

20.1 SOLID WASTE MANAGEMENT DIVISION

- 20.1.1 The Solid Waste Management Division (SWMD) plays a vital role in safeguarding both environmental and public health through the effective handling of solid and hazardous waste. Over time, the global landscape of waste management has undergone significant transformation. Traditionally guided by a linear economic model, defined by the "take-make-dispose" paradigm, waste management practices are, now, progressively aligning with the principles of a circular economy. Building on this transition, the Waste Management and Resource Recovery (WMRR) Act, of July 2024, marks a shift towards circular economy practices, promoting resource recovery across all sectors.
- 20.1.2 This Division is overseen by a Permanent Secretary who is assisted by officers in the Administrative and Technical Cadres. Its technical arm, the Department of Waste Management and Resource Recovery, is led by a Director and supported by a Deputy Director and officers from the Project Officer, Technical Enforcement Officer, and Technical Officer Cadres. With the rollout of the new Strategy and Action Plan, the Department is expected to take on expanded technical responsibilities, manage complex infrastructure projects, and meet ambitious deadlines in response to growing public expectations.
- 20.1.3 In alignment with these developments, a grade of Engineer/Senior Engineer (Department of Waste Management and Resource Recovery) was created on an *ad hoc* basis. Furthermore, pursuant to the WMRR Act, grades mentioned in the Table below were restyled to better reflect the evolving operational framework:

| Grade | Restyled to |
|--|---|
| Director, Solid Waste Management Division | Director, Department of Waste Management and Resource Recovery |
| Deputy Director, Solid Waste Management Division | Deputy Director, Department of Waste Management and Resource Recovery |
| Project Officer/Senior Project Officer (Solid Waste Management Division) | Project Officer/Senior Project Officer (Department of Waste Management and Resource Recovery) |

- 20.1.4 For this review, Management has made several key requests pertaining to: creation of a grade of Lead Engineer; amendments to relevant schemes of service; extension of the allowance for Exposure to Foul Odour and Putrefying Wastes to other grades; and salary readjustment.

- 20.1.5 During meeting, parties were apprised that changes to schemes of service should be dealt with administratively. After examination and with a view to strengthen the organisation structure of the SWMD, we are recommending accordingly.

Change in Appellation

Recommendation 1

- 20.1.6 **We recommend that the grade of Principal Project Officer be restyled to Principal Project Officer (Department of Waste Management and Resource Recovery).**

Lead Engineer (Department of Waste Management and Resource Recovery) (New Grade)

Recommendation 2

- 20.1.7 **We recommend the creation of a grade of Lead Engineer (Department of Waste Management and Resource Recovery). Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Engineer/Senior Engineer (Department of Waste Management and Resource Recovery) reckoning at least five years' service in a substantive capacity in the grade.**
- 20.1.8 Incumbent would be responsible to the Director, Department of Waste Management and Resource Recovery through the Deputy Director, Department of Waste Management and Resource Recovery for the management of the Engineering Section. The incumbent would be required, *inter alia*, to: be responsible for the planning, development, operation and management of Waste Management Facilities; devise and implement a proper contract management system and quality control for works and services; and conduct feasibility studies and prepare Project write ups for the development and operations of Waste Management Facilities.

Recommendation 3

- 20.1.9 **We also recommend that, with the creation of the grade of Lead Engineer (Department of Waste Management and Resource Recovery), consequential amendments should be brought to the scheme of service of the grade of Deputy Director, Department of Waste Management and Resource Recovery *formerly Deputy Director, Solid Waste Management Division* to reflect selection from Principal Project Officers (Department of Waste Management and Resource Recovery) *formerly Principal Project Officer* who are Registered as Professional Engineer with the Council of Registered Professional Engineers of Mauritius and from Lead Engineers (Department of Waste Management and Resource Recovery) reckoning at least two years' service in a substantive capacity in their respective grades.**

Technical Enforcement Unit

- 20.1.10 The Technical Enforcement Unit (TEU), being the enforcement arm of the Solid Waste Management Division, plays a key role in ensuring that programmes and projects implemented by the Division are in accordance with contractual obligations. It enforces several legislations such as Environment Protection (collection, storage, treatment, use and disposal of Waste Oil) Regulations 2006; and Local Government (Dumping and Waste Carriers) Regulations 2021, among others.
- 20.1.11 A Principal Technical Enforcement Officer heads the TEU and is assisted by officers in the grades of Technical Enforcement Officer and Senior Technical Enforcement Officer.
- 20.1.12 No representation was made by the staff side for this review whilst Management's proposal for the Unit pertains mainly to an extension of existing allowances to other grades.
- 20.1.13 The existing structure is adequate and same is being maintained.

Special Professional Retention Allowance

- 20.1.14 Provision had previously been made for officers of the Project Officer (Department of Waste Management and Resource Recovery) *Cadre formerly Project Officer Cadre* to benefit from the Special Professional Retention Allowance (SPRA) up to 31 December 2016. In continuation of this measure, the last PRB Report introduced a provision exempting officers who retire or leave the service before their compulsory retirement age from refunding the SPRA. **This provision remains in force, as reaffirmed by the recommendation set out in the Chapter on Observations and General Provisions of this Volume.**

Exposure to Foul Odour and Putrefying Wastes

- 20.1.15 Officers in the grades of Project Officer/Senior Project Officer (Department of Waste Management and Resource Recovery) *formerly Project Officer/Senior Project Officer (Solid Waste Management Division)*, Technical Officer and Technical Enforcement Officer, who are frequently exposed to foul odour and putrefying wastes are currently paid a monthly allowance equivalent to 1½ increments at the initial of their respective salary scale.
- 20.1.16 After examining the proposal of Management to extend this allowance to other grades, we are making appropriate provisions.

Recommendation 4

- 20.1.17 **We recommend that officers in the grades of Engineer/Senior Engineer (Department of Waste Management and Resource Recovery), Project Officer/Senior Project Officer (Department of Waste Management and Resource Recovery) *formerly Project Officer/Senior Project Officer***

(Solid Waste Management Division), Technical Officer, Senior Technical Enforcement Officer and Technical Enforcement Officer, who are regularly exposed to foul odour and putrefying wastes, should be paid a monthly allowance equivalent to 1½ increments at the initial of their respective salary scale.

Personal Protective Equipment

20.1.18 To uphold workplace safety standards, Management should provide suitable personal protective equipment to all officers, who are required to handle putrefying waste and hazardous substances, regardless of their grade/unit/posting. This requirement aligns with the guidelines set out in the Chapter on Uniforms in Volume 1 of this Report.

Hours of Work

20.1.19 In accordance with the prevailing schemes of service, officers in the grades of Technical Enforcement Officer, Senior Technical Enforcement Officer and Principal Technical Enforcement Officer are required to work outside normal working hours including Saturdays, Sundays, Public Holidays and officially declared cyclone days. This element has been taken into account in arriving at the revised salaries.

Abolition of Grades

20.1.20 Management has informed that, according to the Civil Establishment Order, the grades of Inspector and Assistant Inspector of Works do not exist on the establishment of the SWMD. We are, therefore, abolishing these grades.

MINISTRY OF ENVIRONMENT, SOLID WASTE MANAGEMENT AND CLIMATE CHANGE

SALARY SCHEDULE

| Salary Code | Salary Scale and Grade |
|-------------|--|
| 02 000 116 | Rs 166000 Permanent Secretary |
| 26 082 100 | Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 Project Manager |

| Salary Code | Salary Scale and Grade |
|-------------|--|
| 26 075 094 | Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Deputy Project Manager |
| 26 067 090 | 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 - 77750 Project Officer |
| 26 067 085 | Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Chief Inspector of Works <i>formerly Chief Inspector</i> |
| 26 062 081 | Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600 Senior Inspector of Works <i>formerly Senior Inspector</i> |
| 26 053 076 | Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400 Inspector of Works <i>formerly Inspector</i> |
| 26 029 031 | Rs 24845 x 300 - 25445 Trainee Inspector of Works (New Grade) |
| 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 Cabinet Maker Carpenter General Assistant Mason Painter Welder |
| 25 021 051 | Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190 Tradesman's Assistant |

| Salary Code | Salary Scale and Grade |
|-------------|---|
| 24 032 065 | Rs 25745 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 - 42050 Leading Hand/Senior Leading Hand |
| 24 035 064 | Rs 26645 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 - 41080 Driver, Mechanical Unit |
| 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 |
| 24 024 054 | Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Gardener/Nursery Attendant Office Helper (Ex-SPI) |
| 24 023 053 | Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 Surveillant |
| 24 022 052 | Rs 22745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615 Handy Worker (Special Class) |
| 24 021 052 | Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615 Stores Attendant |
| 24 020 050 | Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 Handy Worker |
| 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 |

| Salary Code | Salary Scale and Grade |
|-------------|---|
| | DEPARTMENT OF ENVIRONMENT |
| 19 000 112 | Rs 150000 Director, Climate Change Director of Environment |
| 19 093 104 | Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Deputy Director of Environment |
| 19 082 098 | Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Divisional Environment Officer Divisional Scientific Officer (Environment) Principal Climate Change Officer (New Grade) |
| 19 075 094 | Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Senior Scientific Officer (Environment) |
| 19 061 094 | 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 - 86750 Climate Change Officer/ Senior Climate Change Officer (New Grade) Environment Officer/Senior Environment Officer |
| 19 061 090 | 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 Scientific Officer (Environment) |
| 10 049 081 | 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 - 54500 x 1450 - 58850 x 1750 - 60600 Environment Education and Communication Officer |
| 24 045 070 | Rs 29915 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 Senior Environmental Laboratory Auxiliary |

| Salary Code | Salary Scale and Grade |
|--|--|
| 18 033 070 | Rs 26045 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 - 46900 Environment Warden (on Roster) (New Grade) |
| 24 028 065 | 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 - 39140 x 970 - 42050 Environmental Laboratory Auxiliary |
| 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 |
| 24 024 054 | Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Resource Centre Attendant |
| SOLID WASTE MANAGEMENT DIVISION | |
| 26 000 109 | Rs 138000 Director, Department of Waste Management and Resource Recovery <i>formerly Director, Solid Waste Management Division</i> |
| 26 093 104 | Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Deputy Director, Department of Waste Management and Resource Recovery <i>formerly Deputy Director, Solid Waste Management Division</i> |
| 26 082 100 | Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 Lead Engineer (Department of Waste Management and Resource Recovery) (New Grade) |
| 26 067 094 | 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 Engineer/Senior Engineer (Department of Waste Management and Resource Recovery) |

| Salary Code | Salary Scale and Grade |
|-------------|---|
| 26 082 098 | Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Principal Project Officer (Department of Waste Management and Resource Recovery) <i>formerly Principal Project Officer</i> |
| 26 061 094 | 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 - 86750 Project Officer/Senior Project Officer (Department of Waste Management and Resource Recovery) <i>formerly Project Officer/Senior Project Officer (Solid Waste Management Division)</i> |
| 26 049 081 | 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 - 54500 x 1450 - 58850 x 1750 - 60600 Technical Officer |
| 18 068 088 | Rs 44960 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 73600 Principal Technical Enforcement Officer |
| 18 064 083 | Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200 Senior Technical Enforcement Officer |
| 18 049 080 | 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 - 54500 x 1450 - 58850 Technical Enforcement Officer |
| 24 032 065 | Rs 25745 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 - 42050 Leading Hand/Senior Leading Hand (Ex-Supervisor, Tourism Authority) (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 (Ex-Driver/Cleaner – Tourism Authority) (Personal) |

| Salary Code | Salary Scale and Grade |
|-------------|---|
| 24 020 050 | Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 Handy Worker |
| 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 (Ex-Labourer, Tourism Authority) (Personal) |

*** **