

20. MINISTRY OF ENVIRONMENT, SOLID WASTE MANAGEMENT AND CLIMATE CHANGE

- 20.1 The Ministry of Environment, Solid Waste Management and Climate Change is committed to creating a “cleaner, greener, and safer Mauritius”. It aims to achieve this objective by, *inter alia*: devising appropriate legal and policy framework regarding environment related issues; incorporating climate change adaptation and mitigation measures to ensure sustainable development initiatives; enshrining environmental conservation and protection and sustainable waste management in the culture of citizens and organisations; and devising effective waste management policy to minimise the negative impacts of solid and hazardous wastes.
- 20.2 Its activities are organised under the Department of Environment; the Department of Climate Change; the Living Environment Unit; and the Solid Waste Management Division. A Permanent Secretary is responsible for the overall management of the Ministry and is assisted by an array of administrative and technical officers as well as support staff in different grades.

DEPARTMENT OF ENVIRONMENT

- 20.3 The Department of Environment is the technical arm of the Ministry and comprises several divisions, including: Integrated Coastal Zone Management; Environment Assessment; Law and Prosecution; Sustainable Development and Policy Planning; and Pollution Prevention and Control. It also has under its umbrella the National Environmental Laboratory.
- 20.4 A Director is at the apex of the Department. He is assisted by technical staff in the Environment Officer and Scientific Officer Cadres as well as by other support staff.
- 20.5 While Union made no representation, Management’s proposals were focussed on: the creation of a grade of Environment Warden; grant of an allowance to officers proceeding to outer islands and islets; revision of a few allowances; and grant of an allowance to some officers who are not entitled to payment of overtime, for putting in excess hours in cases of oil spills, among others. As for the provision of an allowance to officers proceeding to outer islands and islets, it could not be examined for want of information. After examining the different requests, we are consolidating the structure with a new level.

Environment Warden (on Roster) (New Grade)

- 20.6 Management requested for a new grade of Environment Warden, so that incumbents may work in close collaboration with the Police de L’Environnement with regard to enforcement duties. It is averred that this new level may contribute in providing effective and coordinated services for the

improvement of the environment and we are, therefore, recommending accordingly.

Recommendation 1

20.7 We recommend the creation of a grade of Environment Warden (on Roster). Appointment thereto should be made by selection from among candidates possessing a Higher School Certificate or passes in at least two subjects obtained on one Certificate at the GCE “Advanced Level”. Candidates should also satisfy the minimum physical requirements as determined by Management.

20.8 Incumbents would be required, *inter alia*, to: enforce the relevant provisions of the Environment Act; assist in handling and operation of environmental monitoring equipment as well as crackdown operations; process applications for clearance, new registration certificates, renewal of certificates, authorisation to import plastic products; and assist in prosecution and appear as witness in court for environmental offences.

On-Call and In-Attendance Allowances

20.9 Currently, officers of certain grades are paid a commuted On-Call Allowance for being on-call beyond normal office hours for the whole month, and an In-Attendance Allowance for attending work, whenever required, whilst being on call. Since this arrangement is still in force, we are reiterating it and revising the quanta.

Recommendation 2

20.10 We recommend that the monthly commuted On-Call Allowance for being on-call during the whole month after office hours and the In-Attendance Allowance payable per hour when attending work while on-call be revised as per the table below:

Grade	Commuted On-Call Allowance per month Amount (Rs)	In-Attendance Allowance per hour, inclusive of travelling time Amount (Rs)
Scientific Officer (Environment)	1155	230
Senior Scientific Officer (Environment)	1415	280
Environment Officer/Senior Environment Officer	1270	255
Divisional Scientific Officer (Environment) Divisional Environment Officer	1590	320

DEPARTMENT OF CLIMATE CHANGE

- 20.11 In accordance with the Climate Change Act 2020, the Department of Climate Change is responsible, among others, to: promote adaptation and mitigation measures to address climate change in relevant sectors; develop and coordinate policies, projects, strategies, programmes and action plans to address the adverse effects of climate change and oversee their implementation by relevant stakeholders; and formulate and update guidelines for the conduct of vulnerability and risk assessments relating to climate change.
- 20.12 The Department is staffed by officers in the Environment Officer Cadre from the Department of Environment with a Director at the head.
- 20.13 To facilitate the operationalisation of the Climate Change Department a temporary measure was adopted, that is, the services of officers of the Department of Environment was solicited. However, in view of the ongoing challenges being encountered owing to climate change and Government's commitment to address same promptly, the strengthening of the Department is becoming imperative, as emphasised by Management. To this end, request has been made for a full-fledged cadre. In view of the growing importance of the issue, we are providing for same.

Climate Change Officer/Senior Climate Change Officer (New Grade)**Recommendation 3**

- 20.14 **We recommend the creation of a grade of Climate Change Officer/Senior Climate Change Officer. Appointment thereto should be made by selection from among candidates who possess a Degree in Climate Science or Environment Science or Sustainable Development or Environmental Engineering or Chemical Engineering or an equivalent qualification.**
- 20.15 Incumbents would be required, *inter alia*, to: assist in the review of Mauritius Nationally Determined Contributions, formulation of long-term adaptation and mitigation strategies and action plan; coordinate and prepare the annual greenhouse gas report and national inventory report; conduct outreach activities on climate change; and carry out site visits/surveys, as well as organise technical meetings/workshops, as and when required.

Principal Climate Change Officer (New Grade)**Recommendation 4**

- 20.16 **We recommend the creation of a grade of Principal Climate Change Officer. Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Climate Change Officer/Senior Climate Change Officer, who reckon at least six years' service in a substantive capacity in the grade. In the absence of qualified**

serving officers, appointment thereto should be made by selection from among candidates possessing a Master's Degree in Climate Science or Environment Science or Sustainable Development or Environmental Engineering or Chemical Engineering or an equivalent relevant qualification and reckoning at least six years' experience in the management of climate change, sustainable development and environment related projects.

- 20.17 Incumbent would be called upon to, amongst others: manage the Climate Change Information Centre and ensure that an updated climate change database system is maintained; implement and supervise outreach activities on climate change; undertake climate change impact assessments of projects, climate reporting and assess emerging trends; and ensure mobilisation of necessary technical and financial resources for the formulation, implementation and management of projects.

LIVING ENVIRONMENT UNIT

- 20.18 The Living Environment Unit (LEU) of this Ministry is responsible for enhancing, landscaping and embellishment of the physical environment. Its core functions include the upgrading of public spaces, environmental clean-up support, and the promotion of greening initiatives. This Unit is managed by a Project Manager who is assisted by officers in the Engineering Cadre as well as other professionals. Officers from the Inspectorate Cadre and employees of the Workmen's Group also form part of the team.
- 20.19 Management has proposed the restyling of the grade of Project Officer. However, the Bureau did not accede to the request because of technical implications. A subsequent request was made to change the mode of appointment of the grade of Deputy Project Manager. In this regard, parties were apprised that changes to schemes of service should be dealt with administratively after consultations with relevant stakeholders.
- 20.20 Considering its adequacy, the Bureau is maintaining the existing structure of the LEU.

Inspectorate Cadre

- 20.21 **After a comprehensive assessment, broad provisions concerning the Inspectorate Cadre have been made under the heading: Inspectorate Cadre at the Ministry of National Infrastructure of this Volume.**

