

**DEPARTMENT FOR CONTINENTAL SHELF AND MARITIME ZONES  
ADMINISTRATION AND EXPLORATION**

- 18.71 Operating under the *aegis* of the Prime Minister's Office, the Department for Continental Shelf and Maritime Zones Administration and Exploration (CSMZAE) is responsible to ensure the effective management of the maritime zones and to delineate and establish the maritime zones of the Republic of Mauritius in accordance with international laws and conventions. It is also mandated to formulate policies in ocean affairs and establish legal and regulatory frameworks governing the sustainable management of the non-living resources in the maritime zones of Mauritius.
- 18.72 A Director-General is at the apex of the Department and he is assisted in his duties by Directors and professionals in the grade of Research Development Officer/Senior Research Development Officer. Support services are provided by officers of the General Services grades.
- 18.73 The representations of staff side and Management pertain, among others, to the creation of a grade of Principal Research Development Officer; upgrading in salaries; review of the quantum of allowances; and grant of enhanced conditions of service. During consultation, they were apprised of those proposals which should be considered administratively.
- 18.74 As regards the organisational structure, we are reinforcing same with the creation of a principal professional level. We are also providing for Management to review the qualifications requirement of the grade of Research Development Officer/Senior Research Development Officer; payment of an allowance with respect to Continuous Professional Development; and revisiting existing allowances.

**Principal Research Development Officer (New Grade)**

- 18.75 In view of the added responsibilities devolving upon the Department, Management submitted that there is need for an additional level to reinforce the professional cadre and to supervise the Research Development Officer/Senior Research Development Officers for an improved service delivery. We are recommending accordingly.

**Recommendation 23**

- 18.76 **We recommend the creation of a grade of Principal Research Development Officer. Appointment thereto should be made by selection from among officers in the grade of Research Development Officer/Senior Research Development Officer reckoning at least five years' service in a substantive capacity in the grade.**

- 18.77 Incumbent would be responsible to assist the Director General and Directors in the formulation and execution of new projects; and would be required, *inter alia* to: assist and lead small groups in the implementation of strategies/action plans/development programmes/projects; participate and lead small groups in marine research cruise; and supervise the work of Research Development Officer/Senior Research Development Officers.

#### **Research Development Officer/Senior Research Development Officer**

- 18.78 While examining the scheme of service of the grade of Research Development Officer/Senior Research Development Officer, we observed that the fields of study in which a Master's Degree is required, are not in consonance with the nature of duties which devolves upon incumbents. We, therefore, hold that **Management should consider the advisability of reviewing the qualifications requirement of the said grade such that only those fields of study that are relevant to the performance of its duties are specified.**

#### **Continuous Professional Development (CPD)**

- 18.79 Representations were made by staff involved in research to be refunded expenses incurred in their professional development. After examining the request, we are providing an incentive through a CPD scheme to officers who are actively involved in carrying out research activities.

#### **Recommendation 24**

- 18.80 **We recommend that officers who are actively involved in carrying out research activities should be:**
- (i) **paid an allowance of Rs 9240 annually, to be able to meet expenses towards their professional development. This allowance is payable on presentation of documentary evidence and is cumulative over a maximum period of three years; and**
  - (ii) **granted 10 days special leave annually which may be combined with other types of leave in cases where the number of days of leave required exceeds 10 days, subject to exigencies of the service.**

#### **Sea-Going Allowance**

- 18.81 Presently, Directors and Research Development Officer/Senior Research Development Officers are paid a Sea-Going Allowance when they are required to go at sea in the course of their duties. During the consultative meeting, Management requested to review the mode of payment of the allowance. After examining the proposal, we are harmonising payment of the allowance in line with what has been recommended in other quarters as well as extending same to the Principal Research Development Officer.

**Recommendation 25**

**18.82** We recommend that Directors, Principal Research Development Officers and Research Development Officer/Senior Research Development Officers who are required to go at sea for: undertaking Marine Scientific Research on board of International Research Vessels; conducting marine surveys with regard to Maritime Boundary Delimitation, Marine Spatial Planning and deployment of scientific instrument at sea; monitoring any petroleum and mineral related activities, including surveys; and capacity building/training in the course of their duties 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 to 12 hours on Public Holidays and Sundays.

**Diving Allowance**

**18.83** Directors and Research Development Officer/Senior Research Development Officers are presently paid a Diving Allowance whenever they are required to dive in respect of some specific activities.

**18.84** Request has been made to increase the ceiling of dives per month as well as extend the payment of the allowance for carrying out capacity building exercises, which are undertaken for training regarding photography techniques. We are acceding to same and reviewing the existing provision for the sake of harmonisation.

**Recommendation 26**

**18.85** We recommend that a Diving Allowance should be paid to Directors, Principal Research Development Officers and Research Development Officer/Senior Research Development Officers who are required to dive in the performance of their duties to undertake marine survey for the inventory of underwater cultural heritage; assist in deployment and maintenance of scientific measuring instrument; carry out marine scientific research for the purpose of marine spatial planning; and carry out capacity building exercises to acquire photography techniques, at the rate of Rs 765 per dive, subject to a maximum of 15 dives per month.

- 18.86 For the purpose of implementation of the above recommendation, "diving" is referred to the "activity of working below the surface of water/underwater with the aid of a breathing apparatus, excluding a snorkel".

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**SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
02 000 115	<b>Rs 162000</b> Director-General
02 094 104	<b>Rs 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000</b> Director
02 082 098	<b>Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000</b> Principal Research Development Officer (New Grade)
02 065 094	<b>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 - 86750</b> Research Development Officer/Senior Research Development Officer

