

14. CONSERVATOIRE NATIONAL DE MUSIQUE FRANÇOIS MITTERRAND TRUST FUND

- 14.1 The Conservatoire National De Musique François Mitterrand Trust Fund (Conservatoire), which operates under the purview of the Ministry of Arts and Culture, was set up in 1992 as an educational and musical institution offering full range music education. It also hosts a Music Heritage Museum, set up in 2019, which portrays the history of Music in Mauritius since the Dutch period in 1638 until today.
- 14.2 As per its statutory objects, the Conservatoire, *inter alia*, provides music learning opportunities to a wider public by increasing intake and by opening more branches where needed; implements Government policies in matters of music education in schools; and encourages music performances by Mauritian artists and music ensembles.
- 14.3 Responsibility for the control and management of the Conservatoire including the execution of the policy of the Board rests upon the Director who is supported in his/her functions by officers in teaching, professional and technical grades as well as other support staff.
- 14.4 For this review exercise, the staff side had no representations. On the other hand, Management emphasised on the continuous expansion of activities and submitted proposals for the creation of grades at different levels to strengthen the structure of the organisation and also requested to abolish some grades which were no longer required. During consultations, Management was apprised of proposals which could not be entertained together with justifications thereof.
- 14.5 All requests have been examined and we are, in the ensuing paragraphs, making appropriate recommendations taking into consideration the specificity of the organisation.

Graphic Designer (New Grade)

- 14.6 Management has requested for the creation of a dedicated grade on its establishment to perform duties related to creation of designs; layout for magazines, newspapers, brochures, websites, promotional displays such as signs and banners for events; and photo shooting during events organised by the Conservatoire. In view of the expansion in activities, provision is being made for a new grade of Graphic Designer.

Recommendation 1

- 14.7 **We recommend the creation of a grade of Graphic Designer. Appointment thereto should be made by selection from among candidates possessing a Diploma in Graphic Design or Visual Arts or an equivalent qualification.**

- 14.8 Incumbent would be required to, *inter alia*, conceptualise and design a wide range of prints and digital materials including brochures, presentations, newsletters, large scale prints/3D prints, wall designs and marketing materials; create and edit audio/video web contents for campaign launches and social media content on a daily basis to present brand campaign concepts; create and update websites; and deliver on trend designs.

Performing Artiste (New Grade)

- 14.9 An orchestra at the Conservatoire performs during events at national level. In view of its high demand, Management requested for the creation of a specific grade to perform therein. We are making appropriate provision to that end.

Recommendation 2

- 14.10 We recommend the creation of a grade of Performing Artiste. Appointment thereto should be made by selection from among candidates possessing a Cambridge School Certificate and a Certificate in at least Grade 8 level (practical) in Western Music or an equivalent qualification.**

- 14.11 Incumbent would be required, among others, to be part of and to perform in the Orchestra and/or any other ensemble of the Conservatoire; participate with students and/or other members of staff in musical activities organised by/or with the participation of the Conservatoire and/or the parent Ministry; and help and accompany students in rehearsals.

Assistant Procurement and Supply Officer (New Grade)

- 14.12 Currently, there is the grade of Procurement and Supply Officer on the establishment of the Conservatoire. We are reinforcing the structure dealing with the Procurement and Supply functions with the creation of a grade of Assistant Procurement and Supply Officer.

Recommendation 3

- 14.13 We recommend the creation of a grade of Assistant Procurement and Supply Officer. Appointment thereto and the duties should be in line with the recommendations made in the Chapter on Observations and General Provisions of this Volume.**

Clerk/Word Processing Operator (New Grade)

- 14.14 During consultative meeting, Management highlighted on the need for a level to cope with the increasing word processing and simple computer/data processing works as well as simple clerical duties. We are, therefore, making appropriate provision for the creation of a grade of Clerk/Word Processing Operator against abolition of the position of Clerical Officer which would no longer be required.

Recommendation 4

- 14.15 We recommend the creation of a grade of Clerk/Word Processing Operator. Appointment thereto should be made by selection from among candidates possessing a Cambridge School Certificate with credit in at least five subjects including English Language, French and Mathematics, a Cambridge Higher School Certificate or passes in at least two subjects obtained on one Certificate at General Certificate of Education “Advanced Level” or an equivalent qualification and a Certificate in Typewriting at a speed of at least 25 words per minute.**
- 14.16 Incumbent would be required to, *inter alia*, type and collate official documents; perform simple clerical duties; ensure speedy handling of correspondence; perform word processing and computer/data processing work; and operate telefax and e-mail service.
- 14.17 We also recommend that the mode of appointment and duties of the grade of Management Support Officer should be in line with the recommendations made in the Chapter on Observations and General Provisions of this Volume.**

Music Tutor

- 14.18 Music Tutors are allowed to proceed incrementally in the Master Salary Scale up to salary point Rs 69800 subject to satisfying certain conditions. The present arrangement should continue and the salary point is being revised.

Recommendation 5

- 14.19 We recommend that Music Tutors should be allowed to proceed incrementally up to salary point Rs 86750 in the Master Salary Scale provided they satisfy the performance criteria as laid down in the Chapter on Observations and General Provisions of this Volume.**

Part Time Music Teacher

- 14.20 Part Time Music Teachers employed at the Conservatoire are paid an allowance based on the level being taught. We are revising the quantum of the allowances.

Recommendation 6

- 14.21 We recommend that the allowance payable, on a personal basis, to Part Time Music Teachers who were enlisted at the Conservatoire prior to the publication of the 2021 PRB Report, that is, 13 October 2021, should be revised as follows: -**
- (i) Teachers holding a Diploma in Music or a higher qualification
Rs 385/hr**
 - (ii) Teachers holding a qualification lower than a Diploma in Music
Rs 330/hr**

14.22 We also recommend that the allowance paid to Part Time Music Teachers employed after the publication of the 2021 PRB Report, that is, 14 October 2021, should be revised as follows: -

- (i) Teachers teaching level 1 should be remunerated at the rate of Rs 180/hr**
- (ii) Teachers teaching level 2 and 3 should be remunerated at the rate of Rs 260/hr**

14.23 We further recommend that the Part Time Music Teachers should continue to be entitled to refund of travelling by bus and an End-of-Year Bonus computed at the rate of 1/12 of their annual earnings.

Abolition of Grades

14.24 Management has submitted that the grades of Clerical Officer, Clerical Officer/Higher Clerical Officer (Personal) and Examinations Clerk are vacant and would no longer be required by the Conservatoire. We are, therefore, abolishing these grades.

14. CONSERVATOIRE NATIONAL DE MUSIQUE FRANÇOIS MITTERRAND TRUST FUND SALARY SCHEDULE

CNMTF 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

CNMTF 2 : Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600

Caretaker

CNMTF 3 : 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/Office Attendant

CNMTF 4 : 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/Tradesman

CNMTF 5 : 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

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- CNMTF 6 : 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**
Clerk/Word Processing Operator (New Grade)
Library Clerk
- CNMTF 7 : Rs 27265 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 - 47950**
Technician
- CNMTF 8 : 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 - 46900 x 1050 - 49000**
Events Officer
- CNMTF 9 : 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
- CNMTF 10 : 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**
Assistant Procurement and Supply Officer (New Grade)
- CNMTF 11 : 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 - 52300**
Performing Artiste (New Grade)
- CNMTF 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 x 1100 - 52300
QB 53400 x 1100 - 54500 x 1450 - 55950**
Piano Accompanist
- CNMTF 13: 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**
Assistant Financial Operations Officer/Financial Operations Officer
- CNMTF 14 : 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
- CNMTF 15 : 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

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CNMTF 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 - 57400

Office Management Assistant

CNMTF 17 : 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

Graphic Designer (New Grade)
ICT Technician

CNMTF 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 x 1750 - 62350 x 1850 - 64200 QB 66050 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750

Music Tutor

CNMTF 19 : 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

Administrative Secretary
Curator
Public Relations Officer

CNMTF 20 : Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750

Head, Music Department

CNMTF 21 : Rs 130000

Director

