

30. MINISTRY OF YOUTH AND SPORTS

- 30.1 Responsibility for the elaboration of youth and sports policies for the wellbeing and sound development of the youth and citizens of Mauritius rests upon the Ministry of Youth and Sports (MYS). In order to fulfill its role, the MYS organises its activities under two sections, namely Youth and Sports. Each section is dealt separately in the ensuing paragraphs.

YOUTH SECTION

- 30.2 The Youth Section of the MYS aims at empowering young people to face upcoming life challenges in a highly dynamic social landscape.
- 30.3 A Director of Youth Affairs heads the Youth Section and is responsible, among others, to plan, coordinate and implement policies, programmes, projects for the development of the youth and the overall management together with running of Youth Centres. He is assisted by the Assistant Director of Youth Affairs and supported by officers in the grades of Principal Youth Officer, Senior Youth Officer and Youth Officer. Activities of the Youth Section are carried out through Youth Centres around the country.
- 30.4 Requests of Union pertaining to the Youth Officer Cadre were mainly geared towards upgrading of qualifications; creation of grades; grant of an allowance to the Youth Officer Cadre for responsibilities devolving upon incumbents during residential camps; and eligibility to Uniform Allowance for certain levels in the Cadre.
- 30.5 During consultative meeting, Management was invited to expatiate on proposals from both staff and Unions. Both Management and Unions were informed of requests which could not be entertained and the justifications thereof. Since the existing organisation structure is still effective, no change is being brought thereto.

Youth Officer

- 30.6 Incumbents in the grade of Youth Officer, who possess a Degree in the relevant field are allowed to move incrementally in the Master Salary Scale after drawing the top salary for a year. This arrangement should continue to prevail.

Recommendation 1

- 30.7 **We recommend that officers in the grade of Youth Officer possessing a Degree in Social Work or an equivalent qualification should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 58850 provided they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.**

- 30.8 Moreover, incumbents in the grade of Youth Officer possessing a Diploma in Social Work or an equivalent qualification are allowed to proceed incrementally beyond the QB inserted in the salary scale recommended for the grade. **This arrangement should be maintained.**

SPORTS SECTION

- 30.9 The Sports Section has as main objectives to promote sports through the organisation of major sporting events; set up national sports infrastructure and facilities; and provide opportunity to all citizens to practice a sport of their choice.
- 30.10 Its activities are carried out by the officers in the Sports Officer Cadre and/or officers of the Coach Cadre. A Director of Sports is at the apex of the Sports Section and is responsible for its proper functioning.
- 30.11 Proposals from the Union representing the Sports Officer Cadre comprised, *inter alia*, requests for an adjustment of salary scale of the whole cadre *vis-à-vis* similar professional grades; creation of a few levels in the Cadre; and waiving the element of staggered hours from the schemes of service of grades in the Sports Officer Cadre. Besides, the Union for the Coach Cadre proposed, among others, for the creation of an additional position. Unions also reported that no Safety and Health Officers are posted at the swimming pools.
- 30.12 During the consultative meeting, additional submissions were received for the posting of officers from the Ministry of National Infrastructure to the MYS.
- 30.13 Some requests for creation of grades could not be considered as the Ministry apprised the Bureau that there are already “Directeurs Technique National” and Adviser/Coaches employed on contractual basis. As regards the issue of posting of Safety and Health Officers at swimming pools, Management relayed that recruitment of officers in the latter grade is in process. Considering that the current structure is appropriate, same is being maintained.

Posting of officers from the Ministry of National Infrastructure

- 30.14 The MYS is responsible for the infrastructure of Youth Centres/Hubs and Sports Centres which comprise stadiums and swimming pools. A regular maintenance is required so that they remain in good running conditions and to avoid downtime which could affect users. Management informed that currently the services of a Civil Engineer from the Ministry of National Infrastructure are resorted to after normal office hours to carry out these duties.
- 30.15 However, the MYS has informed that this arrangement is not appropriate as, due to regular delays in carrying out the works, it results into stadiums and

swimming pools not being operational for certain period of time. Hence, request was made for the posting of officers in the grades of Lead Engineer, Engineer/Senior Engineer (Civil), Mechanical Engineer/Senior Mechanical Engineer, Electrical Engineer/Senior Electrical Engineer, Technical Officer along with employees in the Workmen's Group from the Ministry of National Infrastructure to the MYS. **The Bureau considers that this is an administrative issue and the Ministry of Youth and Sports should liaise with the Ministry of National Infrastructure accordingly.**

Coach Cadre

- 30.16 The grades of Coach and Coach (Swimming) require similar basic qualifications except for Coach (Swimming) where an additional specific qualification is warranted. Provision already exists for new recruits in the grade of Coach who would be required to conduct swimming sessions to join at a higher salary point. We are revising same.

Recommendation 2

- 30.17 **We recommend that new recruits joining the grade of Coach and who would be required to conduct coaching session in swimming should draw salary point of Rs 28865.**

SPORTS MEDICAL UNIT

- 30.18 The Sports Medical Unit is mandated to safeguard the health of our sportsmen, provide rehabilitation sessions and enhance their performance. It also provides Medical and First Aid assistance during National and International Sports competitions and conducts regular seminars and sensitization programmes to educate athletes on Sports Medicines and Drug Free Sports.
- 30.19 Currently, the Unit is staffed by officers in the grade of Sports Nursing Officer along with Medical Officers and Physiotherapists employed on sessional basis. The grade of Sports Medical Officer, which is the apex level, is vacant and the responsibilities have been entrusted to an Officer-In-Charge on contract. We are maintaining the existing organisational structure which we consider to be appropriate, the moreso no proposal related thereto have been submitted by the Ministry in the context of this review.

Specific Conditions of Service

- 30.20 Incumbents in the grade of Sports Medical Officer are entitled to certain specific Conditions of Service similar to what obtains for members of the Medical Profession at the Ministry of Health and Wellness. We are maintaining same.

Recommendation 3

- 30.21** We recommend that the under-mentioned provisions, under the Ministry of Health and Wellness, should be equally applicable to Sports Medical Officers:

Specific conditions of service	Recommendation under the MOHW
Book Allowance/Smart Phones for Members of the Medical and Dental Professions	Rec 28 - Para 23.73
Continuing Professional Development	Rec 29 - Para 23.74
Special Medical Service Allowance	Rec 30 - Para 23.77
Rent Free Telephone and Free calls	Rec 33 - Para 23.83
Special Provision for officers of the Medical and Dental Professions	Rec 34 - Para 23.85 and 23.86

Allowance to Sports Nursing Officers

- 30.22** Provisions exist for the grant of equivalent time-off or compensation, whichever is applicable, to officers in the grade of Sports Nursing Officer who regularly put in extra hours beyond their normal working hours on Weekdays, Saturdays, Sundays and Public Holidays. This arrangement is still valid and should continue.

Recommendation 4

- 30.23** We recommend that Sports Nursing Officers should continue to be granted equivalent time-off whenever they are called upon to work beyond their normal working hours on Weekdays, Saturdays, Sundays and Public Holidays. In case the time-off cannot be granted, they should be compensated at the normal hourly rate based on the salary point reached in their salary scale for the excess hours put in over and above their normal working week in the month subject to a maximum of 20 hours.

Diploma in General Nursing**Recommendation 5**

- 30.24** We recommend that the provision made at paragraph 23.138 under the MOHW regarding the Diploma in General Nursing should also apply to the Sports Nursing Officers.

Retention Allowance

- 30.25 Provision had previously been made for officers in the grade of Sports Nursing Officer to benefit from a Retention Allowance up to 31 December 2016. The last PRB Report introduced a provision exempting officers who retire or leave the service before their compulsory retirement age from refunding the Retention Allowance. **This provision remains valid.**

Time-off Facilities

Recommendation 6

- 30.26 **We recommend that arrangements should continue to be made for officers of the Sports Officer Cadre, Coach Cadre and Youth Officer Cadre who are required, on a regular basis, to put in additional hours of work to cope with the demands of their job, for the grant of equivalent time-off for the extra hours put in. However, where it has not been possible for Management to grant time-off to the officers within a period of four consecutive months, they should be compensated at the normal hourly rate subject to their having put in a minimum of either five hours weekly or 15 extra hours monthly.**

Hours of Work – Officers of the Sports and Youth Sections

- 30.27 In previous Reports, recommendations were made for the Ministry to consider the advisability of reviewing the hours of attendance of the technical staff to bring in the desired flexibility to cope with the services provided to members of the public. To this end, the Ministry has been operating on a new pattern of work for its technical staff since 2012, which is still effective.
- 30.28 **We recommend that the pattern of work for technical staff should continue to be determined by the Responsible Officer.**

MINISTRY OF YOUTH AND SPORTS

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 116	Rs 166000 Permanent Secretary
06 100 103	SPORTS SECTION Rs 102500 x 3750 - 110000 x 4000 - 114000 Director of Sports

Salary Code	Salary Scale and Grade
06 082 098	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Assistant Director of Sports
06 075 094	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Senior Sports Officer
06 060 090	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 Sports Officer
06 057 082	Rs 35280 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 Senior Coach
06 041 076	Rs 28545 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 - 53400 Coach
09 081 103	Rs 60600 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 114000 Sports Medical Officer
09 047 080	Rs 30615 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 - 54500 x 1450 - 55950 QB 57400 x 1450 - 58850 Sports Nursing Officer
22 045 078	Rs 29915 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 - 54500 x 1450 - 55950 Senior Technician (Youth and Sports)

Salary Code	Salary Scale and Grade
22 037 074	Rs 27265 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 - 51200 Technician (Youth and Sports)
25 050 073	Rs 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 50100 Maintenance Supervisor (Youth and Sports)
25 046 069	Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930 Foreman
25 028 061	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 - 38215 Electrician General Assistant Painter
24 030 063	Rs 25145 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 - 40110 Driver (on shift) (Personal salary for employees in post as at 30.06.08) Swimming Pool Attendant/Senior Swimming Pool Attendant (on roster) <i>formerly Swimming Pool Attendant (Roster)</i>
24 029 062	Rs 24845 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 Driver (on roster – day and night)
24 032 060	Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Field Supervisor
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 (Personal to employees in post as at 30.06.08)

Salary Code	Salary Scale and Grade
24 025 055	Rs 23645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34160 Caretaker (on roster)
24 023 053	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 Surveillant
24 021 052	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615 Stores Attendant
24 020 049	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365 Lorry Attendant <i>formerly Lorry Loader</i>
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
YOUTH SECTION	
23 098 101	Rs 97000 x 2750 - 102500 x 3750 - 106250 Director of Youth Affairs
23 071 090	Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Assistant Director of Youth Affairs
23 063 085	Rs 40110 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Principal Youth Officer
23 057 082	Rs 35280 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 Senior Youth Officer (Personal to officers in post as at 31.12.12)

Salary Code	Salary Scale and Grade
23 057 081	Rs 35280 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 Youth Officer
23 042 079	Rs 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 - 54500 QB 55950 x 1450 - 57400 Youth Officer
24 029 062	Rs 24845 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 Driver (on roster – day and night)
24 032 060	Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Field Supervisor
24 025 055	Rs 23645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34160 Caretaker (on roster)
24 023 053	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 Surveillant
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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