

24. GAMBLING REGULATORY AUTHORITY

- 24.1 Established under Act 2007 as a body corporate, the Gambling Regulatory Authority (GRA) is the regulatory body for licensing and monitoring all gambling and gaming activities. It aims, *inter alia*, to: deliver prompt and efficient services to its stakeholders; monitor all gaming and gambling activities and ensure that they are conducted in a fair and transparent manner; foster responsible gambling; turn Mauritius into a healthy gambling hub; and depict the Country as an innovative and safe betting destination for tourists.
- 24.2 Both its core and support functions are provided through various Divisions which fall under the overall responsibility of the Chief Executive who is at the helm of the Authority to ensure its day-to-day administration and management and is assisted by a complement of professional, technical and support staff.
- 24.3 Proposals from both Management and Unions, in the context of this Report, were focussed towards: creation/merging/restyling of grades; upgrading of salaries; and enhancing Conditions of Service. In addition, Unions requested for Telephone/Risk Allowances, setting up of a Licensing and Registration Unit as well as compensation for extra hours put in. Management equally advocated for the restructuring of the Gambling Regulator and Investigator (GRI) and Anti-Money Laundering Officer (AMLO) Cadres, for which they were requested to submit additional information, but to no avail.
- 24.4 All the requests were discussed during meetings and staff side expressed their appreciation for being enlightened on relevant provisions of the PRB Report. Issues relating to scheme of service were also discussed during the meeting.
- 24.5 After perusing each of the above proposals, the Bureau is recommending accordingly in the ensuing paragraphs.

Chief Executive

- 24.6 In view of the revamping of the horse racing activities, there has been a substantial change in the roles and responsibilities of the Chief Executive. **This element has been taken into consideration in arriving at the salary recommended for the grade.**

IT Division

- 24.7 The IT Division headed by the Manager, Information Technology now restyled IT Manager comprises four levels. It has been reported that the Authority is in the process of digitalising its processes, operations and services, thus, emphasising on the need for an additional specific grade for the smooth functioning of the system and its operations. Given that a grade of Systems Analyst now restyled IT Analyst already exists, **the Bureau holds that Management should consider increasing its establishment size if the need arises. Broad provisions**

underlying IT Grades have been made in the Chapter on Observations and General Provisions of this Volume.

Assistant Procurement and Supply Officer (New Grade)

24.8 In the course of our examination, we observed that the Procurement and Supply Division is manned by the Procurement and Supply Officer. In line with the structure of the Procurement and Supply Officer Cadre across PSBs, we are providing for a support level in the cadre.

Recommendation 1

24.9 **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.**

Movement for Human Resource Officer/Senior Human Resource Officer

24.10 Existing provision allows Human Resource Officer/Senior Human Resource Officers possessing the relevant Diploma to move incrementally beyond their top salary subject to meeting certain criteria. **Recommendation in this respect has been made in the Chapter on Observations and General Provisions of this Volume.**

24. GAMBLING REGULATORY AUTHORITY SALARY SCHEDULE

GRA 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 (Ex- Lottery Committee) (Personal)
GRA 2	:	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280 Office Assistant
GRA 3	:	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 Driver/Office Auxiliary (on Roster) <i>formerly Driver/Office Attendant (on Roster)</i> Driver/Office Attendant (on Roster) (Ex-Lottery Committee) (Personal)
GRA 4	:	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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- GRA 5 :** 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
- GRA 6 :** 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
- GRA 7 :** 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)
- GRA 8 :** 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
- GRA 9 :** 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
- GRA 10 :** 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
- GRA 11 :** 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
- GRA 12 :** 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
- GRA 13 :** 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

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GRA 14 : 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
Anti-Money Laundering Officer
Betting Analyst
Gambling Regulator and Investigator
Legal Affairs Officer

GRA 15 : 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

Anti-Doping and Equine Regulator and Investigator
Communication and Responsible Gambling Officer
IT Analyst
formerly Systems Analyst

GRA 16 : 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
Auditor

GRA 17 : Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750

Administrative and Human Resource Manager (Personal)

GRA 18 : Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750

Information System Officer

GRA 19 : Rs 57400 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750

Chief Gambling Regulator and Investigator
Lead Anti-Money Laundering Officer
Lead Legal Affairs Officer

GRA 20 : Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000

IT Manager
formerly Manager, Information Technology

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GRA 21 : Rs 150000
Chief Executive

