

## **18.7 MAURITIUS METEOROLOGICAL SERVICES**

- 18.7.1 The Mauritius Meteorological Services (MMS) is the national agency responsible for monitoring, forecasting, and providing meteorological information and services. It is dedicated to providing fast and accurate weather and climate services as well as early warnings for natural catastrophes. Given the recent climatic drift which has led to increase in flash floods, variability in rainfall and more powerful tropical cyclones, the MMS aims at improving its service delivery by being more proactive, effective, and efficient.
- 18.7.2 One of its primary responsibilities is the provision of meteorological services to a range of stakeholders which comprises the Government, media, the general public and maritime and aeronautical navigation. Other functions include gathering, processing, and disseminating meteorological observations, issuing tsunami warnings as soon as an event occurs in the Indian Ocean, and issuing warnings to protect people and property during inclement weather.
- 18.7.3 As head of the MMS, the Director is responsible for its administration and day-to-day activities. The latter also co-ordinates all aspects of policy formulation, analysis and implementation of Government plans regarding meteorological matters. He is assisted by officers in professional, technical and General Services grades, as well as by employees of the Workmen's Group.
- 18.7.4 For this review, Management and the staff side submitted a few common representations which consisted of: the grant of enhanced duty remission facilities; provision/revision of allowances; provision of training; revision of salaries; and other issues pertaining to general Conditions of Service, among others. Where the need was felt, additional information was sought from parties concerned for an informed decision.

### **Meteorological Technician Cadre**

#### **Movement beyond Qualification Bar**

- 18.7.5 Provision exists for the officers of the Meteorological Technician Cadre to cross the Qualification Bar (QB) in their respective salary scale, upon possessing a Diploma in Meteorology. Following query, Management informed that not all officers in the cadre possess the required Diploma, hence, justifying the need to maintain the prevailing provision.

#### **Recommendation 1**

- 18.7.6 **We recommend that officers of the Meteorological Technician Cadre who possess a Diploma in Meteorology should be allowed to cross the Qualification Bar (QB) inserted in the salary scale.**

**Adhoc Allowance – Instrument Section**

- 18.7.7 Meteorological Technicians posted at the Instrument Section are presently paid a monthly *adhoc* allowance for carrying out repairs and maintenance on meteorological instruments. We have examined the whole issue, taking on board the duties being performed thereat, the types of instruments being serviced, as well as the provisions contained in the scheme of service. Resultantly, **we hold that the continued payment of the allowance is not warranted.**
- 18.7.8 In the same breath, it is incumbent upon Management to ensure that all officers are provided the appropriate training in view of acquiring the relevant knowledge and competency to be able to deliver effectively. In a bid to foster polyvalence among these officers, it is desirable that they be posted in different units, including the Instrument Section, on a rotational basis.

**Allowance for performing Civil Status duties**

- 18.7.9 The Senior Meteorological Technician posted to Agalega on a tour of duty is also called upon to carry out duties related to Civil Status, such as registering births, deaths, marriages, issuing certificates, and any other related documents as no officer from the Civil Status Office is posted thereat. Consequently, incumbent is paid a monthly allowance of Rs 1050. Since this arrangement will continue to hold, we are revising the quantum of the allowance.

**Recommendation 2**

- 18.7.10 **We recommend that the Senior Meteorological Technician who, while posted on a tour of duty at Agalega carries out civil status duties, be paid a revised monthly allowance of Rs 1155.**

**Inducement Allowance - Meteorological Technician (Agalega)**

- 18.7.11 Meteorological Technicians (Agalega) are paid a monthly Inducement Allowance of 50% of the basic monthly salary. This provision is being maintained.

**Recommendation 3**

- 18.7.12 **We recommend the continued payment of a monthly Inducement Allowance equivalent to 50% of the monthly basic salary to Meteorological Technicians (Agalega).**

**Adhoc Allowance**

- 18.7.13 Meteorologist/Senior Meteorologists are required, on a roster basis, to work extended hours from 2200 hours to 0400 hours the next day. In this respect, they are currently paid an *adhoc* allowance of Rs 1000 per stay. Since this arrangement is still valid, we are maintaining the allowance at a revised rate.

**Recommendation 4**

- 18.7.14 We recommend that Meteorologist/Senior Meteorologists who are required to stay on duty from 2200 hours to 0400 hours the next day be paid an *ad hoc* allowance of Rs 1100 per stay.**

**In-Attendance Allowance to Divisional Meteorologists**

- 18.7.15** Divisional Meteorologists are currently paid an In-Attendance Allowance of Rs 390 per hour for attending work while being off duty during adverse weather conditions. Both staff side and Management proposed for the payment of the allowance in case when incumbents are already on duty and required to put in extra hours. Parties were informed that it would not be in order to extend payment of same in such cases. However, we are addressing this issue through an alternate mode of compensation. Nevertheless, we are maintaining payment of the In-Attendance Allowance and revising the quantum thereof.

**Recommendation 5**

- 18.7.16 We recommend that Divisional Meteorologists who are required to attend duty during adverse weather conditions, should be paid an In-Attendance Allowance of Rs 430 per hour, inclusive of travelling time.**

**Time-off Facilities**

- 18.7.17** Management informed that besides the Divisional Meteorologists, Meteorologist/Senior Meteorologists are also called upon at times to put in extended hours of work and in turn, are granted equivalent time-off facilities. However, the Bureau was apprised that the demands of the job do not always allow incumbents to avail of the time-off facilities. In such circumstance, we are providing for some form of compensation.

**Recommendation 6**

- 18.7.18 We recommend that Meteorologist/Senior Meteorologists and Divisional Meteorologists 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 within a period of four consecutive months to:**
- (i) Meteorologist/Senior Meteorologists who put in more than 40 hours per week; and**
  - (ii) Divisional Meteorologists for regularly working extended hours, 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 extra hours monthly.**

**Constraints faced on Tour of Service**

- 18.7.19 During consultations, Union deplored the lack of proper arrangements for the embarkation and disembarkation of store items and provision of electricity supply on outer islands, when officers are posted on a tour of service. The views of Management were sought on this issue and they informed that same would be addressed administratively.

**METEOROLOGICAL TELECOMMUNICATION DIVISION**

- 18.7.20 The Meteorological Telecommunication Division is responsible for the installation, servicing and repair of all electronic, radio communication, marine and ICT equipment of the MMS. It has to ensure that electronic equipment required for observations and dissemination of meteorological data are operational at all times.
- 18.7.21 It is staffed with officers of the Meteorological Telecommunications Technician (MTT) Cadre, with the Chief Meteorological Telecommunications Technician at its head. At present, the officers form part of two parallel Cadres: one comprising officers in post as at 30 June 2008 and who do not operate on a shift pattern of work and the second one consisting of officers working on a shift basis.
- 18.7.22 Representations made by the Union consisted, among others, of: an upgrading in salaries of the different grades in the Cadre; granting certain allowances and providing a supervisory level for the Telecommunication Engineer/Senior Telecommunication Engineers. We consider that a higher level for the Telecommunication Engineer/Senior Telecommunication Engineers did not meet the criteria for eligibility.
- 18.7.23 Management also made a few common requests as those proposed by the Union. Additionally, payment of a retention allowance was made on the ground that the MMS is facing recruitment problems at source and to pay an IT Allowance to an officer posted in the Computer and Server Administration Section as well as revising the existing provision in relation thereto.
- 18.7.24 During consultations, Management was advised to consider implementing different reward strategies as provided in our Report and also extending the bonding period to retain officers to tackle the reported problem of recruitment and retention. Further, we are reviewing the provision in respect of payment of an allowance to those posted in the Computer and Server Administration Section.

**Meteorological Telecommunications Technician Cadre (on Shift)**

- 18.7.25 Management apprised that the salaries recommended at paragraph 20.3.45 in the last Report are applicable given that an effective shift system is in place and schemes of service of the concerned grades have been reviewed to cater

for an enlargement of duties. We have also been informed that all officers of the former non-shift pattern of work have opted to join the grades on shift. **The salaries of this category of officers have therefore been provided in the Salary Schedule.**

### Upgrading of Qualifications

- 18.7.26 The salaries of the MTT Cadre have been reviewed to take into consideration requirement of a Diploma. A Qualification Bar has been inserted in the salary scales of the grades of Meteorological Telecommunications Technician (Shift), Senior Meteorological Telecommunications Technician (Shift) and Principal Meteorological Telecommunications Technician (Shift). We are making an appropriate recommendation to this end.

### Recommendation 7

- 18.7.27 We recommend that officers in the grades of Meteorological Telecommunications Technician (Shift), Senior Meteorological Telecommunications Technician (Shift) and Principal Meteorological Telecommunications Technician (Shift) possessing the Diploma in Telecommunications Engineering should be allowed to move incrementally beyond the Qualification Bar (QB) in their respective salary scale.

### Specific Recommendation for those on a Non-Shift Pattern of Work

- 18.7.28 The Bureau has been made aware that a few officers in post as at 30 June 2008 have opted not to join the shift pattern of work. In the given circumstances, we are maintaining the non-shift Cadre in parallel and providing for revised salaries as hereunder:

### Recommendation 8

- 18.7.29 We recommend that officers in post as at 30 June 2008, who have opted not to join the shift pattern of work, should be governed by the following revised salary scales:

Salary Code	Salary Scale/Grade
22 070 086	Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 69800 Chief Meteorological Telecommunications Technician
22 066 083	Rs 43020 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200 Principal Meteorological Telecommunications Technician

Salary Code	Salary Scale/Grade
22 055 081	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 - 60600  Senior Meteorological Telecommunications Technician (Personal)

**18.7.30** We further recommend that officers concerned with the above recommendation should on their promotion continue to be governed by provision made at paragraph 14.3.11 in Volume 2 Part I of 2008 PRB Report, as reproduced below:

*“...We have, however, maintained the salary structure inclusive of shift to cater for all the officers in post as well as for their promotion within the cadre prior to the amendments brought to the schemes of service.”*

#### **Officers posted in the Computer and Server Administration Section**

- 18.7.31** In the last Report, we provided for the payment of an allowance to officers of the MTT Cadre who are posted at the Computer and Server Administration Section for performing extra duties. For this Report, Union represented that among the officers posted thereat, one is not being paid the allowance as he does not possess an additional higher qualification in IT, as required.
- 18.7.32** We have thoroughly examined the duties being performed at the Section, based on the different schemes of service, Job Description Questionnaires and additional information submitted by Management. **On this basis, it is considered that the continued payment of same is no longer warranted.**
- 18.7.33** Moreover, according to the MMS, there are certain duties that are being carried out there which should normally devolve upon a Computer Support Officer of the Central Information Systems Division (CISD). **Since no such officer is posted at the MMS, we consider that it would be more appropriate for Management to designate an officer of the MTT Cadre to perform these duties on a rotational basis, against payment of an allowance, which should be dealt with administratively. Such arrangement is considered appropriate until the posting of a Computer Support Officer at the MMS.**

#### **Height Allowance**

- 18.7.34** Presently, officers of the MMS are paid a Height Allowance for work performed above 20 feet, in connection with repairs and maintenance of equipment, including the Radar. We are reiterating same.

**Recommendation 9**

- 18.7.35** We recommend that officers of the MMS who are required in the performance of their duties to climb masts/towers/scaffolds/ladders above 20 feet, should be paid a Height Allowance computed on the number of hours of work performed at a height of above 20 feet, at the rate of 80% of the normal hourly rate.

**Wave Rider/Wave Hunter Allowance**

- 18.7.36** Officers of the MTT Cadre who are required to conduct wave rider deployment in the open sea and carry out duties regarding remote marine-sensing equipment are paid a monthly Wave Rider/Wave Hunter Allowance, due to the hazardous conditions in which they are called upon to operate to perform these duties. Since this recommendation is still valid, we are reiterating same.

**Recommendation 10**

- 18.7.37** We recommend that officers in the grades of Meteorological Telecommunications Technician, Senior Meteorological Telecommunications Technician and Principal Meteorological Telecommunications Technician including those on shift, should continue to be paid a monthly Wave Rider/Wave Hunter Allowance of Rs 870.

**Specific Provisions****Hardship Allowance**

- 18.7.38** At present, a Hardship Allowance is paid to certain officers of the Meteorological Telecommunications Technicians Cadre when proceeding on official mission to Agalega and St. Brandon on account of the various difficulties faced during the trip and their stay on these islands. During consultative meetings, both Management and staff side have requested for this provision to be extended to officers of the Meteorological Technician Cadre as they also proceed on official mission to these islands for repairs and maintenance of equipment, but unlike their counterparts, they are not eligible for a Hardship Allowance. For parity of treatment, we consider that this allowance should be paid to them as well.

**Recommendation 11**

- 18.7.39** We recommend that officers of the Meteorological Telecommunications Technician Cadre and Meteorological Technician Cadre, who proceed on official mission to Agalega and St. Brandon, should be paid a Hardship Allowance, for each two-way trip undertaken, as per the following table:

Grade	Quantum Payable
Principal Meteorological Telecommunications Technician Principal Meteorological Technician	Rs 2310
Senior Meteorological Telecommunications Technician Senior Meteorological Technician	Rs 1735
Meteorological Telecommunications Technician Meteorological Technician	Rs 1385

**18.7.40** We further recommend that the above allowance should be granted only if the officers proceed to these islands by ship.

#### Allowances for Working on Shift

**18.7.41** Officers of certain grades of the Meteorological Technician and Meteorological Telecommunications Technician Cadres also operate effectively on a shift pattern of work. **Management is, therefore, advised to refer to the general provisions made in Volume 1 of this Report pertaining to conditions in relation to employees working on shift, for a consistent and harmonised implementation of our recommendations.**

### MAURITIUS METEOROLOGICAL SERVICES

#### SALARY SCHEDULE

Salary Code	Salary Scale and Grade
19 000 112	<b>Rs 150000</b> Director
19 093 104	<b>Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000</b> Deputy Director
19 082 098	<b>Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000</b> Divisional Meteorologist

Salary Code	Salary Scale and Grade
19 065 094	<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> Meteorologist/Senior Meteorologist
19 058 061	<b>Rs 35840 x 725 - 37290 x 925 - 38215</b> Trainee Meteorologist
19 073 090	<b>Rs 50100 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750</b> Chief Meteorological Technician
19 070 089	<b>Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500</b> Deputy Chief Meteorological Technician
19 067 087	<b>Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 71700</b> Principal Meteorological Technician
19 062 083	<b>Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200</b> Senior Meteorological Technician
19 040 078	<b>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 - 46900 x 1050 - 49000 x 1100 - 52300 QB 53400 x 1100 - 54500 x 1450 - 55950</b> Meteorological Technician Meteorological Technician (Agalega)
19 033 035	<b>Rs 26045 x 300 - 26645</b> Trainee Meteorological Technician
19 036 073	<b>Rs 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 - 50100</b> Meteorological Observer (Agalega)

Salary Code	Salary Scale and Grade
19 029 031	<b>Rs 24845 x 300 - 25445</b> Trainee Meteorological Observer (Agalega)
22 067 094	<b>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</b> Telecommunication Engineer/Senior Telecommunication Engineer
22 071 088	<b>Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 73600</b> Chief Meteorological Telecommunications Technician
22 070 087	<b>Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 71700</b> Deputy Chief Meteorological Telecommunications Technician
22 066 085	<b>Rs 43020 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200 QB 66050 x 1850 - 67900</b> Principal Meteorological Telecommunications Technician (on Shift)
22 055 083	<b>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 - 60600 QB 62350 x 1850 - 64200</b> Senior Meteorological Telecommunications Technician (on Shift)
22 049 077	<b>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 - 51200 QB 52300 x 1100 - 54500</b> Meteorological Telecommunications Technician (on Shift)
22 033 035	<b>Rs 26045 x 300 - 26645</b> Trainee Meteorological Telecommunications Technician (on Shift)
24 027 060	<b>Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290</b> Driver

Salary Code	Salary Scale and Grade
24 023 053	<b>Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040</b> Surveillant
24 021 052	<b>Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615</b> Stores Attendant
24 020 050	<b>Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765</b> Handy Worker
24 001 047	<b>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</b> General Worker

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