

49. MAURITIUS INSTITUTE OF TRAINING AND DEVELOPMENT

- 49.1 Established under Act No. 12 of 2009, the Mauritius Institute of Training and Development (MITD) operates under the *aegis* of the Ministry of Education and Human Resource. The objectives of the MITD are, *inter alia*, to promote excellence in technical and vocational education and training; assist in the apprenticeship of persons who are, or would be employed in commercial, technical and vocational fields; and increase access to technical and vocational education and training through the setting up of training centres.
- 49.2 At the helm of the MITD, there is a Director who is responsible for the execution of the policy of the Board as well as for the control and management of the business of the Institute. He is supported by officers in the grades of Deputy Director (Corporate), Deputy Director (Training), and officers in professional, technical and operational grades.
- 49.3 Requests made by Unions and Management were mostly common and they pertain to the creation of grades; merger of a few specific levels; restyling of existing positions; abolition as well as the reinstatement of certain evanescent grades along with representations on general Conditions of Service, among others. A few individual representations were also submitted. Appropriate justifications were provided to stakeholders on requests which could not be retained.
- 49.4 After examining the proposals and in view of the new role and responsibilities which have been entrusted upon the MITD, we are, in the ensuing paragraphs making appropriate recommendations to provide an adequate structure so as to enable the organisation to deliver effectively on its mandate.

Divisional Manager (Training Delivery) (New Grade)**Divisional Manager (Research, Project and Curriculum Development) (New Grade)****Assistant Manager (Training Delivery) (New Grade)****Assistant Manager (Research, Project and Curriculum Development) (New Grade)**

- 49.5 The Training Delivery Division is one of the most important Divisions at the MITD. It serves a pivotal role in ensuring the effective delivery of training programmes and its importance lies in several key areas such as quality training delivery, student engagement and learning outcomes, trainer development and support, among others. Similarly, the Research, Project and Curriculum Development Division plays a crucial role at improving the quality, relevance and effectiveness of training programmes. Some of the main functions of this Division include curriculum development, ongoing research and needs assessment, project management and professional development.
- 49.6 During consultative meetings, almost all Unions at the MITD as well as the Management emphasised on the importance of these Divisions and requested for the creation of grades at a certain level for its proper management. To this end,

we are reinforcing these two Divisions by making provision for the grades of Divisional Manager and Assistant Manager in the respective field.

Recommendation 1

- 49.7 We recommend the creation of a grade of Divisional Manager (Training Delivery). Appointment thereto should be made by selection from among candidates possessing a Master's Degree in Administration or Education or Engineering or Management or an equivalent qualification and reckoning at least eight years' post-qualification experience in the industrial/vocational/educational/technical field.**
- 49.8 Incumbent would be required to, among others, provide consultancy services and customised training in the setting up and management of training centres, trainer training (technical and pedagogical), training needs assessments to clients in Mauritius and African Countries through a Regional "train the trainer programme"; assist in the formulation of training programmes to be offered in the MITD Training Centres and ensure that the training programmes are constantly reviewed and updated; and be responsible for the effective management and implementation of the Apprenticeship Scheme and any other projects introduced by the Government.

Recommendation 2

- 49.9 We recommend the creation of a grade of Divisional Manager (Research, Project and Curriculum Development). Appointment thereto should be made by selection from among candidates who possess a Master's Degree in Administration or Education or Engineering or Management or an equivalent qualification and reckon at least eight years' post-qualification experience in the industrial/vocational/educational/technical fields including three years in drafting of curricula.**
- 49.10 Incumbent would be required to, *inter alia*, effectively manage the Research, Project Curriculum Development Division; be responsible for the evaluation of training programmes of the MITD, Quality Management System within the Division, development of curricula, among others; identify, formulate, design, cost and manage projects to increase access to Technical and Vocational Education and Training (TVET) by decentralising and creating new training centres; and develop new training programmes and projects directly related to the needs of industry in Mauritius.

Recommendation 3

- 49.11 We also recommend the creation of a grade of Assistant Manager (Training Delivery). Appointment thereto should be made by selection from among candidates possessing a Degree in Education or Educational Leadership or Management or Quality Management or an equivalent qualification and reckoning at least five years' experience in the field of training/education/technical vocational education and training/quality management/management/administration.**

- 49.12 Incumbent would be required to, among others, assist the Divisional Manager (Training Delivery) in the development of training programmes and materials that align with the MITD goals and objectives; help in the coordination of various training activities; provide training to other staff members, as and when required; evaluate the effectiveness of training programmes and collect feedback from participants, analyse training evaluation data and identify areas for improvement; and provide support to training staff by assisting to their professional development.

Recommendation 4

- 49.13 **We further recommend the creation of a grade of Assistant Manager (Research, Project and Curriculum Development). Appointment thereto should be made by selection from among candidates who possess a Degree in Education or Educational Leadership or Management or Project Management or an equivalent qualification and reckon at least five years' experience in the field of training/education/technical vocational education and training/research and development/project management.**

- 49.14 Incumbent would be called upon to, *inter alia*, assist in coordinating research projects including identifying research needs, developing research plans and overseeing the execution of research activities; contribute to the development and improvement of the curriculum of the MITD by working closely with subject matter experts, training staff, industry professionals to ensure that curriculum aligns with industry standards; and be responsible for analysing research data and evaluating the effectiveness of curriculum and instructional methods.

Training Officer

formerly Training Officer

Instructor

Instructor (Personal to officers in the grade of Instructor at Ex-TSMTF as at 30.06.08)

- 49.15 At present, there are two distinct grades at the MITD to dispense training, namely Training Officer and Instructor. The grade of Training Officer is recruited from among candidates possessing a Cambridge Higher School Certificate and a degree in the relevant field while the grade of Instructor is filled from among candidates possessing a Cambridge School Certificate with credit in at least five subjects; a Cambridge Higher School Certificate; and a Certificate pitched at NQF Level 4 in the relevant field.
- 49.16 During consultations, the Unions explained that Instructors and Training Officers are performing same duties and requested for the merger of both grades. The Management side was also agreeable to the request. Moreover, duly filled-in Job Description Questionnaires of both grades were perused and it has been observed that both grades are indeed performing same duties. We are, therefore, making appropriate recommendations.

Recommendation 5

- 49.17 We recommend that the grades of Training Officer, Instructor and Instructor (Personal to officers in the grade of Instructor at Ex-TSMTF as at 30.06.08) be merged and restyled Training Officer. Henceforth, appointment to the grade of Training Officer *formerly Training Officer, Instructor and Instructor (Personal to officers in the grade of Instructor at Ex-TSMTF as at 30.06.08)* should be made by selection from among candidates possessing either a Cambridge School Certificate; a Cambridge Higher School Certificate; and a Certificate in the relevant field and who reckon at least five years' post-qualification experience or who possess a post 'A' level Degree in the relevant field.
- 49.18 We also recommend that candidates possessing a post 'A' level Degree in the relevant field should, upon appointment as Training Officer, join the recommended salary scale at the salary point Rs 37290.
- 49.19 We further recommend that incumbents possessing a post 'A' level Degree in the relevant field should be allowed to move beyond the QB inserted in the salary scale.
- 49.20 We additionally recommend that incumbents in the grade of Training Officer *formerly Training Officer, Instructor and Instructor (Personal to officers in the grade of Instructor at Ex-TSMTF as at 30.06.08)* and who are drawing salary which is less than Rs 37290 should, on obtention of the qualifications to cross the QB in the salary scale, be allowed to join at salary point Rs 37290.

Training Coordinator (New Grade)

- 49.21 For this overall review, both the Unions and Management requested to reinstate the evanescent grade of Coordinator. Parties were informed that the reinstatement of this evanescent grade may not be viable. The moreso, some of the functions of the Coordinator (Personal to officers in post as at 30.06.08) have been included in the scheme of service of the grade of Assistant Manager.
- 49.22 However, during discussions, the MITD explained that, though some duties of Coordinator have been included in those of the Assistant Manager, there is still functional need for a level to plan, organise, coordinate and supervise the work of training staff as well as to monitor the quality of training dispensed. We have examined the request and consider that the creation of this position is justified. We are, thus, recommending accordingly.

Recommendation 6

- 49.23 We recommend the creation of a grade of Training Coordinator. Appointment thereto should be made by selection from among officers in the grades of Training Officer *formerly Training Officer, Instructor and Instructor (Personal)* and Trainer (Personal) who possess a Degree in the field of Engineering or Physical Sciences or Computer Science or

Hospitality Management or Management or an equivalent qualification and who reckon at least 10 years' service in a substantive capacity in the grade.

- 49.24 Incumbent would be required to, *inter alia*, collaborate with subject matter experts to develop training curricula that meet industry standards and address the needs of learners; plan, schedule and organise training sessions, workshops and other learning activities; promote training programmes to potential students; assist with the enrolment process and provide information about course requirements, schedules and fees; establish and maintain partnerships with industry stakeholders, Government agencies, and other educational institutions to enhance training opportunities; and supervise the work of training staff.

Career Guidance Officer (New Grade)

- 49.25 In the context of the previous PRB Report, request was made for the creation of a grade of Career Guidance Officer to provide guidance to students on the choice of suitable courses and career. Since the MITD was, at that point in time, operating under the *aegis* of the then Ministry of Labour, Human Resource Development and Training, the Bureau advised that it would be more appropriate to tap the services of officers of the Career Counsellor Cadre, whenever necessary, as a means to refrain from creating departmental grades.
- 49.26 For this review exercise, both Management and Unions have expressed that this arrangement has not been implemented and is not effective. Both parties explained that this situation is a hindrance in the proper functioning of the MITD and reiterated the request for the creation of the grade of Career Guidance Officer. We have studied the proposal and consider same to be justified. Appropriate provision is being made.

Recommendation 7

- 49.27 **We recommend the creation of a grade of Career Guidance Officer. Appointment thereto should be made by selection from among candidates possessing a Degree in Counselling or Psychology or an equivalent qualification and reckoning at least three years' experience in the field of training or education.**
- 49.28 Incumbent would be required to, among others, assist in the organisation of an employment and training information service for the benefit of students as well as the emerging workforce; advise, guide and counsel students and members of the public in general on the training programmes offered by the MITD with job employment prospects; deliver talks on key training programmes for the public in different external fora; and ensure students and job seekers get appropriate training programmes based on their qualifications.

Public Relations Officer (New Grade)

- 49.29 Representation was made by the staff side for the creation of a grade of Public Relations Officer to manage the internal and external communications of the MITD. Management was agreeable thereto. We are recommending accordingly.

Recommendation 8

- 49.30 We recommend the creation of a grade of Public Relations Officer. Appointment thereto should be made by selection from among candidates possessing a Diploma in Communication or Journalism or Public Relations or an equivalent qualification and reckoning at least five years' experience in the field of communication.**

- 49.31 Incumbent would be required, among others, to: plan, implement and evaluate communication strategies; manage all internal and external communications; prepare news/press releases; organise press conferences, seminars and local workshops; deal with media for all press release; and write content for websites.

Driver (Heavy Vehicles above 5 tons) (New Grade)

- 49.32 At present, there is the grade of Driver/Messenger on the establishment of the MITD. During consultations, Unions explained that these Driver/Messengers are often called upon to drive heavy vehicles which are above five tons, such as, double cabs and buses without any form of compensation. Management has informed that it will continue to need such vehicles for the transportation of students/trainees from training centres to hotels, among others, for their practical training. In the given circumstance, we consider that it would be more appropriate to have a dedicated grade with the proper qualifications to drive such vehicles.

Recommendation 9

- 49.33 We recommend the creation of a grade of Driver (Heavy Vehicle above 5 tons). Appointment thereto should be made by selection from among employees in the grades of Driver/Office Auxiliary formerly Driver/Messenger and Driver/Messenger (Personal to Driver/Messengers in post at ex-IVTB and ex-TSMTF as at 30.06.2008) on the establishment of the MITD who possess a valid Driving Licence to drive cars, vans and vehicles above 5 tons. In the absence of qualified serving employees, the grade should be filled from among external candidates possessing the required qualification.**

- 49.34 Incumbent in the grade would be required, *inter alia*, to: drive buses and vehicles above 5 tons; drive cars and vans, as and when required; perform routine checks/maintenance tasks related to the vehicles and report any defect to the Head of Section; and record movements in appropriate logbooks.

Quality Assurance Officer

49.35 The qualifications requirement for the grade of Quality Assurance Officer are being reviewed in line with what obtains for comparable positions in other organisations.

Recommendation 10

49.36 We recommend that:

- (i) the grade of Quality Assurance Officer be made evanescent and incumbent be granted a personal salary; and
- (ii) a grade of Quality Assurance Officer (Future Holder) be established. Appointment thereto should be made by selection from among candidates possessing a post 'A' level Degree; a Master's Degree and reckoning at least three years' post-qualification experience in teaching or teacher training or curriculum development or school development/inspection in a large institution/department in the Education Sector.

Marketing Officer (Personal)

49.37 The grade of Marketing Officer was made evanescent during the merger of the ex-IVTB and ex-TSMTF to set up the MITD. Representations have been received from both the staff and Management sides for the restoration of the grade as its functions such as identifying potential markets and elaboration of an overall marketing strategy are still required. We consider the justifications submitted to be valid and are recommending accordingly.

Recommendation 11

49.38 We recommend that the grade of Marketing Officer be reinstated.

Senior Procurement and Supply Officer (Future Holder)**Human Resource Officer/Senior Human Resource Officer**

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

Specific Provisions for Assistant Manager, Training Centre Manager and Divisional Manager**Recommendation 12**

49.40 We recommend that officers in post as at 31.12.20 in the grades of Assistant Manager (Procurement and Logistics); Assistant Manager; Assistant Manager (Human Resources); and Assistant Manager (Information and Communication Systems) AND officers who were in post at the ex-IVTB and ex-TSMTF as at 30.06.08 and who are appointed to the aforementioned

grades after 01 January 2021 should be allowed, after drawing the top salary of the grade for 12 months, to move incrementally in the Master Salary Scale up to salary point Rs 97000.

49.41 We also recommend that officers who were in post as at 30.06.08 at the ex-IVTB and ex-TSMTF and who are appointed to the grade of Training Centre Manager after 01 January 2021 should be allowed, after drawing the top salary of the grade for 12 months, to move incrementally in the Master Salary Scale up to salary point Rs 106250.

49.42 We further recommend that officers who were in post as at 30.06.08 at the ex-IVTB and ex-TSMTF, and who are appointed to the grade of Divisional Manager after 01 January 2021 should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 118000.

Discipline

49.43 The Bureau reiterates that maintenance of discipline within the premises of the training centres under responsibility of the MITD should be the concern of each and every member of the staff, both teaching and non-teaching. Every member should participate actively to continuously maintain the highest level of discipline in training centres. They should act proactively and collectively to restore discipline immediately in any situation of unruliness and disorderliness.

Abolition of Grades

49.44 Management has submitted that the following grades are vacant and would no longer be required:

General Worker (Personal to employees in post as at 31.12.20)

Terminal Attendant (Ex-SPI) (Personal)

Office Attendant (Personal to employees in post as at 30.06.08)

Clerical Officer/Higher Clerical Officer (Personal)

Security Officer

Analyst Programmer

Administrative Secretary (Personal to officers in post as at 30.06.08)

Project Officer

Senior Trainer (Personal to officers in post as at 30.06.08)

Assistant Manager (Human Resource) (Personal to incumbent in the grade of Assistant Manager responsible for Human Resource at ex-IVTB)

Assistant Manager (Information and Communication Systems) (Personal to incumbent in the grade of Assistant Manager responsible for Information Technology at ex-IVTB)

Assistant Manager (Procurement and Logistics) (Personal to incumbent in the grade of Assistant Manager responsible for Procurement at ex-IVTB)

Training Centre Manager (Personal to incumbents in the grade of Manager at Ex- TSMTF)

Divisional Manager (Personal to incumbent in the grade of Divisional Manager responsible for IT of ex-IVTB)

Team Leader (IT) (Personal to incumbent in the grade of Divisional Manager responsible for IT of ex-IVTB)

Recommendation 13

49.45 We recommend that the above-mentioned grades be abolished.

49.46 We also recommend that the grade of Usher (Personal to officers in post as at 30.06.08) be abolished as the post is vacant.

49. MAURITIUS INSTITUTE OF TRAINING AND DEVELOPMENT SALARY SCHEDULE

MITD 1 : Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600

Office Attendant (Ex-SPI) (Personal)

MITD 2 : Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34160

Office Attendant/Receptionist (Ex-SPI) (Personal)

MITD 3 : Rs 23645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840

Workshop Assistant/Senior Workshop Assistant (Personal to employees in post as at 30.06.08)

MITD 4 : Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 36565

General Assistant

MITD 5 : Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290

Driver/Office Auxiliary

formerly Driver/Messenger

Driver/Messenger (Personal to Driver/Messengers in post at ex-IVTB and Ex-TSMTF as at 30.06.2008)

MITD 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

Senior General Assistant

MITD 7 : 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

49. MAURITIUS INSTITUTE OF TRAINING AND DEVELOPMENT (Contd)

- MITD 8 : 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 - 40110**
Driver (Heavy Vehicles above 5 tons) (New Grade)
- MITD 9 : 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 - 42050**
Printing Assistant
- MITD 10 : 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 - 39140 x 970 - 42050**
Laboratory Auxiliary (Personal to employees in post as at 30.06.08)
formerly Laboratory Attendant (Personal to employees in post as at 30.06.08)
- MITD 11 : 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**
Technical Assistant (IT)
Technical Assistant (Maintenance)
- MITD 12 : 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
Library Clerk (Personal to officers in post as at 30.06.08)
- MITD 13 : 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**
Technical Assistant (Maintenance) (Personal to incumbents in the grade of Technical Assistant of ex-TSTMTF in post as at 30.06.08)
- MITD 14 : 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**
Teacher, Basic Secondary Schools (Personal to officers in post as at 31.12.20)
- MITD 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
- MITD 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**
Accounts Clerk
Assistant Financial Operations Officer (Personal to officers in post as at 31.12.20)
Assistant Procurement and Supply Officer

49. MAURITIUS INSTITUTE OF TRAINING AND DEVELOPMENT (Contd)

- MITD 17 : 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
- MITD 18 : Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**
Procurement and Supply Officer
- MITD 19 : 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
formerly Higher Executive Officer
- MITD 20 : 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
- MITD 21 : Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850**
Senior Procurement and Supply Officer (Future Holder)
- MITD 22 : 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**
Human Resource Assistant (Personal to officers in post as at 30.06.08)
ICT Technician
Library Officer
Maintenance Officer
Marketing Officer
Public Relations Officer (New Grade)
- MITD 23 : Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350**
Senior Procurement and Supply Officer (Personal)
- MITD 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 x 1750 - 62350 x 1850 - 64200**
Safety and Health Officer/Senior Safety and Health Officer
- MITD 25 : 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

49. MAURITIUS INSTITUTE OF TRAINING AND DEVELOPMENT (Contd)

MITD 26 : Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 71700

Senior Accounting Technician

MITD 27 : 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 - 51200 QB 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750

Training Officer

formerly Training Officer

Instructor

Instructor (Personal to officers in the grade of Instructor at EX-TSMTF as at 30.06.08)

MITD 28 : 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

Career Guidance Officer (New Grade)

Psychologist

Quality Assurance Officer (Future Holder)

Trainer (Personal to officers in the grade of Trainer of Ex-TSMTF)

MITD 29 : 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 Systems Administrator

MITD 30 : 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

Curriculum Officer

Examination Officer

Internal Auditor/Senior Internal Auditor

MITD 31 : Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750

Curriculum Officer (Personal to incumbent in the grade of Curriculum Officer of ex-IVTB)

Marketing Manager

Training Coordinator (New Grade)

MITD 32 : 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 x 2500 - 91750

Coordinator (Personal to officers in post as at 30.06.08)

49. MAURITIUS INSTITUTE OF TRAINING AND DEVELOPMENT (Contd)

MITD 33 : Rs 51200 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750

Quality Assurance Officer (Personal to officer in post as at 31.12.25)

MITD 34 : Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750

Assistant Manager

Assistant Manager (Human Resource)

Assistant Manager (Information and Communication Systems)

Assistant Manager (Procurement and Logistics)

Assistant Manager (Research, Project and Curriculum Development) (New Grade)

Assistant Manager (Training Delivery) (New Grade)

Senior Examination Officer

MITD 35 : Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000

Assistant Manager (Personal to incumbent in the grade of Assistant Manager of ex-IVTB and ex-TSMTF)

Assistant Manager (Information and Communication Systems) (Personal to incumbent in the grade of Assistant Manager responsible for Information Technology at ex-IVTB)

MITD 36 : Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500

Training Center Manager

MITD 37 : Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 106250

Training Centre Manager (Personal to incumbents of ex-IVTB)

MITD 38 : Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 114000

Divisional Manager (Administration)

Divisional Manager (Assessment and Certification)

Divisional Manager (Facilities Management)

Divisional Manager (Finance)

Divisional Manager (Human Resource)

Divisional Manager (Information and Communication Systems)

Divisional Manager (Procurement and Logistics)

Divisional Manager (Research, Project and Curriculum Development) (New Grade)

Divisional Manager (Training Delivery) (New Grade)

49. MAURITIUS INSTITUTE OF TRAINING AND DEVELOPMENT (Contd)

MITD 39 : Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000

Divisional Manager (Personal to incumbent in the grade of Divisional Manager responsible for Corporate Affairs of ex-IVTB)

Divisional Manager (Facilities Management) (Personal to incumbent in the grade of Divisional Manager responsible for Maintenance of ex-IVTB)

MITD 40 : Rs 118000 x 4000 - 130000

Deputy Director (Training)

Deputy Director (Corporate)

MITD 41 : Rs 154000

Director

