

## 24. MINISTRY OF TOURISM

- 24.1 The Ministry of Tourism is responsible for the formulation and implementation of policies and strategies for the sustainable development of the tourism sector. Its objectives are, among others, to assist in tourism planning through the development of tourism policies and preparation of long-term plan; extend support for the development along with upgrading of tourism structures and infrastructure; and formulate legislation to regulate the tourism sector.
- 24.2 Activities of the Ministry in the Technical Unit are arranged under the Land-Based, Sea-Based and Leisure Units. The Land-Based Unit is responsible for the management of land-based tourism activities across the island and deals with, *inter alia*, the appraisal of land-based projects; and monitoring of implementation of hotel projects. The Sea-Based Unit promotes the sustainable development of sea-based tourism activities through the formulation/revamping of policies and strategies as well as guidelines and regulations pertaining to nautical activities including pleasure craft. As regards the Leisure Unit, it mainly organises leisure events and activities at national level and provides assistance in terms of logistic support to other leisure-oriented organisations.
- 24.3 The Director Tourism heads the Land-Based and Sea-Based Units which are manned by officers of the Tourism Planning Executive Cadre. The Leisure Unit is under the responsibility of the Organiser, Leisure Events who is supported by officers in the Leisure Events Officer Cadre.
- 24.4 Consultative meetings were held with Unions representing the different cadres at the Ministry. Requests from the Leisure Events Officer Cadre pertain to review of salary scales and restyling of the grade of Organiser, Leisure Events while those from the Tourism Planning Executive Cadre were mostly related to Conditions of Service. Management's submissions were geared towards the creation of grades; review of the salary scale for different levels; and change in certain appellations, among others. Appropriate justifications were provided to parties for those requests which could not be retained.
- 24.5 The request for change in appellation of the grade of Organiser, Leisure Events has been examined and is being acceded to better reflect the nature of duties being performed. As regards the current structure, it is appropriate and same is being maintained.

### Time-off in lieu of Extra Hours of Work

#### Recommendation 1

- 24.6 **We recommend that arrangements should continue to be made for officers of the Leisure Events 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 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 hours monthly.

## MINISTRY OF TOURISM

### SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 116	<b>Rs 166000</b> Permanent Secretary
02 104 107	<b>Rs 118000 x 4000 - 130000</b> Director Tourism
10 082 098	<b>Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000</b> Principal Tourism Planning Executive
10 075 094	<b>Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750</b> Senior Tourism Planning Executive
10 060 090	<b>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</b> Tourism Planning Executive
18 049 080	<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 - 54500 x 1450 - 58850</b> Tourism Enforcement Officer (Personal to incumbent in post as at 31.12.20)
23 075 094	<b>Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750</b> Manager, Leisure Events <i>formerly Organiser, Leisure Events</i>

Salary Code	Salary Scale and Grade
23 057 081	<b>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</b> Senior Leisure Events Officer
23 041 079	<b>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 - 54500 x 1450 - 57400</b> Leisure Events Officer
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

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