

15. CONSTRUCTION INDUSTRY AUTHORITY

- 15.1 Following the proclamation of the Construction Industry Authority (CIA) Act 2023 (subsequently operational as from 01 April 2024), the Construction Industry Development Board (CIDB) has been replaced by the Construction Industry Authority. The Authority has been conferred with the power to take over the roles and responsibilities of the CIDB along with that of the Building Control Advisory Council with enlarged powers to develop, promote, facilitate, regulate and transform this Sector for a safe, sustainable and smart Mauritius.
- 15.2 Its main objectives are, *inter alia*, to: regulate and promote the sustainable development of the construction industry; formulate and develop policies and standards for safe, efficient, high quality, cost-effective, climate resilient and sustainable construction of buildings; and promote training and capacity building as well as the use of emerging technologies and new methods and techniques in the construction industry.
- 15.3 The activities of the CIA are dispensed through three Units namely Technical; Training; and Administration. As stipulated in the Act, the proper administration and management of the functions and affairs of the Authority befalls a General Manager. Officers of the defunct CIDB who have been integrated on its establishment under the same terms and conditions as previously continue to service the organisation. The Building Control Advisory Council has no dedicated staff and in the absence of support staff, these services are being provided by officers of the parent Ministry.
- 15.4 To cope with the expanded functions and responsibilities of the CIA, Management's submissions are geared towards reinforcing its organisation structure through the creation of additional levels and provision of duty free facilities. Subsequent to the meeting, Management transmitted a correspondence that the Board approved the creation of only a few grades, on priority basis.
- 15.5 After examining the proposals, we are strengthening the existing structure of the Authority to enable it to deliver on its responsibilities and functions. We are, thus, making appropriate provisions in the ensuing paragraphs.

General Manager (New Grade)

Recommendation 1

- 15.6 **We recommend the creation of a grade of General Manager against abolition of the grade of Executive Director. Appointment thereto should be made by selection from among Registered Professional Engineers in the field of Civil Engineering or Architecture or Quantity Surveying possessing a Master's Degree in Management or an equivalent qualification and reckoning at least 10 years' experience, with a minimum of five years at management level in the construction industry.**

- 15.7 Incumbent would be required, *inter alia*, to: be responsible for the proper functioning and overall operations of the CIA; provide strategic direction for overall mission of the CIA and implement the directives and other decisions taken by the CIA Board; provide executive leadership and direction to the operating units; manage the financial results of the Authority and ensure a robust business plan; and actively engage in creating collaborative links and partnerships with organisations and bodies, both local and international, for the continued growth and betterment of the construction industry.

Accountant (New Grade)

Recommendation 2

- 15.8 We recommend the creation of a grade of Accountant. Appointment thereto should be in line with the recommendation made in the Chapter on Observations and General Provisions of this Volume.**
- 15.9 Incumbent would be required, among others, to: be responsible to the Manager, Corporate Services for all financial and accounting business of the Authority and for the day-to-day running of the Finance Section; ascertain that statutory provisions and internal regulations relating to the financial management of the Authority are complied with; prepare annual statutory accounts and financial statements required by funding agencies; and maintain financial records in respect of capital projects.

IT Analyst (New Grade)

Recommendation 3

- 15.10 We recommend the creation of a grade of IT Analyst. Appointment thereto and the duties to be performed should be in line with the recommendations made in the Chapter on Observations and General Provisions of this Volume.**

Procurement and Supply Officer (New Grade)

- 15.11 Management canvassed for the creation of a grade of Procurement and Supply Officer to handle procurement matters of the Authority. To enable delivery of service, we are recommending in that direction.

Recommendation 4

- 15.12 We recommend the creation of a grade of Procurement and Supply Officer. Appointment thereto should be made by selection from among candidates possessing a Cambridge Higher School Certificate together with a Certificate in Procurement and Supply Management or Purchasing and Supply Management or an equivalent qualification and reckoning at least four years' experience in Procurement and Supply.**
- 15.13 Incumbent would be required to, *inter alia*: advise Management on procurement and supply operations; manage and monitor all transactional procurement; ensure timely preparation of procurement plans for projects and monitor their

implementation; ensure physical stock verification is carried out in accordance with prescribed rules and regulations; flag non-compliance and misinterpretation of existing rules and regulations to General Manager; and perform procurement, warehousing and stock control operations and maintain updated records of transactions in compliance with regulations in force.

Technical Officer

formerly Technical Coordinator

- 15.14 Representation was made for the restyling of the grade of Technical Coordinator since the duties and the qualifications requirement of the grade are similar to those of Technical Officers in other organisations. A scrutiny of the Job Description Questionnaires justified the proposal and we are, therefore, restyling the grade.

Recommendation 5

- 15.15 We recommend that the grade of Technical Coordinator be restyled Technical Officer.**

Mode of Appointment - Confidential Secretary

- 15.16 Following Management's proposal, a grade of Confidential Secretary was created in the last PRB Report to serve the defunct CIDB. The post could, however, not be filled in view of a technical discrepancy observed in the qualifications requirement of the grade wherein they sought legal advice. To address this issue, the proposed scheme of service was submitted to the Bureau on an *ad hoc* basis for consideration. As the grade cuts across the Public Sector and in view of the repercussions, the issue has been looked into holistically. **Henceforth, the mode of appointment to the grade of Confidential Secretary should be in line with the recommendation made in the Chapter on Observations and General Provisions of this Volume.**

15. CONSTRUCTION INDUSTRY AUTHORITY SALARY SCHEDULE

CIA 1	:	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290
		Handy Worker/Driver
CIA 2	:	Rs 25445 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 - 44960
		Word Processing Operator/Receptionist
CIA 3	:	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 <i>formerly Clerical Officer/Higher Clerical Officer</i>

15. CONSTRUCTION INDUSTRY AUTHORITY (Contd)

- CIA 4 : Rs 28225 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**
Management Support Officer
- CIA 5 : 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
- CIA 6 : Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**
Procurement and Supply Officer (New Grade)
- CIA 7 : 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**
Administrative Assistant
ICT Technician
Technical Officer
formerly Technical Coordinator
- CIA 8 : 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 - 64200**
Accounting Technician
- CIA 9 : 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**
IT Analyst (New Grade)
Technical Executive
- CIA 10 : 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 - 77750**
Accountant (New Grade)
- CIA 11 : Rs 82250 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 114000**
Manager, Corporate Services
Manager, Technical Services
- CIA 12 : Rs 138000**
General Manager (New Grade)

