

41. MAURITIUS CANE INDUSTRY AUTHORITY

- 41.1 Set up as a body corporate under Act of 2011, the Mauritius Cane Industry Authority (MCIA) operates under the purview of the Ministry of Agro-Industry, Food Security, Blue Economy and Fisheries, as a key institution responsible for overseeing and regulating the sugarcane industry. The Authority plays an essential role in maintaining the viability and growth of the sugarcane industry in Mauritius, which constitutes an important part of the country's agricultural and economic landscape.
- 41.2 The MCIA is a fusion of six ex-cess-funded institutions, namely the Cane Planters and Millers Arbitration and Control Board; Farmers' Service Corporation; Mauritius Sugar Authority; Mauritius Sugar Industry Research Institute; Mauritius Sugar Terminal Corporation and Sugar Planters Mechanical Pool Corporation. Additionally, pursuant to a Cabinet's decision in August 2014, the MCIA also took over the activities of the ex-Bagged Sugar Storage Corporation Co Ltd.
- 41.3 Its main objects are to: monitor, oversee and coordinate all activities relating to the cane industry and ensure a fair, efficient and effective administration and operation of same; formulate and implement policies, strategies, plans, programmes and schemes in relation to the cane industry; and overview the storage, sampling, bagging, packing, loading and unloading of sugar. Further to the Sugar Industry Efficiency (Amendment) Act 2016, the MCIA is additionally required to foster the use of biomass, including sugar cane, cane trash, high fibre cane, fuel canes, gramineae and other related biomass, in the production of electricity and biofuels for transport; and competitiveness of all segments of production in the cane industry.
- 41.4 The activities thereat are organised under the Policy and Planning Unit; Farmers Service Agency; Agricultural Mechanisation Unit; Control and Arbitration Department; Mauritius Sugarcane Industry Research Institute; and the Sugar Storage and Handling Unit. A Chief Executive Officer is responsible for the execution of the Board's policies as well as the control and management of the day-to-day business of the organisation, including overseeing all the Units/Departments. A Director is at the head of each Unit/Department and the latter is assisted by staff of different levels in various grades.
- 41.5 All the Unions and Management were given the opportunity to submit their representations in writing and viva voce. These were mostly geared towards: a general upgrading in salaries; strengthening of the structure through creation/upgrading/restyling of grades and establishment of new units; provision of better promotional avenues; reviewing schemes of service; enhancing conditions of service; filling of vacant posts and increasing staff size. Quite a few of the requests could not be taken on board either due to technical reasons or they should be addressed administratively and stakeholders were so informed during the meetings.

- 41.6 Furthermore, at the request of Unions/staff, two site visits were conducted. The first one at the Mauritius Sugarcane Industry Research Institute (MSIRI), Réduit, for a *constat-de-visu* of the work performed by General Attendants in the different postings as well as the work processes involved. The second one was carried out at Terragen Ltd, Beau Plan, to take cognisance of the various tasks involved in testing the quality of air by the employees of the Air Monitoring Unit.
- 41.7 All submissions made by the different stakeholders, including individuals, were examined. In many cases, additional information was sought from parties concerned to enable the Bureau to carry out an in-depth study. The findings of these studies and site visits conducted, among others, have been thoroughly considered in arriving at our recommendations. These are expatiated in the ensuing paragraphs.

OFFICE OF THE CHIEF EXECUTIVE OFFICER

- 41.8 The Office of the Chief Executive Officer (CEO) comprises five Sections, namely Finance, Administration, IT, HR and Internal Audit and two Units *viz.* Procurement and Supply as well as Policy and Planning, which encompasses the Air Monitoring Unit. Staff posted thereat provide support services throughout the Authority to ensure that necessary resources/facilities are put at the disposal of the different departments to enable them to achieve their respective objective.

Air Monitoring Unit

- 41.9 The Air Monitoring Unit offers air pollution monitoring services that allow its clients to demonstrate compliance to national environmental standards. Its main activities include tests for Stack Emission Monitoring, Ambient Air Monitoring and Indoor Air Quality Monitoring.
- 41.10 During the site visit conducted at Terragen Ltd, the Bureau observed that officers of the Air Monitoring Unit, namely Air Monitoring Officer, Technical Assistant (Air Monitoring) and General Worker, are required almost daily, in the performance of their duties, to climb ladders/stacks of varying heights normally ranging from 22 to 50 metres. After considering the difficult circumstances in which the officers climb the ladders/stacks, we hold that some additional compensation is warranted.

Monthly Commuted Allowance

Recommendation 1

- 41.11 **We recommend that officers of the Air Monitoring Unit, who are regularly required to climb ladders/stacks of varying heights, in the performance of their duties, be paid a Monthly Commuted Allowance as per the following table:**

Grade	Monthly Commuted Allowance (Rs)
Air Monitoring Officer	4245
Technical Assistant (Air Monitoring)	2600
General Worker	1310

Movement Beyond Top Salary

- 41.12 At present, officers in the grade of Human Resource Officer/Senior Human Resource Officer, Financial Operations Officer/Senior Financial Operation, Procurement and Supply Officer/Senior Procurement and Supply Officer and Internal Audit Officer/Senior Internal Audit Officer, *formerly Internal Control Officer/Senior Internal Control Officer*, are allowed to move incrementally beyond their top salary in the Master Salary Scale, subject to satisfying certain conditions. **Recommendations related thereto have been made in the Chapter on Observations and General Provisions of this Volume.**

Amendments to Scheme of Service

- 41.13 As per established procedures, schemes of service which undergo changes should be submitted to the parent Ministry for onward transmission to the Ministry of Public Service and Administrative Reforms (MPSAR) for perusal and vetting, prior to seeking the Bureau's advice on any bearing on the salary grading.
- 41.14 We have, however, noted that the qualifications requirement of some grades has been reviewed without following the abovementioned procedures, with the approval of the Board. In some cases, the changes brought thereto have had an impact on the existing salary grading.
- 41.15 The Bureau considers that such practice is inadmissible, the moreso, some of the changes brought are not according to our recommendations or framework. **In the given circumstance, the parent Ministry is being advised to look into the schemes of service concerned for further submission to the MPSAR, where there is need. Moreover, both Ministries should ensure that established procedures are followed.**

FARMERS SERVICE AGENCY

- 41.16 The Farmers Service Agency (FSA) is responsible for carrying out extension and training activities with a view to improving cane yield of planters. Additionally, it ensures the supply of quality planting materials and the adoption of newly released sugar cane varieties.
- 41.17 The structure comprises a Director at the apex, who is assisted by an Assistant Director and supported by a team of Managers who are responsible for the day-to-day management of the various Farmers Service Centres throughout the

island. Additional assistance is provided by Technical Officer/Senior Technical Officer (Extension) and General Services staff, as well as employees of Workmen's Group.

- 41.18 For this review, we are strengthening the structure with the creation of a grade of Principal Technical Assistant. We are also reviewing the qualifications requirement of the grade of Technical Officer/Senior Technical Officer (Extension) and providing an appropriate future holder salary in accordance with the nature and level of duties befalling the position to be in line with what obtains in other quarters for more or less similar duties/responsibilities.

Principal Technical Assistant (New Grade)

- 41.19 Union advocated for a new level of Principal Technical Assistant on the ground that the senior most Technical Assistant/Senior Technical Assistants are performing extra duties and assuming higher responsibilities. In view of the functional need thereof, we are recommending for its establishment.

Recommendation 2

- 41.20 We recommend the creation of a grade of Principal Technical Assistant. Appointment thereto, should be made by selection from among officers in the grade of Technical Assistant/Senior Technical Assistant reckoning at least eight years' service in a substantive capacity in their grade.**

- 41.21 Incumbent would be required, *inter alia*, to: assist in the establishment and monitoring of LAMUs; organise and carry out demonstrations and conducted tours; perform soil and foliar sampling; conduct surveys on technical, socio economic and other matters related to the farming community; and liaise with other local institutions for collection of data in respect of climate, harvest, sales, to name a few, and for organising farmers meeting.

Technical Officer/Senior Technical Officer (Extension)

- 41.22 The grade of Technical Officer/Senior Technical Officer (Extension) is presently filled by selection from among candidates possessing a Degree in the relevant field. Incumbents are mainly required to provide feedback and report on farmers' problems as well as prepare technical reports in respect of extension activities.
- 41.23 After reassessing the duties of the grade, the Bureau considers that a degree qualification is not warranted, the more so a Diploma is required for comparable positions in other quarters. Therefore, for sake of parity and consistency, we are reviewing the qualifications requirement and providing a future holder salary.

Recommendation 3

- 41.24 We recommend that henceforth, appointment to the grade of Technical Officer/Senior Technical Officer (Extension) should be made by selection from among candidates possessing a Diploma in Agriculture or an equivalent qualification and reckoning at least three years' experience in duties related to agricultural extension.**

41.25 We also recommend that Technical Officer/Senior Technical Officers (Extension) in post as at 31 December 2025, possessing a relevant Degree in Agriculture or an equivalent qualification, should be allowed to cross the Qualification Bar (QB) in their personal salary scale.

AGRICULTURAL MECHANISATION UNIT

- 41.26 The main function of the Agricultural Mechanisation Unit (AMU) is to provide mechanical cultivation services to sugarcane planters. To that effect, the Unit is responsible for the management of a fleet of agricultural machineries and equipment. Its main activity is to prepare the lands prior to replantation after a sugarcane crop cycle, while also providing cane loading facilities during crop season.
- 41.27 A Director is at the helm of the Unit. Incumbent is assisted by professional, technical and support staff, as well as employees of the Workmen's Group.
- 41.28 Amongst the various proposals made by Unions, the main ones entailed a restyling of a panoply of grades at the Agricultural Mechanisation Unit to include the term "Heavy" in their job appellations, so as to reflect the higher complexity involved in their work. While reassessing their job, we observed that the different tasks were more complex when compared to their counterparts in other quarters, owing to the heavy machineries being used at the AMU.
- 41.29 Notwithstanding the above, we hold that reviewing the job appellations would not be appropriate based on the standard nomenclature used in the wider public sector. We are, instead, addressing this issue through the provision of an *ad hoc* allowance to employees concerned.

Allowance to Employees of the Agricultural Mechanisation Unit

Recommendation 4

41.30 We recommend that employees of the Workmen's Group - Tradesmen at the Agricultural Mechanisation Unit, who are regularly involved in the maintenance or repair of heavy agricultural machineries, should be paid a monthly *ad hoc* allowance equivalent to one and a half increments at the initial of their respective salary scale.

Agricultural Machinery Operator

Driver, Heavy Mechanical Unit (MCIA)

formerly Driver, Heavy Mechanical Unit

- 41.31 Union represented that Agricultural Machinery Operators and Drivers, Heavy Mechanical Unit are required to possess several licenses simultaneously and called upon to drive and manipulate various heavy agricultural machineries which calls for considerable dexterity. According to them, they should be additionally compensated for same. We have examined the request in the light of the qualifications requirement of both grades, Job Description Questionnaires, the types of machineries concerned and any specific skill involved. These elements

have been taken into consideration in arriving at the recommended salary of the grades. We are, concurrently, restyling the grade of Driver, Heavy Mechanical Unit with a view to better reflecting the duties being performed.

Recommendation 5

41.32 We recommend that the grade of Driver, Heavy Mechanical Unit be restyled Driver, Heavy Mechanical Unit (MCIA).

Allowance to Workshop/Vehicle/Machinery Attendants

41.33 Workshop/Vehicle/Machinery Attendants are granted an allowance equivalent to one increment at the salary point reached upon successful completion of the NTC (Level 3)/NC (Level 3). An additional increment at the point reached is paid to employees concerned, subject to performing trade-related duties for at least four years after obtention of the abovementioned certificate. We are reiterating the provisions.

Recommendation 6

41.34 We recommend that Workshop/Vehicle/Machinery Attendants should be paid:

- (i) a monthly allowance equivalent to one increment at the salary point reached in their salary scale upon successful completion of the NTC (Level 3)/NC (Level 3); and
- (ii) an additional monthly allowance equivalent to one increment at the salary point reached in their salary scale provided that they have performed related trade duties for at least four years after obtention of the NTC (Level 3)/NC (Level 3).

Movement in Salary Scale for Technical and Mechanical Officer/Senior Technical and Mechanical Officer

41.35 Technical and Mechanical Officer/Senior Technical and Mechanical Officers possessing a Degree in Mechanical Engineering or Mechatronics or Manufacturing Engineering are allowed to move incrementally in the Master Salary Scale as provided hereunder.

Recommendation 7

41.36 We recommend that officers in the grade of Technical and Mechanical Officer/Senior Technical and Mechanical Officer who:

- (i) were in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021, and possessed a Degree in Mechanical Engineering or Mechatronics or Manufacturing Engineering should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 71700 on a personal basis; and
- (ii) were in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021, and obtained the above-mentioned

qualification after that date AND those who joined the grade as from the date of publication of the 2021 PRB Report, that is, 14 October 2021, and possess the additional qualification, should be allowed to move incrementally in the Master Salary Scale by one increment;

provided that they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

CONTROL AND ARBITRATION DEPARTMENT

- 41.37 The core objectives of the Control and Arbitration Department (CAD) are, *inter alia*, to: control milling activities, arbitrate disputes among Millers, Planters and other stakeholders; and determine the quantum of sugar and by-products accruing to producers.
- 41.38 The effective management of the Department rests upon a Director, who is assisted by an Assistant Director and officers at professional, technical and support levels as well as employees of the Workmen's Group.
- 41.39 We are maintaining payment of existing allowances which are still valid, while revising their quantum/rate.

Commuted Allowance – Control and Arbitration Department

- 41.40 A monthly Commuted Allowance is payable to a few officers of the CAD who, during crop season, are required to be on-call and in-attendance after normal working hours to respond to the exigencies of the service. Since this current arrangement is still prevalent, we consider that payment of same should be maintained, but at a revised quantum.

Recommendation 8

- 41.41 We recommend the payment of a monthly Commuted Allowance, inclusive of travelling time, to officers of the Control and Arbitration Department who are required to be on-call and in-attendance after normal working hours during crop season, as hereunder:

Grade	Amount (Rs)
Area Superintendent	955
Sugar Technologist/Senior Sugar Technologist	1310
Assistant Director, Control and Arbitration Department	1460
Director, Control and Arbitration Department	1735

Allowance for Working on Roster during Crop Season

- 41.42 Technical Officer/Senior Technical Officers (Control and Arbitration) and Senior Test Chemist (Personal) are presently paid an allowance equivalent to one

increment at the initial salary of their scale for working on a roster basis during crop season. Since this work pattern is necessary during the crop season, we are maintaining the allowance while enhancing the rate payable.

Recommendation 9

41.43 We recommend that Technical Officer/Senior Technical Officers (Control and Arbitration) and Senior Test Chemist (Personal) should be paid a monthly allowance equivalent to one increment at the salary point reached in their salary scale for working on a roster basis during crop season.

MAURITIUS SUGARCANE INDUSTRY RESEARCH INSTITUTE

41.44 The main objective of the Mauritius Sugarcane Industry Research Institute (MSIRI) is to conduct research on canes with a view to enhance competitiveness of the cane industry and also on technical and engineering options for improving efficiency of factories and for value addition to co-products, among others.

41.45 The day-to-day running of the Department befalls the Director, MSIRI, who is assisted and supported by staff at various levels.

41.46 After examining all requests made by staff and Management, we are consolidating the structure of the MSIRI with two new levels, while reviewing the qualifications requirement of the grade of Technical Officer/Senior Technical Officer (Research). We are also providing an allowance to officers actively involved in research, as an incentive to further same. Additionally, we are recommending the payment of an allowance to the General Attendant posted at the Field Experimental Unit.

Principal Technical Assistant (Research) (New Grade)

41.47 Following a request from Union for a new level of Principal Technical Assistant (Research) and after examination of same, we are providing for its creation whereby incumbents would, *inter alia* be called upon to supervise Technical Assistant/Senior Technical Assistants (Research).

Recommendation 10

41.48 We recommend the creation of a grade of Principal Technical Assistant (Research). Appointment thereto should be made by selection from among officers in the grade of Technical Assistant/Senior Technical Assistant (Research) reckoning at least eight years' service in a substantive capacity in their grade.

41.49 Incumbents would be required to, among others: assist in the implementation of departmental projects; collect, compute, interpret data and provide stakeholders with relevant information and assistance as and when required; prepare table of results, graphs, data for reports, presentations and scientific/technical papers and participate in report preparation and presentation of analysis results; and allocate as well as supervise work of support staff, including monitoring of overtime and to ensure that safety and health regulations are adhered to.

Maintenance Assistant (New Grade)

- 41.50 Management apprised that there is need for a dedicated level to assist the Mechanical Workshop and Transport Officer in the Workshop and Maintenance Unit, owing to an evolution in the scope of activities thereat. After analysis, we are providing for a grade of Maintenance Assistant.

Recommendation 11

- 41.51 **We recommend the creation of a grade of Maintenance Assistant. Appointment thereto should be made by selection from among serving officers of the MCIA, possessing a Cambridge School Certificate and reckoning at least three years' experience in maintenance/workshop related duties AND from those reckoning at least five years' experience in maintenance/workshop related work.**
- 41.52 The Maintenance Assistant will be called upon to: supervise maintenance works of buildings and furniture; monitor work-in-progress in connection with repairs and maintenance; ensure that tools and equipment are properly maintained; liaise with Managers/Supervisors for maintenance works; plan, organise and undertake promptly repairs and maintenance as directed; allocate work to Tradesmen concerned; and conduct inventory of the workshop as per prevailing procedures.

Technical Officer/Senior Technical Officer (Research)

- 41.53 As per the existing scheme of service, the grade of Technical Officer/Senior Technical Officer (Research) is filled by selection from among candidates possessing a Degree in a relevant field. Incumbents are required to carry out field/laboratory experiments as directed and monitor trials growth and its harvest, among others. After reassessing its duties, we observed that the requirement for a degree is not appropriate, when considering the nature and level of duties devolving upon incumbents. In fact, same are comparable to those of Technical Officers in other quarters, where a Diploma qualification is required. Therefore, for parity and consistency purposes, we are amending the qualifications requirement of the grade of Technical Officer/Senior Technical Officer (Research) and providing for a future holder salary scale.

Recommendation 12

- 41.54 **We recommend that, henceforth, appointment to the grade of Technical Officer/Senior Technical Officer (Research) should be made by selection from among candidates possessing a Diploma in Agriculture or science-related field or an equivalent qualification and possessing at least three years' experience in agriculture or scientific related duties.**
- 41.55 **We also recommend that Technical Officer/Senior Technical Officers (Research) in post as at 31 December 2025, possessing a relevant Degree in Agriculture or Science-related field or an equivalent qualification, should be allowed to cross the Qualification Bar (QB) in their personal salary scale.**

Continuous Professional Development (CPD)

41.56 For this review, much emphasis has been laid on the furthering of research, particularly in the scientific field, in line with the broad objectives of Government. Since research forms part of the core functions of the MSIRI, we are providing an incentive through a CPD scheme to officers who are actively involved in carrying out research, in line with what obtains in similar quarters.

Recommendation 13

41.57 We recommend that officers who are actively involved in carrying out research should be:

- (i) **paid an allowance of Rs 9240 annually, to be able to meet expenses towards their professional development. This allowance is payable on presentation of documentary evidence and is cumulative over a maximum period of three years; and**
- (ii) **granted special leave of 10 days annually, subject to exigencies of the service, to enable them to take advantage of professional development programmes, either locally or abroad. The special leave may be combined with other types of leave whenever the number of days of leave required exceeds 10 days.**

Allowance to General Attendant posted at the Field Experimental Department

41.58 While reassessing the duties performed by General Attendants, we noted that the incumbent at the Field Experimental Department performs additional duties which include installation of water pipes and irrigation system and reading of temperatures and communicating same to the Mauritius Meteorological Stations every day. This fact has been reflected in the duly-filled in Job Description Questionnaire and equally confirmed by Management. In such circumstance, we consider that incumbent may be paid an allowance for performing additional duties on a daily basis.

Recommendation 14

41.59 We recommend that General Attendants posted at the Field Experimental Department should be paid a monthly allowance equivalent to one increment at the salary point reached in their salary scale for performing regularly additional duties.

SUGAR STORAGE AND HANDLING UNIT

41.60 The Sugar Storage and Handling Unit (SSHU) comprises the Sugar Terminal and the Bagged Sugar Storage and Distribution Unit (BSSDU). The Sugar Terminal is responsible for the receipt, storage and loading of sugar into ships, while the BSSDU is in charge of the receipt, handling and storage of bagged sugar from the sugar estates and for the distribution of sugar for local consumption and for export.

41.61 A Director oversees the overall activities at the SSHU, while a Technical Manager is responsible for its day-to-day management. Officers in the technical and

general services grades as well as employees of the Workmen's Group, provide support to the senior officers of the Unit.

- 41.62 After examining all requests, we are providing for a new level of Senior Technical Officer (Civil) while abolishing that of Support Assistant and maintaining provisions that are still valid.

Senior Terminal Operator (Civil) (New Grade)

- 41.63 Management proposed for the creation of a supervisory level to oversee the work of Terminal Officer (Civil). We noted that the existing grades of Terminal Operator (Electrical) and Terminal Operator (Mechanical) at the Sugar Terminal have each a supervisory level. Since there is need for supervision on the civil side also, we are creating the requested level.

Recommendation 15

- 41.64 **We recommend the creation of a grade of Senior Terminal Operator (Civil). Appointment thereto should be made by promotion, on the basis of experience and merit, of Terminal Operators (Civil) who reckon at least four years' service in a substantive capacity in the grade.**
- 41.65 Incumbent would be responsible to senior officers for the general maintenance and repairs of the Terminal and would be required, *inter alia*, to: report to the responsible Engineer/Terminal Operations and Maintenance Officer or supervisor any defects/abnormalities at the Authority; carry out maintenance and repairs of existing buildings; read and interpret small sketches and drawings; and operate machine tools and other equipment.

Support Assistant

- 41.66 While examining the duties of the grade of Support Assistant, we noted that they are similar to those of the grade of Clerical Officer, which also exists on the MCIA's establishment. After consultation with Management, we are abolishing the grade of Support Assistant, the more so same is vacant.

Recommendation 16

- 41.67 **We recommend that the grade of Support Assistant be abolished.**

Filling of Vacant Posts

- 41.68 During consultations, Unions apprised that there is an acute shortage of staff at the SSHU, caused by the non-filling of vacant posts and this situation has worsened with the increasing workload. During consultations, they were informed that this issue should be addressed by Management, as the latter is responsible for recruitment and filling of vacancies. Nevertheless, **Management should consider the advisability of filling vacant posts at the different levels for a smooth running of activities at the SSHU.**

Movement Beyond QB

Terminal Operator (Electrical) and Terminal Operator (Mechanical)

41.69 Currently, Terminal Operators (Electrical) and Terminal Operators (Mechanical) possessing a valid driving licence for wheel loaders are allowed to proceed beyond the QB in their respective salary scale. **The present provision should continue to prevail.**

Movement Beyond Top Salary

41.70 Terminal Operations and Maintenance Officers (Mechanical), Terminal Operations and Maintenance Officers (Electrical) and Terminal Cleaning and Maintenance Officers (Civil) who possess a Degree in Mechanical Engineering or Electrical Engineering or Civil Engineering respectively, are allowed to proceed incrementally beyond their top salary in the Master Salary Scale. This provision is being maintained.

Recommendation 17

41.71 **We recommend that officers in the grades of Terminal Operations and Maintenance Officer (Mechanical), Terminal Operations and Maintenance Officer (Electrical) and Terminal Cleaning and Maintenance Officer (Civil) who:**

- (i) **were in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021, and possessed a Degree in Mechanical Engineering or Electrical Engineering or Civil Engineering respectively should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 71700 on a personal basis; and**
- (ii) **were in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021, and obtained the above mentioned qualification after that date AND those who joined the grade as from the date of publication of the 2021 PRB Report, that is, 14 October 2021, and possess the additional qualification, should be allowed to move incrementally in the Master Salary Scale by one increment,**

subject to satisfying the performance criteria set out in the Chapter on Observations and General Provisions of this Volume.

Allowance for Working Extra Hours

41.72 Owing to exigencies of the service, some officers are required to put in extra hours of work to supervise the arrival and departure of employees at the SSHU, prior to starting of operations thereat and after finishing time. In this respect, they are currently paid a monthly allowance of Rs 1425. Given this arrangement is still in force, we are maintaining the provision while revising the quantum.

Recommendation 18

- 41.73 We recommend that officers who are required to supervise the arrival and departure of employees 15 minutes prior to the start of operations at the Sugar Storage and Handling Unit and after the closure time, should be paid a monthly allowance of Rs 1570.**

Intercrop Allowance

- 41.74 During the intercrop season, officers in grades of Terminal Operations and Maintenance Officer (Electrical) and Terminal Operations and Maintenance Officer (Mechanical) are occasionally called upon to respond to emergencies outside their normal working hours. In that respect, they are paid an allowance which we are maintaining.

Recommendation 19

- 41.75 We recommend that officers in the grades of Terminal Operations and Maintenance Officer (Electrical) and Terminal Operations and Maintenance Officer (Mechanical) should be paid an allowance of Rs 525 per call, inclusive of travelling time, for attending to emergencies after normal working hours, during intercrop season.**

Allowances Payable During Crop Season

- 41.76 At present, several allowances are payable to officers in various grades during the crop season, owing to some specific work patterns or responsibilities which arise during that particular period.
- 41.77 Since Management is still having recourse to these practices for the smooth running of operations, we are providing for the continued payment of these allowances at a revised rate.

Recommendation 20

- 41.78 We recommend that the following allowances should be paid during crop season as per the table below:**

Allowance	Eligibility	Revised Quantum/Rate (Rs)
For putting in additional/extra hours to attend to emergencies and repairs at the Terminal	Engineer/Senior Engineer (Electrical)	3840 per month
	Terminal Operations and Maintenance Officer (Electrical)	3005 per month
	Terminal Operations and Maintenance Officer (Mechanical)	

Allowance	Eligibility	Revised Quantum/Rate (Rs)
	Terminal Cleaning and Maintenance Officer (Civil)	
For using their own means of transport to resume duty at 0445 hours on a roster basis/ For resuming work early	Engineer/Senior Engineer (Electrical)	3235 per month
	Terminal Operations and Maintenance Officer (Electrical)	
	Terminal Operations and Maintenance Officer (Mechanical)	
For performing cross-functional and a wide range of duties	Terminal Operator (Civil)	Rs 870 per month
	Welder	
	Senior Terminal Operator (Civil) (New Grade)	Rs 935 per month.
For cleaning the Receiving Station, Conveyor Galleries/Belts and Ship Loader, among others, at night	Terminal Attendant	Rs 870 per fortnight
	Terminal Attendant/Gardener	
	Sanitary Attendant	
For using their autocycle or motorcycle to attend work at such time when public transport is not available	Terminal Operator (Civil)	(i) Rs 3.85 and Rs 4.70 per km for using autocycles and motorcycles respectively, where the total distance covered to attend the Sugar Storage and Handling Unit is up to 400 km over a month; and (ii) Rs 3.85/4.70 for the first 400 km and Rs 2.60/3.35 for mileage in excess of 400 km for autocycles and motorcycles respectively, where the total distance covered to attend the
	Terminal Operator (Electrical)	
	Terminal Operator (Mechanical)	
	Senior Terminal Operator (Civil) (New Grade)	
	Senior Terminal Operator (Electrical)	
	Senior Terminal Operator (Mechanical)	

Allowance	Eligibility	Revised Quantum/Rate (Rs)
		<p>Sugar Storage and Handling Unit is more than 400 km over a month</p> <p>OR</p> <p>refund of bus fares, whichever is higher.</p>

ALLOWANCES

41.79 Other allowances are currently payable to compensate employees whose services are required beyond normal working hours. For this review, most of the representations emanating from Unions were for a revision of their quantum. Since these existing allowances are still valid, we are reiterating same, while revising the quantum/rate in a few cases.

Bad Road Allowance

41.80 At present, a Bad Road Allowance is paid to officers who use their personal vehicles (cars/4 x 4/2 x 4/autocycles/motorcycles) on bad roads in the performance of their duties. Since this practice still prevails, we consider that payment of the allowance should continue and the quantum thereof should be reviewed.

Recommendation 21

41.81 We recommend that officers who use their personal vehicles on bad roads in the performance of their duties, should be paid a monthly Bad Road Allowance as follows:

Type of vehicle used	Monthly Bad Road Allowance (Rs)
Car	1655
4 x 4 or 2 x 4 vehicle (Double Cab pickup)	880
Motorcycle	415
Autocycle	275

Allowance for distributing gas, oil and fuel to tractors

41.82 As per current provision, employees in the grades of Workshop/Vehicle/Machinery Attendant and General Attendant who are required to distribute gas, oil and fuel to tractors are paid a monthly allowance equivalent to one and a half increments at the initial of their respective salary scale. Union requested to review its mode of payment so that incumbents are paid same at the point reached instead. We are amending the provision accordingly while extending it to those

Office Auxiliary/Senior Office Auxiliaries *formerly Office Attendants*, who are also required to perform this duty.

Recommendation 22

41.83 We recommend that officers in the grades of Workshop/Vehicle/Machinery Attendant, General Attendant and Office Auxiliary/Senior Office Auxiliary formerly Office Attendant, who regularly distribute gas, oil and fuel to tractors should be paid a monthly allowance equivalent to one and a half increments at the salary point reached in their respective salary scale.

Driving Allowance

41.84 At present, Tradesmen are being paid a daily allowance of Rs 160 for driving the organisation's vehicles in the performance of their duties. Union submitted that Toolskeepers are also required, over and above their normal duties, to drive the organisation's vehicle, as confirmed in their duly filled in Job Description Questionnaires. Since the latter are effectively carrying out this extra duty, we are extending payment of the allowance to them.

Recommendation 23

41.85 We recommend that employees in the grades of Tradesmen and Toolskeeper who are regularly required to drive the organisation's vehicles in the performance of their duties, should be paid a daily allowance of Rs 175 on days they are required to drive the vehicle.

Allowance to collect and bank money

41.86 An allowance is payable to Clerical Officers and Management Support Officers for performing duties related to the collection and deposit of money. We are maintaining its payment at a revised quantum.

Recommendation 24

41.87 We recommend that Clerical Officers and Management Support Officers who are required to collect and bank money should be paid a daily allowance of Rs 45.

Responsibility Allowance for performing additional duties

41.88 General Workers are at times called upon to perform certain additional duties related to spraying so as to ensure an uninterrupted service and to ease operations. They are in turn paid a daily Responsibility Allowance. We are reiterating this provision.

Recommendation 25

41.89 We recommend that General Workers who are required to perform the duties related to spraying of herbicides and/or other chemicals, should continue to be paid a Responsibility Allowance, computed on a daily basis.

Allowances Not Recommended in the Report

41.90 Certain officers of the MCIA are drawing allowances other than those recommended in the Report or by the Bureau on an *ad hoc* basis. Given that the basis and rationale behind the provision of these allowances remain unknown, we are not reporting on same.

41. MAURITIUS CANE INDUSTRY AUTHORITY**SALARY SCHEDULE**

MCIA 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

MCIA 2 : Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365

Sanitary Attendant

Terminal Attendant

MCIA 3 : Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765

Handy Worker

MCIA 4 : Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190

Workshop/Vehicle/Machinery Attendant

MCIA 5 : Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040

Security/Gatekeeper

MCIA 6 : Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600

Cleaning Attendant/Sewer

General Worker/Field Worker/Gardener

Terminal Attendant/Gardener

MCIA 7 : Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720

Sampler

Toolskeeper

MCIA 8 : Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280

Office Auxiliary/Senior Office Auxiliary

formerly Office Attendant

41. MAURITIUS CANE INDUSTRY AUTHORITY (Contd)

MCIA 9 : Rs 26045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280

Arrimeur/Baghandler
Baghandler

MCIA 10 : Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290

Driver
Driver/Handy Worker
Driver/Office Auxiliary
formerly Driver/Messenger
Driver/Messenger/Office Attendant (BSSDU)

MCIA 11 : Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290

Field Supervisor

MCIA 12 : Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215

General Attendant

MCIA 13 : 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

Assistant Time Keeper
Electrician
Electrician (BSSDU)
Fitter
Mechanic
Mechanic/Welder (BSSDU)
Panel Beater
Turner/Machinist
Welder
Tradesman

MCIA 14 : Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215

Head Office Auxiliary
formerly Senior/Head Office Attendant

MCIA 15 : Rs 24245 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

Radio/Telephone Operator/Receptionist

MCIA 16 : 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 - 40110

Forklift Driver/Operator

41. MAURITIUS CANE INDUSTRY AUTHORITY (Contd)

MCIA 17 : 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

Multi-Skilled Tradesman

MCIA 18 : Rs 26045 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

Operator (BSSDU)

MCIA 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 - 42050

Driver, Heavy Mechanical Unit

MCIA 20 : 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 - 42050

Timekeeper

MCIA 21 : Rs 26045 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

Operator (Personal)

MCIA 22 : 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 - 43020

Agricultural Machinery Operator

Agricultural Machinery Operator (Personal to holders in post as at 31.12.12)

Farm Machinery Operator (Personal)

MCIA 23 : 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 - 43990

Head Operator (Personal)

MCIA 24 : 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

MCIA 25 : 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 - 44960

Head, Agricultural Machinery Operator

MCIA 26 : 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

Controller

41. MAURITIUS CANE INDUSTRY AUTHORITY (Contd)

MCIA 27 : Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930

Chief Mechanic
Foreman/Baghandler

MCIA 28 : 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 - 46900 x 1050 - 47950

Terminal Operator (Civil)

MCIA 29 : 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 - 47950

Assistant Field Officer
Technical Assistant (Air Monitoring)

MCIA 30 : 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 - 46900 x 1050 - 47950 QB 49000

Terminal Operator (Electrical)
Terminal Operator (Mechanical)

MCIA 31 : 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

Computer Support Officer

MCIA 32 : 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

MCIA 33 : 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

Accounting Assistant
Assistant Financial Operations Officer
Assistant Procurement and Supply Officer
Site Officer
Weigher

MCIA 34 : Rs 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 50100

Maintenance Assistant (New Grade)

MCIA 35 : Rs 30265 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

Senior Terminal Operator (Civil) (New Grade)

41. MAURITIUS CANE INDUSTRY AUTHORITY (Contd)

MCIA 36 : Rs 30265 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

Senior Terminal Operator (Electrical)
Senior Terminal Operator (Mechanical)

MCIA 37 : 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 - 53400

Technical Assistant/Senior Technical Assistant
Technical Assistant/Senior Technical Assistant (Research)

MCIA 38 : Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400

Senior Test Chemist (Personal)

MCIA 39 : 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

MCIA 40 : Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950

Accounting Officer

MCIA 41 : 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

MCIA 42 : Rs 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400

Principal Technical Assistant (New Grade)
Principal Technical Assistant (Research) (New Grade)

MCIA 43 : 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 - 58850

Internal Audit Officer/Senior Internal Audit Officer
formerly Internal Control Officer/Senior Internal Control Officer

MCIA 44 : Rs 34160x 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
Financial Operations Officer/Senior Financial Operations Officer
Procurement and Supply Officer/Senior Procurement and Supply Officer

41. MAURITIUS CANE INDUSTRY AUTHORITY (Contd)

MCIA 45 : 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
Supervisor (Sugar Industry Project)

MCIA 46 : 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

MCIA 47 : Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200

Principal Financial Operations Officer

MCIA 48 : 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 - 67900

Mechanical Workshop and Transport Officer /Senior Mechanical Workshop and Transport Officer
Operations Officer (Agricultural Mechanisation)
Technical and Mechanical Officer/Senior Technical and Mechanical Officer
Technical Officer/Senior Technical Officer (Control and Arbitration)
Technical Officer/Senior Technical Officer (Extension) (Future Holder)
Technical Officer/Senior Technical Officer (Research) (Future Holder)

MCIA 49 : Rs 38215 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900

Terminal Cleaning and Maintenance Officer (Civil)
Terminal Operations and Maintenance Officer (Electrical)
Terminal Operations and Maintenance Officer (Mechanical)

MCIA 50 : 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 - 67900 QB 69800 x 1900 - 75500

Technical Officer/Senior Technical Officer (Extension) (Personal to incumbents in post as at 31.12.2025)
Technical Officer/Senior Technical Officer (Research) (Personal to incumbents in post as at 31.12.2025)

MCIA 51 : Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500

Head, Procurement and Supply

41. MAURITIUS CANE INDUSTRY AUTHORITY (Contd)

MCIA 52 : 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

Analyst

Human Resource Management Officer

MCIA 53 : 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

Air Monitoring Officer

Area Superintendent

IT Analyst

formerly Systems Analyst

Operations Lead

Quality Assurance Officer

MCIA 54 : 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

MCIA 55 : Rs 50100 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750

Operations Superintendent (Agricultural Mechanisation)

MCIA 56 : 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

Analyst/Senior Analyst (Personal to officers in post as at 31.12.20)

MCIA 57 : 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 Manager (Personal)

Scientific Information and Publication Officer/Senior Scientific Information and Publication Officer

Sugar Technologist/Senior Sugar Technologist

MCIA 58 : 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

Internal Auditor/Senior Internal Auditor

MCIA 59 : Rs 43020 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750

Research Officer/Senior Research Officer

MCIA 60 : Rs 43990 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 (Electrical)

Project Officer (Civil Engineering)

41. MAURITIUS CANE INDUSTRY AUTHORITY (Contd)

MCIA 61 : Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750

Administrative Manager
 Manager, Extension and Training Centre
 Manager, Finance
 Manager, Human Resource
 Manager, Policy and Planning
 Operations Manager (Agricultural Mechanisation)
 Workshop Manager

MCIA 62 : 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 x 2500 - 91750

Manager, Operations and Research

MCIA 63 : Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 99750

Research Manager

MCIA 64 : Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000

Assistant Director, Agricultural Mechanisation Unit
 Assistant Director, Control and Arbitration Department
 Assistant Director, Farmers Service Agency
 Manager (BSSDU)
 Principal Research Manager

MCIA 65 : Rs 89250 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000

Technical Manager

MCIA 66 : Rs 138000

Director, Agricultural Mechanisation Unit
 Director, Control and Arbitration Department
 Director, Farmers Service Agency
 Director, Mauritius Sugarcane Industry Research Institute
 Director, Sugar Storage and Handling Unit

MCIA 67 : Rs 154000

Chief Executive Officer

SALARY SCHEDULE

All salaries are personal to holders of the post

Ex-FARMERS' SERVICE CORPORATION

Ex-FSC 1 : Rs 33600 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

Internal Auditor (Personal)

