

10. CHAGOSSIAN WELFARE FUND

- 10.1 The Chagossian Welfare Fund (CWF) is a body corporate established under the CWF Act No 21 of 1999. One of the prime objectives of the Fund remains the advancement and promotion of welfare of the members of the Chagossian Community and their descendants in Mauritius through the development of programmes and projects. The Fund manages two Chagossian Community Centres and community facilities vested in it.
- 10.2 Its main functions include, *inter alia*, carrying out such activities that appears necessary and favourable to the Chagossian Community and providing scholarship grants from the Fund to those studying in Mauritius and Agalega, among others. To date, the Fund has been availing the services of officers from the parent Ministry, on a part-time basis, to act as Secretary and also to advise on matters relating to Human Resources, Finance and Procurement, against payment of allowances. Other support services are provided by staff of the Fund belonging to the General Services and other occupational groups.
- 10.3 In its submission, Management's proposals focussed on the creation of the grades of Secretary and Procurement and Supply Officer. Taking into consideration the functions of the Fund, we are further strengthening its structure which would contribute towards the efficiency and effectiveness of its operations.

Secretary (New Grade)

- 10.4 Management urged that the services of a Secretary are being required, on a full-time basis, to shoulder the administrative responsibilities of the Fund including regular monitoring and implementation of projects. It has further been reported that officers of the Administrative Cadre from the parent Ministry, due to their heavy workload, are not able to shoulder these additional responsibilities on a regular basis. Based on our examination of the existing structure and pursuant to the difficulties being encountered by the Fund, we are creating a grade of Secretary.

Recommendation 1

- 10.5 **We recommend the creation of a grade of Secretary. Appointment thereto should be made by selection from among candidates possessing a Degree in Administration or Management or an equivalent qualification, and reckoning at least three years' post-qualification experience in an administrative or a managerial position.**
- 10.6 Incumbent would be required, among others, to: be responsible for the execution of the policies of the Fund, and for the control and management of the organisation; develop programmes and projects for the member of the Chagossian community and their descendants residing in Mauritius; act as Secretary of the Board; advise the Board on the formulation of policies and their

prompt execution; ensure timely preparation and submission of reports including annual reports, as may be required by the Board; and carry out site visits as and when required.

- 10.7 Incumbent would also be required to work outside normal working hours including Saturdays, Sundays and Public Holidays. **This element has already been considered in arriving at the salary recommended for the grade.**

Assistant Procurement and Supply Officer (New Grade)

- 10.8 The Fund is currently availing of the services of a Procurement and Supply Officer from the parent Ministry for its procurement activities. For this Report, Management has stressed on the need for the creation of a grade of Procurement and Supply Officer to handle procurement matters in the face of increasing procurement activities. During meeting, the Bureau emphasised that it is advisable to create a grade of Assistant Procurement and Supply Officer which is the first level in the Procurement and Supply Cadre to which Management subscribed. We are, therefore, providing a dedicated grade.

Recommendation 2

- 10.9 **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.**

Allowance to perform duties of Secretary

- 10.10 As per existing provision, a monthly all-inclusive allowance of Rs 2185 is being paid to the officer designated to act as Secretary to the Board and assuming the administrative responsibilities of the Chagossian Welfare Fund. Pending the filling of the post of Secretary, we are maintaining this provision, while revising the quantum of the allowance.

Recommendation 3

- 10.11 **We recommend that, pending the filling of the post of Secretary, the officer designated to act as Secretary to the Board should be paid an all-inclusive monthly allowance of Rs 2405 for assuming the administrative responsibilities of the CWF. Thereafter, this allowance would lapse.**

10. CHAGOSSIAN WELFARE FUND SALARY SCHEDULE

CWF 1 : Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425
- 33040

Surveillant

10. CHAGOSSIAN WELFARE FUND (Contd)

- CWF 2 : Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 – 33040 x 560 - 33600**
Caretaker/Gardener
- CWF 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
- CWF 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
- CWF 5 : 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 (New Grade)
- CWF 6 : 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**
Secretary (New Grade)



