thereto should be made by promotion, on the basis of experience and merit of officers in the grade of Analyst (Commerce) who reckon at least four years' service in a substantive capacity in the grade.**
- 34.12 Incumbent would be responsible to the Head of the Ministry or any other officer designated by the latter to, *inter alia*, carry out market research and conduct analysis on the consumption sector in Mauritius and on international markets; assist in the implementation of programmes and policies in relation to pricing strategies and consumer protection; propose strategies in relation to pricing and price control mechanism; and supervise and coordinate the work of Analyst (Commerce).

LEGAL METROLOGY SERVICES

- 34.13 The Legal Metrology Services (LMS) is responsible for the calibration and maintenance of measurement standards that can be traced back to International Standards; monitoring of trade-related weighing and measuring apparatus to ensure that the instruments are used appropriately and comply with the Legal Metrology Act; and control of prepacked commodities to ensure that they are correctly labelled and contain the quantity mentioned on the packaging in accordance with the Act.
- 34.14 A Director is responsible for the efficient operation and management of the LMS. He is assisted by a Deputy Director as well as officers of the professional and technical cadres. Officers of the General Services grades and employees of the Workmen's Group also provide support.
- 34.15 For this review, Management and Union made some common representations which pertain, among others, to the review/alignment of the salary of a few levels; grant of duty remission facilities and enhanced travelling and car benefits. Other common requests include the creation/merging of certain levels and an increase in the establishment size of some core technical grades. After examination, we consider the existing structure adequate.

Height Allowance

- 34.16 Union and Management both requested for the provision of a Height Allowance to Legal Metrology Officers on the ground that they are called upon to climb on tanks of more than 6 metres high in the performance of their duties, as reported in their duly filled in Job Description Questionnaires. In line with what obtains in other quarters, we are providing for such allowance.

Recommendation 3

- 34.17 We recommend that Legal Metrology Officers who are effectively required to climb above 20 feet should be paid a Height Allowance computed at 80% of the normal hourly rate for the number of hours put in, in carrying out this task.**

CONSUMER AFFAIRS UNIT

- 34.18 The Consumer Affairs Unit (CAU) is a specialised Unit within the MCCP, which caters for the protection of consumers in general. It has the responsibility of enforcing the various consumer legislations and providing consumer satisfaction and security.
- 34.19 Overall responsibility and administration of the Unit rest upon the Head, Consumer Affairs Unit who is assisted by officers in the grades of Consumer Affairs Officer, Senior Consumer Affairs Officer and Principal Consumer Affairs Officer for the effective implementation of consumer protection laws and other related regulations.

- 34.20 Both Management and the staff side made representations for a review of the qualifications requirement of the grade of the Consumer Affairs Officer. The Union also requested for a change in appellation of the first level which was not supported by Management, and payment for a Risk Allowance to officers in the Cadre. Additionally, Management proposed the creation of certain positions.
- 34.21 During consultations, appropriate justifications were provided to parties on requests which cannot be acceded to. The Bureau considers the existing structure of the Unit to be appropriate and same is being maintained while the existing allowance is being revised.

Allowance for Consumer Affairs Officer Cadre

- 34.22 Presently, an allowance is paid to officers of the CAU possessing specific communication skills and who are called upon to conduct and coordinate consumer education programmes campaign as well as deliver talks through media. Since this arrangement is still valid, same is being retained and we are reviewing the quantum of allowance.

Recommendation 4

- 34.23 We recommend that the allowance payable to officers of the Consumer Affairs Officer Cadre possessing specific communication skills and who are called upon to conduct and coordinate consumer education programmes/campaign as well as deliver talks through the media, be revised to Rs 305 per session.**

Hours of Work

- 34.24 Officers in the Consumer Affairs Officer Cadre may, in the performance of their duties, be called upon to work outside normal working hours, including Sundays and Public Holidays in accordance with the prevailing schemes of service. **This element has been taken into consideration while determining the respective salary scale of the grades.**

MINISTRY OF COMMERCE AND CONSUMER PROTECTION

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 116	Rs 166000 Permanent Secretary

Salary Code	Salary Scale and Grade
	TRADE DIVISION
02 102 105	Rs 110000 x 4000 - 122000 Director of Trade
02 082 098	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Principal Trade Analyst <i>formerly Principal Analyst (Trade)</i>
02 075 094	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Senior Trade Analyst <i>formerly Senior Analyst (Trade)</i>
02 060 090	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 Trade Analyst <i>formerly Analyst (Trade)</i>
18 067 086	Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 69800 Senior Commercial Officer
18 055 078	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950 Commercial Officer
18 043 072	Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 Assistant Commercial Officer
08 043 072	Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 Trade Information 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
24 035 064	Rs 26645 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 - 41080 Driver (Mechanical Unit)
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
24 020 049	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365 Helper
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
PRICE ANALYSIS AND MONITORING DIVISION	
02 075 094	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Senior Analyst (Commerce) (New Grade)
02 060 090	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 Analyst (Commerce)
LEGAL METROLOGY SERVICES	
19 102 105	Rs 110000 x 4000 - 122000 Director, Legal Metrology Services
19 088 103	Rs 73600 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 114000 Deputy Director, Legal Metrology Services

Salary Code	Salary Scale and Grade
19 075 098	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Legal Metrologist
19 061 090	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 Legal Metrology Officer
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 (Legal Metrology)
CONSUMER AFFAIRS UNIT	
18 082 098	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Head, Consumer Affairs Unit
18 069 088	Rs 45930 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 73600 Principal Consumer Affairs Officer
18 062 085	Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Senior Consumer Affairs Officer
18 055 082	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 Consumer Affairs Officer

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