

3. AGRICULTURAL MARKETING BOARD

- 3.1 The Agricultural Marketing Board (AMB) was established in 1964 with the purpose of promoting diversification in the agricultural landscape of Mauritius. It is vested with powers in matters relating to import, export, storage, distribution and sale of 'Controlled Products' such as potatoes, onions, garlic, seed potato, onion seed, garlic seed and by-catch fish. It is also engaged in retailing activities across the island with direct sale to the general public and is, since July 2023, operating the National Wholesale Market (NWM).
- 3.2 A General Manager is at the helm of the AMB and is responsible for its day-to-day management. He is supported in his tasks by an Assistant General Manager and a complement of staff belonging to professional, technical, General Services and Workmen's Group.
- 3.3 Submissions from the Unions and Management in the context of this review relate to the creation of grades including a dedicated level to head the NWM; amendment of qualifications requirement; restyling and upgrading of existing positions as well as provision of new allowances. Where for technical reasons we could not accede to the requests, the parties were so informed and were provided with relevant explanations.
- 3.4 It is important to note that officers of the Bureau carried out a site visit at the request of both Union and Management. We made certain observations which gave us a better insight of the work being carried out. We are, in this review, consolidating the existing structure with the creation of two additional levels to enable the AMB to enhance the quality of its service delivery and are also making provisions for certain allowances on the basis of the findings of our site visit.

Manager, National Wholesale Market (New Grade)

- 3.5 The National Wholesale Market is operational since July 2023 and, presently, a Seeds Officer is acting as the Officer-in-Charge of the outstation. A request has been made for a dedicated grade to head the NWM, be responsible for its day-to-day management and plan and monitor receipt/sales of all products. On the basis of operational requirements, we are acceding to the request. As regards the proposed grade of Assistant Manager, NWM, we consider that its creation is not warranted for the time being on account of the existing set-up.

Recommendation 1

- 3.6 **We recommend the creation of a grade of Manager, National Wholesale Market. Appointment thereto should be made by selection from among candidates possessing a Degree in Agriculture or Agricultural Economics or Agricultural Science and Technology or an equivalent qualification and reckoning at least five years' post-qualification experience in a commercial or food distribution or processing environment.**

- 3.7 Incumbent in the grade of Manager, National Wholesale Market would, *inter alia*, be required to plan and monitor receipt/sales of all products; ensure that all operations are carried out as per applicable legal provisions; establish proper administrative and control procedures; and ensure compliance thereto for constant improvement, including devising and implementing safe cash collection mechanisms from all incoming and outgoing stakeholders and/or vehicles at entry and/or exit points.

Accounts Officer (New Grade)

- 3.8 The Accounts Department is headed by an Accountant/Senior Accountant who is assisted by officers in the grades of Accounting Technician and Accounts Clerk. Both Unions and Management have requested for the Department to be strengthened with a level of Accounts Officer on the ground that with the operationalisation of the NWM, the financial activities have considerably increased, both in terms of volume and complexity. The Bureau is making appropriate recommendation related thereto.

Recommendation 2

- 3.9 **We recommend the creation of a grade of Accounts Officer. Appointment thereto should be in line with the recommendation made in the Chapter on Observations and General Provisions of this Volume.**
- 3.10 Incumbent would be required, among others, to compile schedules and information required for the preparation of statutory reports, annual estimates and final accounts; maintain accounting records; review reconciliation of statements and ensure smoother follow-up of outstanding items; prepare payroll and examine vouchers before payment, forecast for next quarterly expenses; ensure proper safeguard and banking of revenue collected; and monitor allocated budget for each item.

IT Analyst/Senior IT Analyst formerly IT Officer

- 3.11 The IT section, which is manned by an IT Officer and ICT Technicians, is responsible for the overall design, implementation and management of the IT and network infrastructure at the AMB. Over the years, there has been constant digitalisation of operations and upgrading of the IT systems with several complex projects introduced. The responsibility of ensuring the proper running of these systems befalls the IT Officer.
- 3.12 In the context of this review, proposals have been made for the grade of IT Officer to be restyled into IT Manager with an enhanced salary and the creation of a grade of IT Analyst to assist the former in maintaining the IT systems. Based on information submitted and a job evaluation exercise, we consider that there is no strong justification for the new level. However, we are restyling the grade of IT Officer to a more appropriate appellation to reflect the actual duties and responsibilities devolving on the grade.

Recommendation 3

- 3.13 We recommend that the grade of IT Officer be restyled IT Analyst/Senior IT Analyst. This element has been reflected in the recommended salary of the grade.**

Scheme of Service - Operations Officer

- 3.14 The grade of Operations Officer is filled by selection from among serving officers possessing a Cambridge Higher School Certificate and reckoning at least four years' service in a substantive capacity in their respective grade. In the absence of qualified serving officers, appointment is made by selection from among candidates possessing a Cambridge Higher School Certificate and reckoning at least four years' experience in the field of trade or marketing or any relevant experience related to the field of trade or marketing.
- 3.15 Management has submitted that the fields in which experience is required be enlarged to include agriculture. Since the core business of the organisation is agriculture, we are, consequently, making an appropriate recommendation in that direction.

Recommendation 4

- 3.16 We recommend that the scheme of service of the grade of Operations Officer be amended such that in future, recruitment to the grade should be made by selection from among serving officers possessing a Cambridge Higher School Certificate and reckoning at least four years' service in a substantive capacity in their respective grade. In the absence of qualified serving officers, appointment should be made by selection from among candidates possessing a Cambridge Higher School Certificate and reckoning at least four years' experience in the field of trade or marketing or agriculture or in any field related to trade or marketing or agriculture.**

Scheme of Service - Operations Worker

- 3.17 The grade of Operations Worker is currently filled from General Workers and Handy Workers (Special Class) (Personal) reckoning at least 15 years' service. Management has submitted that it is facing difficulty to fill in vacancies in view of the length of experience required. Considering the level of duties of the grade as well as the length of experience required for similar positions at the AMB, we are addressing the issue.

Recommendation 5

- 3.18 We recommend that the scheme of service of the grade of Operations Worker be amended so that, henceforth, appointment thereto should be made by selection from among General Workers reckoning at least five years' service in a substantive capacity in the grade.**

Adhoc Allowance to officers of the National Wholesale Market

- 3.19 Presently, officers in certain grades are posted to both the Headquarters and NWM. Owing to the specialised nature of work undertaken at the NWM, where the sale of vegetables and fruits starts early in the morning, those posted thereat are required to work on a roster system starting as from 03 00 am. Based on information submitted and findings of our site visit, we are providing for an allowance to compensate the officers for working outside their normal hours of work so as to ensure effective service delivery.

Recommendation 6

- 3.20 **We recommend that officers posted to the National Wholesale Market who are required to attend duty on a roster system should be paid an *ad hoc* allowance equivalent to two increments at the salary point reached in their respective salary scales.**

Allowance to Head Technical Operator

- 3.21 During the course of this exercise, we were informed that although the Head Technical Operators do not work on shift, they are required, from time to time, to respond to emergencies involving technical interventions outside their normal working hours as well as make arrangements for staff replacement during periods of absences. We are making provision for an allowance to the concerned officers.

Recommendation 7

- 3.22 **We recommend that officers in the grade of Head Technical Operator who, outside their normal working hours are required to attend to emergencies and make arrangements for staff replacement, should be paid an allowance equivalent to one increment at the initial of their salary scale.**

Human Resource Officer/Senior Human Resource Officer

- 3.23 Human Resource Officer/Senior Human Resource Officers possessing the relevant Diploma are allowed to move incrementally beyond their top salary subject to meeting certain criteria. **Recommendation thereto related has been made in the Chapter on Observations and General Provisions of this Volume.**

3. AGRICULTURAL MARKETING BOARD**SALARY SCHEDULE**

AMB 1 : 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

3. AGRICULTURAL MARKETING BOARD (Contd)

- AMB 2 : Rs 22745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615**
Assistant Handy Worker (Skilled) (Personal)
- AMB 3 : Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600**
Office and Weighbridge Attendant
Operations Worker
Packing Machine Operator
- AMB 4 : Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290**
Driver/Office Auxiliary
formerly Driver/Messenger
- AMB 5 : 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**
Handy Worker (Skilled)
- AMB 6 : Rs 23945 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**
Receptionist/Telephone Operator
- AMB 7 : 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 x 970 - 40110**
Forklift Driver
- AMB 8 : 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**
Handy Worker (Multi-Skilled)
- AMB 9 : 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 - 40110**
Driver (Heavy Vehicle)
- AMB 10 : Rs 24245 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**
Weighbridge Operator
- AMB 11 : 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 - 45930**
Clerical Officer
formerly Clerical Officer/Higher Clerical Officer
Clerk/Word Processing Operator

3. AGRICULTURAL MARKETING BOARD (Contd)

AMB 12 : Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000

Accounts Clerk
Assistant Procurement and Supply Officer
Cashier
Head, Registry

AMB 13 : Rs 27585 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

Technical Operator (Shift)

AMB 14 : Rs 29215 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

Internal Audit Officer
formerly Internal Control Officer
Operations Officer

AMB 15 : 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

AMB 16 : Rs 32615 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950

Head Technical Operator

AMB 17 : Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950

Accounts Officer (New Grade)
Procurement and Supply Officer

AMB 18 : 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

Human Resource Officer/Senior Human Resource Officer

AMB 19 : Rs 30265 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 - 58850 x 1750 - 60600

Senior Operations Officer

AMB 20 : 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

ICT Technician

3. AGRICULTURAL MARKETING BOARD (Contd)

AMB 21 : 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 - 62350 x 1850 - 64200

Safety and Health Officer/Senior Safety and Health Officer

AMB 22 : Rs 33600 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400 QB 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 71700

Accounting Technician/Senior Accounting Technician
formerly Accounting Technician

AMB 23 : 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

Human Resource Management Officer

AMB 24 : 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

IT Analyst/Senior IT Analyst
formerly IT Officer

AMB 25 : Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750

Accountant/Senior Accountant
Internal Auditor/Senior Internal Auditor
Manager, National Wholesale Market (New Grade)

AMB 26 : 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

Electrical Engineer/Senior Electrical Engineer

AMB 27 : Rs 41080 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

Administrative Secretary
Head Operations Officer
Seeds Officer
Trade and Marketing Officer

AMB 28 : Rs 57400 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000

Technical Manager (Engineering)

3. AGRICULTURAL MARKETING BOARD (Contd)

**AMB 29 : Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000
x 4000 - 126000**

Assistant General Manager

AMB 30 : Rs 150000

General Manager

