

45. MAURITIUS EXAMINATIONS SYNDICATE

SALARY SCHEDULE

MES 1	:	Rs 30265 Safety and Health Officer (Part-time)
MES 2	:	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
MES 3	:	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 Surveillant
MES 4	:	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Gardener
MES 5	:	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720 Examinations Attendant
MES 6	:	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720 Senior Gardener
MES 7	:	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Driver
MES 8	:	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 Binder
MES 9	:	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
MES 10	:	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 Handy Worker (Multi-Skilled) (New Grade) Handy Worker/Tradesman
MES 11	:	Rs 27905 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 40110 Senior Examinations Attendant

45. MAURITIUS EXAMINATIONS SYNDICATE (Contd)

- MES 12 : 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**
 Technical Assistant (Computer)
 Technical Assistant (Electrical Installation and Maintenance)
 Technical Assistant (Laboratories)
 Technical Assistant (Printing)
- MES 13 : 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
 Examinations Clerk
- MES 14 : Rs 27905 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930**
 Security Officer
- MES 15 : Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930**
 Foreman
- MES 16 : Rs 30615 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 Head of Printing
- MES 17 : 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 (Personal)
 Assistant Financial Operations Officer (New Grade)
 Assistant Procurement and Supply Officer
 Data Processing Assistant
 Examinations Assistant
- MES 18 : Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 52300**
 Senior Security Officer
- MES 19 : 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
formerly Internal Control Officer

45. MAURITIUS EXAMINATIONS SYNDICATE (Contd)

- MES 20 : 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
- MES 21 : 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
Senior Data Processing Assistant
Senior Examinations Assistant
- MES 22 : Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**
Senior Confidential Secretary (Personal)
- MES 23 : 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
- MES 24 : 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)
- MES 25 : 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**
Documentation Officer
ICT Technician
formerly Computer Technician
Maintenance Officer
- MES 26 : Rs 32190 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**
Programmer
- MES 27 : 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)

45. MAURITIUS EXAMINATIONS SYNDICATE (Contd)

- MES 28 : Rs 40110 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
Examinations Superintendent
Head of Printing
- MES 29 : Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
Research and Development Assistant
Senior Programmer
- MES 30 : Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 71700**
Principal Financial Operations Officer
- MES 31 : 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
- MES 32 : 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**
IT Analyst
formerly IT Officer
Systems Administrator
Systems Analyst
- MES 33 : 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 (New Grade)
Human Resource Management Officer
- MES 34 : 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**
Examinations Officer (Administration)
Examinations Officer (Data Processing)
Research and Development Officer
- MES 35 : Rs 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
Manager (Procurement and Supply)
- MES 36 : Rs 57400 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000**
IT Manager

45. MAURITIUS EXAMINATIONS SYNDICATE (Contd)

- MES 37 : Rs 60600 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500**
Senior Examinations Officer (Administration)
Senior Examinations Officer (Data Processing)
Senior Research and Development Officer
- MES 38 : Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500**
Financial Manager
- MES 39 : Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 114000**
Administrative/Deputy Secretary
- MES 40 : Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000**
Principal Examinations Officer
Principal Research and Development Officer
- MES 41 : Rs 89250 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000**
Secretary
- MES 42 : Rs 134000**
Deputy Director
- MES 43 : Rs 150000**
Director



46. MAURITIUS FILM DEVELOPMENT CORPORATION

- 46.1 To encourage the growth of the film industry in Mauritius, a body corporate known as the Mauritius Film Development Corporation (MFDC) was established under the MFDC Act No. 31 of 1986. As enunciated in the Act, the Corporation is responsible, among others, to: import, export, exhibit and produce films; establish relationship with international persons/bodies for the promotion of film activities; hold/promote film show festivals to cater for the cultural and linguistic needs of Mauritians; and provide relevant assistance to persons/bodies engaged in the productions or exhibition of films.
- 46.2 Its services are dispensed through four main areas of intervention viz One Stop-Shop Services, Production Development, Audience Development and Capacity Building Development. In so doing, the Corporation is dedicated to promote inclusivity and diversity in the creative industry, especially with respect to the film related activities.
- 46.3 The organisational structure comprises three main Departments namely Project and Programme; Administration; and Technical, each having its own specificity and contribution towards the achievement of the Corporation's objectives. As head of the Corporation, the General Manager who is assisted by staff comprising professionals, technical, General Services and employees of the Workmen's Group has the overall responsibility of maintaining and promoting the proper administration of the organisation.
- 46.4 Union's proposals for this review exercise, were for a restyling of the grade of Technical Executive along with an upgrading in salary; and granting of duty free facilities and travelling allowances to a few grades. Management's requests were centered mainly towards: creation of levels; restyling of grades; reviewing the salary of a few grades; grant of duty free facilities as well as amending the qualifications requirement of grades in the Technical Unit.
- 46.5 During consultative meeting, parties were informed of requests, which for technical reasons, could not be retained. Management was apprised that the job appellation of the grade of General Manager is as per the MDFC Act. It was equally reported that employees in the grade of Handy Worker (Lay Services) are providing assistance in the Technical Department and hence, performing duties of a higher level. On this issue, Management was advised to consider granting an allowance to these employees to compensate for the additional duties. Management was also informed that the creation of a few additional levels cannot be acceded to as the duties would overlap with the existing ones. They were instead advised to consider enlarging the duties in the schemes of service of the existing levels.
- 46.6 All submissions have been examined and with a view to further strengthening the organisation structure, we are providing a few additional levels as per the ensuing recommendations.

Assistant Procurement and Supply Officer (New Grade)

- 46.7 Currently, a Procurement and Supply Officer is handling all the procurement issues of the Corporation and he is being assisted by a Clerical Officer/Higher Clerical Officer now restyled Clerical Officer. Management has stressed on the need for the creation of a grade of Assistant Procurement and Supply Officer to provide assistance in the face of increasing procurement activities. In a bid to strengthen the Unit dealing with the procurement functions and on the basis of the merit of the case, we are creating a level and recommending accordingly.

Recommendation 1

- 46.8 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.**

Audiovisual Assistant (New Grade)

- 46.9 During consultations, Management underlined the importance of the MFDC and its contribution to the Mauritian economy as well as on the growing public interest in the field of cinematography. A request has, thus, been made for the creation of a level to provide assistance to the Audiovisual Officer. With a view to enabling the Corporation to better achieve its objectives, we are providing a new grade.

Recommendation 2

- 46.10 We recommend the creation of a grade of Audiovisual Assistant. Appointment thereto should be made by selection from among candidates who show proof of having sat for Cambridge School Certificate or an equivalent qualification and possessing a Certificate in Audiovisual Production.**
- 46.11 Incumbent would be required, *inter alia*, to assist the Audiovisual Officer in: the overall production tasks of the MFDC; sound dubbing, mixing and other functions in producing a finished video tape representation; maintaining and monitoring daily utilisation schedule of equipment; preparing equipment for troubleshooting procedures; organising and overseeing the technical needs for on-location events and implementing standard control for equipment usage and rental; and administering daily the workload of the audiovisual staff as well as perform minor editing and post-production tasks.

Office Auxiliary/Senior Office Auxiliary (New Grade)

- 46.12 During the interview exercise conducted by the Bureau for the writing of the Job Description Questionnaires, employees in the grades of Handy Worker (Lay Services) and Driver/Handy Worker averred that, over and above their normal set of duties, they are called upon to perform part of the duties of Office Attendant. Management, on its part, has certified these claims and has made a proposal to create a grade of Office Attendant. Given its relevancy, we are creating a level.

Recommendation 3

- 46.13 We recommend the creation of a grade of Office Auxiliary/Senior Office Auxiliary. Appointment thereto and the duties to be performed should be in line with the recommendations made in the Chapter on Observations and General Provisions of this Volume.**

Cameraman***formerly Technician (Camera)***

- 46.14 At the request of Management, a grade of Technician (Camera) was created in the 2016 PRB Report mainly to perform camera work (motion and still) for films, commercials and audiovisual materials and to be responsible for camera while in shooting. Management has now reported that this appellation is a misnomer and has consequently proposed to restyle the aforementioned grade to Cameraman and to equally review its qualifications requirement such that in future, the post be filled from among candidates possessing a Certificate in Camera instead of a Technician Certificate in Telecommunications and Electronics Engineering as the Corporation is facing difficulty to fill the post. After examination of the request, the Bureau concluded that the present job appellation is not in consonance with the duties and responsibilities devolving upon incumbent in the grade. We are, therefore, restyling this grade to a more appropriate appellation to ensure that the job title is meaningful and conveys an immediate understanding of the job as well as enlarging its qualifications requirement.**

Recommendation 4

- 46.15 We recommend that the grade of Technician (Camera) be restyled to Cameraman.**
- 46.16 We also recommend that, henceforth, the post should be filled by selection from among candidates possessing the Technician Certificate in Telecommunications and Electronics Engineering awarded by the City and Guilds at London Institute or a Certificate in Photography or a Cambridge Higher School Certificate with passes at Principal Level in Physics or Chemistry and Mathematics, or an equivalent qualification.**

**46. MAURITIUS FILM DEVELOPMENT CORPORATION
SALARY SCHEDULE**

MFDC 1 : Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765
Handy Worker (Lay Services)

46. MAURITIUS FILM DEVELOPMENT CORPORATION (Contd)

MFDC 2 :	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 – 32615 Stores Attendant
MFDC 3 :	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 – 33040 Surveillant (on shift)
MFDC 4 :	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 (New Grade)
MFDC 5 :	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Audiovisual Assistant (New Grade) Driver/Handy Worker
MFDC 6 :	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 Technician/Driver
MFDC 7 :	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 Word Processing Operator/Receptionist
MFDC 8 :	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 Cameraman <i>formerly Technician (Camera)</i> Clerical Officer <i>formerly Clerical Officer/Higher Clerical Officer</i>
MFDC 9 :	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 - 46900 Technical Assistant
MFDC 10 :	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 Visual Graphic Artist
MFDC 11 :	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

46. MAURITIUS FILM DEVELOPMENT CORPORATION (Contd)

MFDC 12 : Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000

Accounts Clerk

Assistant Procurement and Supply Officer (New Grade)

MFDC 13 : 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

Technician (Light and Sound)

MFDC 14 : Rs 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950

Confidential Secretary

MFDC 15 : Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950

Accounts Officer

Procurement and Supply Officer

MFDC 16 : 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

Audiovisual Officer

ICT Technician

MFDC 17 : 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

MFDC 18 : Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 QB 64200 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750

Project and Programme Officer

MFDC 19 : Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750

Technical Executive

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

Senior Project and Programme Officer

46. MAURITIUS FILM DEVELOPMENT CORPORATION (Contd)

MFDC 21 : Rs 118000
General Manager

