

25. MINISTRY OF SOCIAL INTEGRATION, SOCIAL SECURITY AND NATIONAL SOLIDARITY

- 25.1 The Ministry of Social Integration, Social Security and National Solidarity is responsible for the provision of fair, equitable and responsive social protection while fostering national solidarity to safeguard the welfare of all citizens. It plays a key role in supporting and empowering vulnerable groups, including those living in poverty, the elderly and persons with disabilities.
- 25.2 As per its mandate, it provides a range of services, *inter alia*, social assistance in cash; empowerment, welfare, protection and well-being of the Elderly; empowerment and welfare of Persons with Disabilities; Contributory/Non-Contributory Pensions and Industrial Injury Allowances and Social Contribution/Benefits; Transition Unemployment Benefit, Lump Sum and Health Insurance; Unemployment Hardship Relief; and manning of Evacuee Centres.
- 25.3 The activities of the Ministry are structured under two executive bodies namely the Social Integration Division and the Social Security and National Solidarity Division, each under the administrative control of a Permanent Secretary. Issues relating to their respective structure as well as those discussed with Management and Unions during the consultative meetings are dealt with under each Division.

SOCIAL INTEGRATION DIVISION

- 25.4 The Social Integration Division has been entrusted with the responsibility to eradicate extreme and chronic poverty and to create an inclusive and more equitable society. It supports and empowers the vulnerable groups registered and found eligible under the Social Register of Mauritius with a view to mainstreaming them in Society and improving their quality of life in a sustainable manner. The Division ensures the provision of an effective and efficient service delivery, imbued in equity, fairness and impartiality.
- 25.5 A Permanent Secretary is at the apex of the Division. He is assisted in his functions by a complement of staff belonging to the administrative, professional, technical and other supporting grades. The technical activities of the Ministry are organised under three distinct sections, namely Monitoring and Evaluation; Empowerment Schemes; and Statistical and Research.
- 25.6 Representations of staff side and Management pertain, among others, to the restyling of grades; creation of grades at senior and professional levels; and an elongation of the salary scales of redeployed employees. During the consultative meetings, they were apprised of the proposals that could not be retained and those which need to be looked into administratively by Management.

- 25.7 Concerning the request for an upgrading of the grade of Head, Technical Unit, Management submitted that the incumbent will be called upon to perform higher additional duties in line with new reforms initiated by the Social Security Division. General provisions exist for compensating officers in case they perform higher duties. However, same should be dealt administratively. In addition, Management may initiate action to review the scheme of service of the grade concerned to reflect the additional duties to be carried out by incumbent.
- 25.8 Moreover, the Bureau could not objectively examine Management's request regarding the structure of the Division for want of information. We are, therefore, maintaining same in this Report. During consultations, it was reported that there was an anomaly in the salaries of employees redeployed from the ex-NESC arising out of conversion. **Hence, for the salaries of these employees, we consider that the Ministry should submit the request to the Bureau through the proper channel.**

SOCIAL INTEGRATION DIVISION

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 116	Rs 166000 Permanent Secretary
02 065 096	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 x 2500 - 91750 Head, Technical Unit
02 061 090	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 Assistant Secretary General (Ex-NESC) (Personal) Research Executive (Ex-NESC) (Personal)
19 065 090	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 - 77750 Psychologist

Salary Code	Salary Scale and 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 Monitoring and Evaluation Officer Research Analyst
08 048 078	Rs 30965 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 - 55950 Confidential Secretary (Ex-NESC) (Personal)
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 Driver/Office Attendant (Ex-NESC) (Personal)
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

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