

## 40. MAURITIUS BROADCASTING CORPORATION

- 40.1 The Mauritius Broadcasting Corporation (MBC) operates under the *aegis* of the Prime Minister's Office as the leading medium for the dissemination of information, education and entertainment of the Republic of Mauritius including the islands of Rodrigues and Agalega. The Corporation runs programmes on a 24-hour basis, in Mauritius, through 19 digital television channels (Digital Video Broadcasting – Terrestrial), eight radio channels and digital platforms including social media and the mobile application MBC Play.
- 40.2 Seamless functioning of the operations of the Corporation is ensured by its three primary departments namely: News and Current Affairs; Technology; and Content along with other departments which include Administration, Human Resources, Marketing and Sales, Finance and Internal Audit. The Director General, being at the apex of the organisation, is responsible for the administration and supervision of the day-to-day activities and is assisted by professional, technical, administrative staff and employees of the Workmen's Group.
- 40.3 During consultative meetings, stakeholders were apprised that their proposals for increase in establishment size and restructuring of some units within the Corporation do not fall under the remit of the Bureau. Additionally, the request to replace vocational qualifications with academic ones in the schemes of service of certain technical grades, in view of scarcity of candidates, was not retained since the qualifications proposed do not have a nexus with the duties and responsibilities devolving thereon. Further the Bureau considers that the Corporation should contemplate providing on-the-job training as well as short-term competency based training in certain specific areas to ensure continuity of service delivery.
- 40.4 Stakeholders were also informed that due to technical reasons, a few requests were not acceded to. For instance the proposal to create the grade of Chef d'Edition (Editor of the Day) could not be retained due to major overlapping of duties with other existing grades. Likewise, upscaling and alignment of the posts of Head of Technology and Coordinator Broadcast Technology with those of Director of News and Desk Coordinator respectively, could not be acceded to on the basis of differing qualifications requirement as well as duties and responsibilities.
- 40.5 The re-instatement of the post of Broadcast Technologist and associated requests could not be taken on board due to technical implications spelt out in the Bureau's previous Report. In fact, in the wake of this review, the Bureau has received numerous requests from both Management and the staff side to re-establish certain grades/cadres. These grades have been, in the previous Reports, revisited and restyled/merged and/or absorbed in a new structure. In certain instances, grades have been made evanescent in the absence of need for the said functions. In the circumstances, acceding to the requests would entail a

restructuring having a bearing on the proper functioning within the cadres/departments.

40.6 Following consultations with the Union as well as Management, it was noted that certain recommendations have not been implemented while there are qualified officers in the source grade. So, the issue is one of implementation and this does not *per se*, require a change in provision. Another observation is that the requests pertaining to bringing an amendment to the schemes of service concern only a handful of employees who are not qualified to join the higher grade. On the basis of sound reasoning, we did not accede to the proposal. In the same breath the attention of Management is hereby drawn to the fact that in a bid to avoid strained industrial relations, it should at all times not deviate from the fundamentals of good governance.

40.7 After examination of the proposals and on the basis of additional information received, we consider that the existing organisation structure is adequate for the Corporation to deliver on its mandate. We are, however, strengthening certain support functions, providing for the grades of Assistant Financial Operations Officer, Management Support Officer and Maintenance Assistant/Tradesman (Roster - Day and Night) and reviewing the quantum of certain allowances.

#### **Assistant Financial Operations Officer (New Grade)**

##### **Recommendation 1**

40.8 **We recommend the creation of a grade of Assistant Financial Operations 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.**

#### **Management Support Officer (New Grade)**

40.9 Management has submitted that the present arrangements at the Corporation are not functioning properly and has requested for the creation of a grade of Management Support Officer. On the basis of operational requirements, we are providing for the said grade.

##### **Recommendation 2**

40.10 **We recommend the creation of a grade of Management Support Officer. Appointment thereto and the duties should be in line with recommendations made in the Chapter on Observations and General Provisions of this Volume.**

#### **Maintenance Assistant/Tradesman (Roster - Day and Night) (New Grade)**

40.11 At present, there exists a grade of Maintenance Assistant that is responsible for the maintenance work at the MBC. Given that the MBC operates on a 24/7 basis, Management has highlighted the need for a grade of Maintenance Assistant/Tradesman (Roster - Day and Night) to perform night duty. Given that with the creation of this grade, the existing grade of Maintenance Assistant would

no longer be required and would be made evanescent, we are also making provision for incumbent to join the new grade.

### **Recommendation 3**

#### **40.12 We recommend:**

- (i) the creation of a grade of Maintenance Assistant/Tradesman (Roster - Day and Night). Appointment thereto should be made by selection from among candidates possessing the National Trade Certificate (Level 3) in Maintenance work;
- (ii) that the grade of Maintenance Assistant be made evanescent; and
- (iii) that the officer in the evanescent grade of Maintenance Assistant should be given the option to join the new grade of Maintenance Assistant/Tradesman (Roster - Day and Night), and on joining be granted two additional increments at the salary point reached in his salary scale, subject to the top salary of the new grade.

### **Legal Officer**

40.13 It has been reported that the Corporation is encountering difficulties in recruiting officers in the grade of Legal Officer. Consequently, we are bringing certain amendments to the qualifications requirement of the grade to facilitate recruitment thereto.

### **Recommendation 4**

**40.14 We recommend that appointment to the grade of Legal Officer should be made by selection from among candidates possessing a Degree in Law or an equivalent qualification and relevant years of experience in the legal field.**

### **Coordinator IP and Satellite Services formerly Coordinator, Satellite Services**

40.15 Management has proposed that the grade of Coordinator, Satellite Services be restyled Coordinator IP and Satellite Services. The request was examined by the Bureau and on the basis of justification provided, we are restyling the grade.

### **Recommendation 5**

**40.16 We recommend that the grade of Coordinator, Satellite Services be restyled Coordinator IP and Satellite Services.**

### **Compensation to officers providing Administrative/Secretarial Support in the News Department**

40.17 At present, officers in the grades of Administrative Assistant, Confidential Secretary and Clerk/Word Processing Operator posted to the News Department, who put in above 15 additional hours per month beyond their normal working hours are eligible for the payment of an allowance while those officers who put in

between five to 15 additional hours per month are granted equivalent time-off. We are in this Report maintaining the current arrangement.

## Recommendation 6

**40.18 We recommend that officers in the grades of Administrative Assistant, Confidential Secretary and Clerk/Word Processing Operator who are posted to the News Department and are required to work beyond their normal working hours in the performance of their duties should be compensated as follows:**

Additional hours put in monthly	Monthly Basic Salary Bracket (Rs)	Allowance (% of Monthly Salary)	Maximum amount payable (Rs)
those putting 30 additional hours or more per month	Up to Rs 42050	10%	3200
	Up to Rs 60600	8%	4000
those putting between 15 to 30 additional hours per month	To be paid the monthly allowance on a pro-rata basis		
those putting between five to 15 additional hours per month	Equivalent time-off facilities		

## Allowance to incumbents in the grade of Audio Visual Assistant (Roster)

**40.19** Currently, officers in the grade of Audio Visual Assistant (Roster) posted to the Equipment Resource Unit are paid an allowance equivalent to one increment at the salary point reached in their salary scale for being responsible for the equipment in the Unit. The existing provision, being appropriate should continue.

## Recommendation 7

**40.20 We recommend that Audio Visual Assistants (Roster) who are posted to the Equipment Resource Unit and are responsible for the equipment in the unit be paid an allowance equivalent to one increment at the salary point reached in their salary scale.**

## Movement in Master Salary Scale

**40.21** Officers in the grades of Senior Financial Operations Officer (Future Holder), Senior Procurement and Supply Officer (Future Holder) and Human Resource Officer/Senior Human Resource Officer possessing the relevant Diploma are allowed to move incrementally beyond their top salary subject to meeting certain criteria. **Recommendations thereto related, made in the Chapter on Observations and General Provisions of this Volume, should be applicable.**

**ALLOWANCES AND SPECIFIC CONDITIONS OF SERVICE****Night Duty Allowance**

- 40.22 Shift workers who effectively perform night shift are being paid a night duty allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours. This provision is being maintained.

**Recommendation 8**

- 40.23 We recommend that officers who effectively work on night shift, should be paid a Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours.**

**Insurance Policy for Officers working during natural calamities**

- 40.24 In the last Report, the Bureau recommended that the MBC should consider providing an insurance policy to those officers who are required to perform outdoor duties during natural calamities including cyclone warning Class III and IV. In view of its relevance, we are reiterating the provision.

**Recommendation 9**

- 40.25 We recommend that the MBC considers the advisability of providing insurance coverage to officers who are required to perform outdoor duties during natural calamities including cyclone warning Class III and IV.**

**Risk Allowance**

- 40.26 A Risk Allowance equivalent to one and a half increments at the initial of their salary scale is presently being paid to Electricians who are frequently required to work on high tension voltage (22,000 volts). The present provision should continue to prevail.

**Recommendation 10**

- 40.27 We recommend that a Risk Allowance equivalent to one and a half increments at the initial of the salary scale should be paid to Electricians who are regularly called upon to intervene on high tension voltage (22,000 volts).**

**Clothing Allowance**

- 40.28 A monthly Clothing Allowance of Rs 405 is currently being paid to officers on the permanent and pensionable establishment of the MBC, who are required to present News and Programmes. However, this provision is not applicable to employees of a specific programme who are sponsored in their apparel for presentation. We are maintaining the provision while revising the quantum of the allowance.

**Recommendation 11**

**40.29 We recommend that officers on the establishment of the MBC who are required to present News and Programme should be paid a monthly Clothing Allowance of Rs 445.**

**Outdoor Coverage Allowance**

40.30 In the previous Report, recommendation was made for employees of the operation team who are required to perform outdoor duties during cyclone warning Class III and Class IV be paid a daily outdoor coverage allowance of Rs 1050. This allowance should have lapsed once the Corporation introduce an appropriate insurance policy. The Bureau is revising the quantum of the allowance and is maintaining the conditions attached thereto.

**Recommendation 12**

**40.31 We recommend that:**

- (i) **the daily outdoor coverage allowance payable to employees of the operation team who are required to perform outdoor duties during cyclone warning Class III and Class IV should be revised to Rs 1155; and**
- (ii) **the above allowance should lapse upon the introduction of the insurance policy recommended at paragraph 40.25.**

**Allowance for driving Outside Broadcast Vehicles**

40.32 Driver/Handy Workers are paid a daily allowance of Rs 490 for effectively driving the Outside Broadcast vehicles and lorries for live coverage. The present arrangement is maintained while the quantum of the allowance is being revised

**Recommendation 13**

**40.33 We recommend that a daily allowance of Rs 540 should be paid to Driver/Handy Workers who are required to drive lorries and Outside Broadcast vehicles.**

**Earned Regularity Allowance**

40.34 The Earned Regularity Allowance (ERA), aiming to encourage core staff attendance was further improved in our last Report in order to enhance its practicality and appeal. We are in this Report, maintaining the current scheme.

40.35 The conditions governing ERA are as follows:

- (i) eligible employees working on Roster/Shift who are present on all working days of the month and who put in above 30 additional hours per month should be paid 100% of the ERA entitlement;
- (ii) those who are present on all working days of the month and who put in between 15 to 30 additional hours monthly, should be paid the ERA on a pro-rata basis;

- (iii) those who are present on all working days of the month but who put in less than 15 hours but at least five additional hours monthly should not be entitled to ERA but should be granted equivalent time off facilities;
- (iv) up to one-day casual leave which has been approved beforehand should not be considered as absence for the purpose of parts (i), (ii) and (iii) above; and
- (v) for each day of absence in a month, the ERA entitlement should be reduced proportionately.

#### Recommendation 14

##### 40.36 We recommend that:

- (i) employees in the grades listed in Column 2 of the table underneath should be eligible, subject to satisfying the condition at paragraph 40.35 above, for ERA;

Departments	Grades	
	Qualifying for ERA as per Paragraph 40.36 (iii)	Qualifying for Attendance Bonus as per Paragraph 40.36 (ii)
News	Cameraman/Senior Cameraman (Roster) (Personal) Cameraman/Senior Cameraman (Roster) Principal Cameraman (Roster) (Personal) Principal Cameraman (Roster) Lighting Technician/Senior Lighting Technician (Roster) Production Assistant/Senior Production Assistant (Roster) Make-up Officer (Roster)	Desk Coordinator News Editor/Senior News Editor (Roster) (Personal) News Editor/Senior News Editor (Roster) News Producer/Senior News Producer (Roster) Chief News Producer (Roster)

Departments	Grades	
	Qualifying for ERA as per Paragraph 40.36 (iii)	Qualifying for Attendance Bonus as per Paragraph 40.36 (ii)
Technology		Chief Broadcast Technologist (Shift) (Personal) Chief Broadcast Officer (Shift) Broadcast Officer/Senior Broadcast Officer (Shift) Broadcast Operator/Senior Broadcast Operator (Shift) Chief Broadcast Operator (Shift) Satellite Officer (Roster) (Personal) Coordinator, Broadcast Technology IT Analyst/Senior IT Analyst (Roster) <i>formerly Systems Analyst/Administrator (Roster)</i> Coordinator IP and Satellite Services <i>formerly Coordinator, Satellite Services</i> Broadcast Assistant (Shift)
Content	Cameraman/Senior Cameraman (Roster) (Personal) Cameraman/Senior Cameraman (Roster) Principal Cameraman (Roster) (Personal) Principal Cameraman (Roster) Sound Technician/Senior Sound Technician (Roster)	Technical Producer/Senior Technical Producer (Roster) Chief Technical Producer (Roster) Production Assistant/Senior Production Assistant (Roster)
Marketing & Sales	Animation Graphics Artist (Roster) Senior Animation Graphics Artist (Roster)	Coordinator, Animation Graphics
Workmen's Group	Driver/Handy Worker (Roster) Audio Visual Assistant (Roster) Maintenance Assistant (Personal) Maintenance Assistant/Tradesman (Roster - Day and Night) Electrician (Shift) Chief Electrician Carpenter Decors (Roster)	



Departments	Grades	
	Qualifying for ERA as per Paragraph 40.36 (iii)	Qualifying for Attendance Bonus as per Paragraph 40.36 (ii)
	Chief Carpenter Decors (Roster)	

- (ii) employees in the grades listed in column 3 of the above table should be eligible for a monthly Attendance Bonus of Rs 2140 as well as time off for additional hours put in.
- (iii) The ERA payable to eligible employees should be as per the table below:

Monthly Basic Salary Brackets (Rs)		ERA (for putting excess hours work and regular attendance) % of Monthly Salary	Maximum Amount Payable (Rs)
(a)	Up to 42050	15%	4435
(b)	43020 up to 67900	13%	5600

**40.37** We additionally recommend that for employees eligible for Attendance Bonus, each day of absence should be sanctioned by a reduction of 50% of the Attendance Bonus entitlement.

### Bank Scheme

#### Recommendation 15

**40.38** We recommend that the MBC should continue to run the bank scheme in order to palliate for the shortage of staff in certain grades. The additional hours put in by these employees should count towards the excess hours required to qualify for ERA.

### Abolition of Grades

**40.39** Management has submitted that the grades of Mechanic (Personal), Senior Radio and TV Attendant/Head Radio and TV Attendant (Roster) (Personal), Administrative Assistant Radio/TV (Roster) (Personal) and Internal Auditor (Personal) are vacant and would no longer be required. **We are, therefore, abolishing these grades.**

**40. MAURITIUS BROADCASTING CORPORATION****SALARY SCHEDULE**

<b>MBC 1</b>	<b>:</b>	<b>Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765</b> Technicien de Surface (Personal)
<b>MBC 2</b>	<b>:</b>	<b>Rs 22745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615</b> Technicien de Surface (Roster – Day and Night)
<b>MBC 3</b>	<b>:</b>	<b>Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600</b> Gardener
<b>MBC 4</b>	<b>:</b>	<b>Rs 23645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840</b> Office Auxiliary/Senior Office Auxiliary (Roster) <i>formerly Office Attendant (Roster)</i>
<b>MBC 5</b>	<b>:</b>	<b>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</b> Audio Visual Assistant (Roster) Maintenance Assistant (Personal)
<b>MBC 6</b>	<b>:</b>	<b>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</b> Carpenter (Decors) (Roster) Driver/Handy Worker (Roster)
<b>MBC 7</b>	<b>:</b>	<b>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</b> Maintenance Assistant/Tradesman (Roster - Day and Night) (New Grade)
<b>MBC 8</b>	<b>:</b>	<b>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 - 41080</b> Broadcast Assistant (Shift) Electrician (Shift)
<b>MBC 9</b>	<b>:</b>	<b>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 - 43020</b> Telephone Operator/Receptionist (Shift)

**40. MAURITIUS BROADCASTING CORPORATION (Contd)**

- MBC 10 : 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 - 45930**  
 Make-Up Officer (Roster)  
 Security Officer (Shift)
- MBC 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**  
 Clerk/Word Processing Operator
- MBC 12 : Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930**  
 Transport Foreman
- MBC 13 : Rs 30615 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900**  
 Chief Carpenter (Decors) (Roster)  
 Chief Electrician
- MBC 14 : 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 - 46900 x 1050 - 47950**  
 Sales Officer
- MBC 15 : 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 (New Grade)
- MBC 16 : 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 Financial Operations Officer (New Grade)  
 Assistant Procurement and Supply Officer
- MBC 17 : 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 - 49000 x 1100 - 51200**  
 Lighting Technician/Senior Lighting Technician (Roster)  
 Sound Technician/Senior Sound Technician (Roster)
- MBC 18 : Rs 29915 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**  
 Cameraman/Senior Cameraman (Roster)
- MBC 19 : 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 x 1100 - 52300**  
 Broadcast Operator/Senior Broadcast Operator (Shift)

**40. MAURITIUS BROADCASTING CORPORATION (Contd)**

**MBC 20 : Rs 26345 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 x 1100 - 54500 x 1450 - 55950**

Production Assistant/Senior Production Assistant (Roster)  
 Programme Officer/Senior Programme Officer  
 Quality Control Officer/Senior Quality Control Officer

**MBC 21 : 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 (Future Holder)

**MBC 22 : 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

**MBC 23 : Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**

Financial Operations Officer  
 Procurement and Supply Officer

**MBC 24 : 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

**MBC 25 : Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850**

Senior Financial Operations Officer (Future Holder)  
 Senior Procurement and Supply Officer (Future Holder)

**MBC 26 : 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

**MBC 27 : Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**

Internal Audit Officer (Personal)  
 Marketing Officer  
 Sales Control Officer  
 Senior Sales Officer

**MBC 28 : Rs 28545 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 - 52300 QB 53400 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350**

Customer Care Officer/Senior Customer Care Officer (Shift)

**40. MAURITIUS BROADCASTING CORPORATION (Contd)**

- MBC 29 : Rs 29915 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 QB 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350**  
Animation Graphics Artist (Roster)
- MBC 30 : Rs 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 QB 62350**  
Digital Archives Officer (Roster)
- MBC 31 : Rs 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**  
ICT Technician (Roster)
- MBC 32 : Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350**  
Senior Financial Operations Officer (Personal)  
Senior Procurement and Supply Officer (Personal)
- MBC 33 : 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
- MBC 34 : 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 - 58850 x 1750 - 62350 x 1850 - 66050**  
Broadcast Officer/Senior Broadcast Officer (Shift)
- MBC 35 : Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050**  
Chief Broadcast Operator (Shift)
- MBC 36 : Rs 29915 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 - 62350 x 1850 - 67900 x 1900 - 69800**  
Cameraman/Senior Cameraman (Roster) (Personal)
- MBC 37 : Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 71700**  
Assistant Manager, Financial Operations  
Assistant Manager (Procurement and Supply)

**40. MAURITIUS BROADCASTING CORPORATION (Contd)**

**MBC 38 : Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 73600**

Principal Cameraman (Roster)  
Principal Lighting Technician (Roster)  
Principal Sound Technician (Roster)

**MBC 39 : Rs 34160 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 - 67900 QB 69800 x 1900 - 75500**

News Producer/Senior News Producer (Roster)  
Technical Producer/Senior Technical Producer (Roster)

**MBC 40 : Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500**

Principal Cameraman (Roster) (Personal)

**MBC 41 : Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400 QB 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750**

Marketing and Sales Executive

**MBC 42 : 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 Officer  
Legal Officer  
Logistic and Facilities Coordinator  
Satellite Officer (Roster) (Personal)  
Senior Animation Graphics Artist (Roster)

**MBC 43 : Rs 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**

Communication and Customer Care Executive  
Plant and Maintenance Officer

**MBC 44 : 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 - 77750**

Chief Digital Archives Officer

**MBC 45 : Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 82250**

Producer/Senior Producer (Roster)

**MBC 46 : Rs 40110 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 84500**

Chief Broadcast Officer (Shift)

**40. MAURITIUS BROADCASTING CORPORATION (Contd)**

- MBC 47 : 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 - 86750**  
News Editor/Senior News Editor (Roster)
- MBC 48 : 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 (Roster)  
*formerly Systems Analyst/Administrator (Roster)*
- MBC 49 : Rs 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 QB 80000 x 2250 - 86750**  
Chief News Producer (Roster)  
Chief Technical Producer (Roster)
- MBC 50 : 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  
Human Resource Management Officer  
Internal Auditor/Senior Internal Auditor
- MBC 51 : 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**  
Engineer/Senior Engineer
- MBC 52 : Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**  
Chief Broadcast Technologist (Shift) (Personal)
- MBC 53 : Rs 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**  
Manager (Financial Operations)  
Manager (Procurement and Supply)
- MBC 54 : Rs 40110 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**  
Chief Producer (Roster)
- MBC 55 : Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 QB 89250 x 2500 - 91750**  
News Editor/Senior News Editor (Roster) (Personal)

**40. MAURITIUS BROADCASTING CORPORATION (Contd)**

**MBC 56 : Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750**

Coordinator, Animation Graphics  
 Coordinator, Broadcast Technology  
 Coordinator IP and Satellite Services  
*formerly Coordinator, Satellite Services*  
 Radio Channel Coordinator  
 TV Channel Coordinator

**MBC 57 : Rs 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250**

Production Manager (Oriental/General)  
 Programme Manager  
 Radio Production Manager (Oriental/General)

**MBC 58 : Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000**

Administrative Manager  
 Desk Coordinator  
 Finance Manager  
 Human Resource Manager  
 Marketing and Sales Manager  
 Radio Production Manager (Oriental/General) (Personal)

**MBC 59 : Rs 66050 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 99750**

Head of Content  
 Head of Technology

**MBC 60 : Rs 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000**

Director of News

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