

## 51. MAURITIUS MEAT AUTHORITY

- 51.1 The Meat Act of 1974 provides for the establishment of the Mauritius Meat Authority (MMA) as a body corporate. The Authority is vested with the powers, *inter alia*, to: establish and manage abattoirs; construct, maintain and rent places for the sale of meat, meat products or by-products of the slaughtering process; and license persons and premises in connection with the slaughter of animals for meat, as well as the preparation, processing, packing and marketing of meat.
- 51.2 Its mission is to ensure the slaughter and timely delivery of meat is fit for human consumption thereby meeting all hygienic conditions. Being unique in Mauritius, the MMA envisions to become an Abattoir of International Standard. The services of the Abattoir are provided through three different slaughter houses: Beef, Goat and Pork. Each slaughter house ensures that the social, cultural and religious aspects are given a special consideration in the slaughtering process.
- 51.3 Being at the apex, the General Manager is responsible for the execution of the policy of the Authority and for the control and management of its day-to-day activities. The support services are provided by officers in professional, technical, General Services Cadres and employees of the Workmen's Group.
- 51.4 The representations of staff side in the context of this Report were focussed on review of existing Conditions of Service/salary/allowances and creation of a level of Head Gardener. During consultation, relevant justifications were provided thereof. The views of Management were also sought on a few proposals made by the staff side which, despite several requests, were not submitted to the Bureau.
- 51.5 During meeting, Management reported that proposals for this review would be submitted to the Bureau upon obtention of the Report of the Office of the Public Sector Governance entrusted with the responsibility of conducting a survey to address the shortcomings of the activities and functioning of the different Departments of the Authority. The attention of Management was also drawn to the fact that several posts on the establishment of the MMA which are vacant should equally be filled for the smooth functioning of the organisation.
- 51.6 As the existing structure of the MMA is appropriate, we are not bringing any change thereto.

### Movement Beyond Top Salary

- 51.7 Officers in the grades of Human Resource Officer/Senior Human Resource Officer and Senior Financial Operations Officer (Future Holder) 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.**

**Allowance to General Worker**

51.8 To ease the smooth functioning of the Authority, General Workers are posted at the Abattoir to perform specific tasks such as sorting of animals; cleaning of bleeding areas, slaughter halls, weighing rooms and cold rooms; collection and disposal of Abattoir wastes; and assisting the Laundry Workers as and when required. As an inducement to perform these tasks, they are being granted a monthly allowance of Rs 1050. Given that this arrangement is serving its purpose, we are revising the quantum of allowance.

**Recommendation 1**

**51.9 We recommend that the monthly allowance payable to General Workers who are posted at the Abattoir to perform the aforementioned specific tasks be revised to Rs 1155.**

**Transport Management**

51.10 Over and above their normal duties, Assistant Head Butchers equally shoulder the responsibility for transport management in different Sections of the Abattoir against payment of a monthly allowance of Rs 660. This provision being adequate should continue with a revised quantum.

**Recommendation 2**

**51.11 We recommend that the monthly allowance payable to each Assistant Head Butcher for managing the transport fleet of the Authority, over and above their normal duties, be revised to Rs 725.**

**Specific Conditions of Service****Breakfast**

51.12 In view of its specific hours of operation, the MMA provides breakfast to those employees who start work before 0600 hours on peak days. Considering the importance of this provision, **the Bureau recommends that it should continue to prevail.**

**Attendance Bonus**

51.13 Officers in the under-mentioned grades who are required to start work prior to 0600 hours for the timely supply of meat in good hygienic conditions are currently eligible for an attendance bonus of Rs 70 per hour:

**Head Butcher (Goat, Pork, Cattle/Sheep)**

**Assistant Head Butcher**

**Slaughterman/Senior Slaughterman**

**Meat Loader/Lorry Helper**

**General Purpose Handy Worker/Tradesman's Assistant**

**Motor Mechanic Grade I**

**Electro-Mechanic****Boiler Operator****Driver**

- 51.14 Considering the relevance of the existing provision, we are maintaining same and revising the quantum.

**Recommendation 3**

- 51.15 We recommend that officers in the above-mentioned grades who are required to start work prior to 0600 hours for the timely supply of meat in good hygienic conditions should be paid a revised attendance bonus of Rs 75 per hour.**

**Hours of Work**

- 51.16 To smoothen the functioning of its day-to-day activities, provision was made for the MMA to apply the alternative modes of employment as specified in Chapter Employment on Contract and Alternative Modes of Employment in Volume 1 of this Report. **This arrangement, being appropriate, should continue to exist.**

**Health Surveillance**

- 51.17 Existing recommendation provides for the MMA, with the assistance of the relevant authorities, to ensure that an annual health risk assessment is carried out to identify situations where employees are exposed to noxious substances or adverse working conditions that may impair their health and that the employees concerned are placed under a suitable Health Surveillance Programme.
- 51.18 The fact that this provision is beneficial to the employees, we are upholding same.**

**Meat Loader/Lorry Helper**

- 51.19 The existing specific provisions governing redeployment of employees in the grade of Meat Loader/Lorry Helper in other Sections as well as their early retirement are being maintained and replicated.

**Recommendation 4**

- 51.20 We recommend that:**

- (i) Management should continue to consider the advisability of redeploying the Meat Loader/Lorry Helpers, who are above 55 years and whose duties require physical fitness, in other Sections where less physical effort is required; and**
- (ii) Meat Loader/Lorry Helpers should be allowed to retire after completing 25 years' of pensionable service. However, retirement benefits for these employees should be governed by provisions as specified under the Chapter Retirement and Retirement Benefits – Pension Scheme for the Public Sector in Volume 1 of this Report.**

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### SALARY SCHEDULE

<b>MA 1</b>	<b>:</b>	<b>Rs 30265</b> Safety and Health Officer (Part-time)
<b>MA 2</b>	<b>:</b>	<b>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</b> General Worker
<b>MA 3</b>	<b>:</b>	<b>Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965</b> Laundry Worker
<b>MA 4</b>	<b>:</b>	<b>Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615</b> Stores Attendant
<b>MA 5</b>	<b>:</b>	<b>Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040</b> Surveillant
<b>MA 6</b>	<b>:</b>	<b>Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600</b> Gardener General Purpose Handy Worker/Tradesman's Assistant Meat Loader/Lorry Helper
<b>MA 7</b>	<b>:</b>	<b>Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34160</b> Livestock Attendant (Personal) <i>formerly Stockman (Personal)</i>
<b>MA 8</b>	<b>:</b>	<b>Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280</b> Office Auxiliary/Senior Office Auxiliary <i>formerly Office Attendant</i>
<b>MA 9</b>	<b>:</b>	<b>Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290</b> Driver
<b>MA 10</b>	<b>:</b>	<b>Rs 24545 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215</b> Boiler Operator Electro-Mechanic Motor Mechanic Grade I Plumber and Pipe Fitter

**51. MAURITIUS MEAT AUTHORITY (Contd)**

- MA 11 : 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*
- MA 12 : 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
- MA 13 : 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**  
Slaughterman/Senior Slaughterman
- MA 14 : 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 (Meat Van)
- MA 15 : 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**  
Assistant Head Butcher
- MA 16 : 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  
*formerly Clerical Officer/Higher Clerical Officer*
- MA 17 : 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
- MA 18 : Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000**  
Assistant Financial Operations Officer  
Assistant Procurement and Supply Officer
- MA 19 : Rs 29915 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 51200**  
Head Butcher (Goat, Pork, Cattle/Sheep)
- MA 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

**51. MAURITIUS MEAT AUTHORITY (Contd)**

<b>MA 21</b>	<b>:</b>	<b>Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950</b> Financial Operations Officer Procurement and Supply Officer
<b>MA 22</b>	<b>:</b>	<b>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</b> Office Management Assistant <i>formerly Higher Executive Officer</i>
<b>MA 23</b>	<b>:</b>	<b>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</b> Human Resource Officer/Senior Human Resource Officer
<b>MA 24</b>	<b>:</b>	<b>Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850</b> Senior Financial Operations Officer (Future Holder)
<b>MA 25</b>	<b>:</b>	<b>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</b> Abattoir Supervisor ICT Technician
<b>MA 26</b>	<b>:</b>	<b>Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350</b> Senior Financial Operations Officer (Personal)
<b>MA 27</b>	<b>:</b>	<b>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 - 77750</b> Engineer
<b>MA 28</b>	<b>:</b>	<b>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</b> Accountant/Senior Accountant Administrative Secretary
<b>MA 29</b>	<b>:</b>	<b>Rs 150000</b> General Manager

