

**19.1 VALUATION DEPARTMENT**

- 19.1.1 The Valuation Department envisions to be the leading organisation in the provision of valuation and professional property advice to the Government of Mauritius.
- 19.1.2 To deliver on its mission, the Department provides independent, impartial and objective valuation and professional property advice to Government in matters pertaining to: property taxation, compensation payable to landowners on acquisition of their property by Government; rent payable and receivable by Government; policy matters relating to real estate; asset valuations for financial accounting purposes; and disposal and acquisition advice for Government properties. Besides, the Department is also required to serve as expert witness before Committees, Tribunals and Courts with independence, impartiality and integrity.
- 19.1.3 At present, the structure of the Valuation Department is divided into the professional and the technical Cadres. The professional one relates to the Government Valuer Cadre and has a Director at the apex of its hierarchy. The latter is assisted by Deputy Directors as well as other professionals. On the other hand, the technical cadre encompasses several grades in the Property Valuation Inspectorate Cadre and provides support to the professionals.
- 19.1.4 For this review exercise, both Management and Unions had common proposals, namely: upgrading of salaries; introduction of a Scarcity and Retention Allowance; Continuous Professional Development refunds; and provision for a Black Jacket Allowance for officers of the Government Valuer Cadre. Additionally, Unions representing both the professional and technical cadres submitted a range of other requests, such as: increasing the establishment size for certain grades; reviewing of duty exemption facilities; reinstating the grade of Trainee Government Valuer; and addressing issues related to general Conditions of Service.
- 19.1.5 During consultative meetings, both Management and Unions were informed that all matters related to the general Conditions of Service would be addressed in a holistic manner. Unions were subsequently directed to relevant provisions within the PRB Reports and appropriate channels concerning their requests for a Phone Allowance, Risk Allowance and Uniform Allowance.
- 19.1.6 It has been reported that the Department continues to face significant recruitment challenges for the grade of Government Valuer due to a shortage of qualified candidates available in the labour market. In this regard, Management was, during meeting, requested to consider the potential implications of reinstating the grade of Trainee Government Valuer. However, Management has not made any response thereto.

## Human Resource Planning and Succession Planning

- 19.1.7 Both Unions have underscored the ongoing rise in workload following the transition from LAVIMS 1.0 to LAVIMS 2.0. Additionally, it was averred that a significant number of officers within the Government Valuer Cadre have either completed or are approaching 33 $\frac{1}{3}$  years of service and are nearing retirement. Management was advised to conduct a comprehensive Human Resource Planning exercise. In this context, the Bureau is making some recommendations to address these issues.

### Recommendation 1

**19.1.8 We recommend that the Valuation Department should:**

- (i) conduct a Human Resource Planning Exercise, as per provision made in the Chapter on Observations and General Provisions of this Volume;**
- (ii) consider a reorganisation of the present work arrangement, in a District-wise manner, for greater efficiency; and**
- (iii) develop a Succession Plan to ensure organisational continuity and smooth transition of work.**

### Recruitment and Retention Problems

- 19.1.9 In past PRB Reports, a recommendation was made to offer a higher salary point to new entrants for the grade of Government Valuer in view of recruitment difficulties. That recommendation has now expired, yet recruitment challenges remain unresolved, significantly impacting the workload of current officers. However, the core issue appears to be the limited availability of qualified candidates in the labour market along with the stringent requirements for registration with the Royal Institution of Chartered Surveyors (RICS, UK). **To mitigate this and following a job evaluation exercise, the Bureau is now repurposing its earlier recommendation.** Furthermore, Management is advised to consult the **Chapter on Recruitment, Promotion and Retention in Volume 1 of this Report** to address the additional workload faced by officers due to recurring recruitment problems.

### Special Professional Premium

- 19.1.10 Officers in the Government Valuer Cadre are required to be registered with the Royal Institute of Chartered Surveyors (RICS), UK, in order to practise as Valuers. In this light, the Bureau is extending the provision for the Special Professional Premium to this Cadre.

### Recommendation 2

- 19.1.11 We recommend that, with effect from 01 January 2026 and up to the next Overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector, registered professionals who reckon at least**

**10 years' service in the Government Valuer Cadre should be paid a monthly Special Professional Premium equivalent to 5% of their monthly salary.**

### **Continuous Professional Development (CPD)**

- 19.1.12 Continuous membership with certain professional bodies requires members to meet annual Continuous Professional Development (CPD) unit requirements. Similarly, officers within the Government Valuer Cadre, by virtue of their membership with the Royal Institution of Chartered Surveyors (RICS, UK), must fulfill yearly CPD obligations. The Bureau holds that Management should stand guided by the recommendations made in respect of CPD as outlined in **Chapter on Review of Schemes of Service and Qualifications in Volume 1 of this Report.**

### **Special Professional Retention Allowance**

- 19.1.13 Provision had previously been made for officers of the Government Valuer 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.**

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### **SALARY SCHEDULE**

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
26 000 109	<b>Rs 138000</b> Director, Valuation Department
26 093 104	<b>Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000</b> Deputy Director, Valuation Department
26 082 098	<b>Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000</b> Lead Government Valuer

Salary Code	Salary Scale and Grade
26 075 094	<b>Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750</b> Senior Government Valuer
26 067 090	<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 - 77750</b> Government Valuer
26 070 087	<b>Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 71700</b> Chief Property Valuation Inspector
26 064 084	<b>Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050</b> Principal Property Valuation Inspector
26 057 078	<b>Rs 35280 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950</b> Senior Property Valuation Inspector
26 036 073	<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> Property Valuation Inspector
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

