

33. LE MORNE HERITAGE TRUST FUND

- 33.1 Established under the Le Morne Heritage Trust Fund Act No. 10 of 2004, Le Morne was proclaimed a National Heritage on 24 January 2006 due to its growing importance at the national level that is associated with a common sense of belonging.
- 33.2 It is mandated to preserve, safeguard and manage the landscape so that it can be used in a wise and sustainable manner. The core objectives of the Fund include, *inter alia*, promoting Le Morne as a national, regional and international memorial site; preserving and promoting its historical, cultural, environmental and ecological aspects; encouraging research and supporting projects and publications related to slavery and marronage; and collecting, publishing and disseminating information related thereto as well as establishing links with appropriate international organisations.
- 33.3 Being at the helm of the Fund, the Director is responsible for the control and management of its day-to-day business and is assisted by a complement of professional, technical and supporting staff.
- 33.4 Management's submissions for this review exercise related mainly to creation of various grades. However, during meeting, Management took note that some of these grades could not be created as the proposed duties were already prescribed in the schemes of service of other existing grades of the Fund.
- 33.5 We have examined all proposals and consider that unfilled positions impact the smooth running of the organisation. Hence, **to address all Human Resources (HR) issues, it is recommended that Management conducts an HR Audit, subsequent to which, appropriate action may be taken accordingly.** Nevertheless, to enhance the service delivery, we are creating a few grades as well as restyling the grades in the Assistant Site Manager Cadre to better reflect the functions of the Fund.

Site Manager (World Heritage)
formerly Site Manager

Assistant Site Manager (World Heritage)
formerly Assistant Site Manager

- 33.6 Management has requested for the creation of the grades of World Heritage Site Manager and World Heritage Site Assistant Manager against abolition of the grades of Site Manager and Assistant Site Manager. The proposed qualifications requirement submitted for both grades were similar to the existing ones. The Bureau thus, during the consultative meeting, informed that the request should have been made for restyling the existing grades to which Management concurred. With a view to align with what obtains in other Heritage Sites, we are restyling the grades of Site Manager and Assistant Site Manager as recommended in the ensuing paragraphs.

Recommendation 1

- 33.7 We recommend that the grades of Site Manager and Assistant Site Manager be restyled Site Manager (World Heritage) and Assistant Site Manager (World Heritage) respectively.**

Assistant Procurement and Supply Officer (New Grade)

- 33.8 For this Report, Management stressed on the need for the creation of a grade of Assistant Procurement and Supply Officer to handle procurement matters. In a bid to ease the procurement functions, we are providing the grade.

Recommendation 2

- 33.9 We recommend the creation of a grade of Assistant Procurement and Supply Officer. Appointment thereto and the duties should be in line with the recommendations made in the Chapter on Observations and General Provisions of this Volume.**

Site Conservation Worker (New Grade)

- 33.10 Management relayed that preserving and promoting historical, cultural, environmental and ecological aspects of the Le Morne Cultural Landscape including the International Slave Route Monument and the Trou Chenilles Open Air Museum are among the core activities of the Fund. To better preserve the heritage, regular maintenance and conservation works of the aforementioned sites are required. Currently, the services of the Tourism Authority are being solicited for the cleaning of sites whereas the maintenance works were partly carried out by a Handy Worker who has resigned from the service. According to Management, these services are not being outsourced due to shortage of funds. In the circumstance, a request has been made to create a grade of Site Conservation Worker to which the Bureau is agreeable and is recommending accordingly.

Recommendation 3

- 33.11 We recommend the creation of a grade of Site Conservation Worker. Appointment thereto should be made by selection from among candidates possessing a Certificate of Primary Education or Primary School Achievement Certificate; a National Trade Certificate (NTC) (Level 3) in Electrical Installation Works or Masonry and Concrete Works issued jointly by the Mauritius Examinations Syndicate and the Mauritius Institute of Training and Development (MITD) or National Certificate (NC) (Level 3) in Electrical Installation Works or Masonry awarded by the MITD or an equivalent qualification; and having knowledge in conservation/restoration work.**
- 33.12 Incumbent would be responsible to, *inter alia*: perform simple masonry, carpentry, electrical and plumbing works; carry out from drawings and specifications the construction of any structure or building and trowel lime/cement floors to levels; conduct minor repairs, site cleaning and maintenance works; and ensure that all

operations regarding the use of specific tools and equipment are carried out safely.

Office Auxiliary/Senior Office Auxiliary (New Grade)

33.13 A grade of Driver/Office Attendant exists on the establishment of the Fund to perform dual function of Driver and Office Attendant. However, Management has reported that the dual function is non-operational as incumbent is being required to perform the duties of Office Attendant only. In the face of this situation, Management has urged for the creation of the latter grade. After examining the request, we are providing a grade of Office Auxiliary/Senior Office Auxiliary.

Recommendation 4

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

33.15 We additionally recommend that with the creation of the grade of Office Auxiliary/Senior Office Auxiliary, the existing grade of Driver/Office Attendant now restyled Driver/Office Auxiliary be made evanescent. A personal salary is being provided to the incumbent in post.

33. LE MORNE HERITAGE TRUST FUND SALARY SCHEDULE

MHTF 1	:	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 Handy Worker
MHTF 2	:	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 Surveillant
MHTF 3	:	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)
MHTF 4	:	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/Office Auxiliary (Personal) <i>formerly Driver/Office Attendant</i>
MHTF 5	:	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 Site Conservation Worker (New Grade)

33. LE MORNE HERITAGE TRUST FUND (Contd)

MHTF 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 - 44960 Clerk Assistant (Personal to officers in post as at 31 December 2015)
MHTF 7 :	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 Heritage Guide
MHTF 8 :	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 - 46900 Conservation Officer
MHTF 9 :	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
MHTF 10 :	Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 Assistant Procurement and Supply Officer (New Grade)
MHTF 11 :	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
MHTF 12 :	Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600 ICT Technician
MHTF 13 :	Rs 33600 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400 QB 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200 Accounting Technician
MHTF 14 :	Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Administrative Secretary Marketing and Public Relations Officer Research Officer
MHTF 15 :	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 Documentalist

33. LE MORNE HERITAGE TRUST FUND (Contd)

MHTF 16 : 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 - 86750

Assistant Site Manager (World Heritage)
formerly Assistant Site Manager
Curator

MHTF 17 : Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750

Site Manager (World Heritage)
formerly Site Manager

MHTF 18 : Rs 130000

Director

