

### 53. MAURITIUS OCEANOGRAPHY INSTITUTE

- 53.1 Established as a body corporate to rationalise and coordinate oceanographic research and development activities, the Mauritius Oceanography Institute (MOI) operates under the *aegis* of the Ministry of Agro-Industry, Food Security, Blue Economy and Fisheries. Its objectives are, *inter alia*, to: foster interest in research and development in relation to oceanography; and advise Government on the formulation and implementation of policies and programmes in respect of oceanography and related aspects. To support the development of a sustainable blue economy through its scientific and technical capacity, the Institute has restructured its research agenda.
- 53.2 The Director who is at the helm of the organisation, is responsible for the execution of the policy of the Institute and for the control and management of its day-to-day activities. He is assisted in the exercise of his functions by a Deputy Director and officers of the Research Scientist Cadre as well as by an array of professional, technical and support staff.
- 53.3 Management and Union have proposed, among others, for the creation of a multitude of grades and restyling and upgrading of certain positions, including those of the Research Scientist Cadre. As acceding to the request would have not been technically correct, we refrained from so doing and parties were informed accordingly. Requests were also made for an enhancement in Conditions of Service; grant of 70% duty exemption facilities; payment of allowances; grant of an enhanced leave scheme to officers undertaking post-graduate research studies; and for a review of schemes of service.
- 53.4 After examining all the requests, we are reviewing the qualifications requirement of the grade of Documentation Officer; restyling the grades of Systems Administrator and IT Officer; and providing for the payment of an allowance to MOI staff to ensure the safety of scientific and technical staff at sea.

#### Documentation Officer

- 53.5 At present, a grade of Documentation Officer exists on a personal basis. Management requested the Bureau to provide for future recruitment thereto. After reassessing the grade based on the Job Description Questionnaire filled in by the incumbent and its scheme of service, we noted that the nature and level of duties performed do not warrant possession of a degree qualification. We are therefore reviewing the qualifications requirement of the grade and providing a future holder salary, in line with that obtains for similar positions in other Parastatal Bodies.

#### Recommendation 1

- 53.6 **We recommend that, henceforth, appointment to the grade of Documentation Officer should be made by selection from among candidates possessing a Diploma in Library and Information Science or Information and Library Studies or an equivalent qualification.**

**Senior IT Analyst**  
**formerly Systems Administrator**

**IT Analyst**  
**formerly IT Officer**

- 53.7 The Bureau has examined the schemes of service and Job Description Questionnaires of existing IT grades at the MOI with a view to harmonise the grade appellation across Parastatal Bodies. We are, therefore, restyling the grades of Systems Administrator and IT Officer to appropriate appellations.

**Recommendation 2**

- 53.8 **We recommend that the grades of Systems Administrator and IT Officer be restyled to Senior IT Analyst and IT Analyst respectively.**
- 53.9 **We further recommend that the mode of appointment of the two grades as well as their duties should be in line with the recommendations made in the Chapter on Observations and General Provisions of this Volume.**

**Movement Beyond Top Salary**

- 53.10 Human Resource Officer/Senior Human Resource Officers and Internal Audit Officer/Senior Internal Audit Officers *formerly Internal Control Officer/Senior Internal Control Officers* should be allowed to move incrementally beyond their top salary, subject to satisfying certain criteria. **Recommendations thereto related have been made in the Chapter on Observations and General Provisions of this Volume.**

**Allowance to ensure Safety at Sea**

- 53.11 The Union represented that for every fieldwork, there is need for an officer having a minimum rescue qualification to be present to ensure safety of scientific and technical staff at sea during diving exercises. At present, a Technical Assistant/Senior Technical Assistant is carrying out this task and a request has been made for the latter to be paid an allowance. After examination, we are providing for extra compensation to the incumbent performing such duties.

**Recommendation 3**

- 53.12 **We recommend that the MOI staff who is required to ensure the safety of scientific and technical officers at sea during diving exercises, should be paid an allowance of Rs 825 per dive subject to a maximum of Rs 12375 per month, provided the incumbent possesses a relevant qualification with respect to diving.**

**Diving Allowance**

- 53.13 Scientific and technical staff of the MOI are eligible for the payment of a Diving Allowance every time they perform diving duties. The staff side have requested to revoke the ceiling of the number of dives in a month. After analysing the request, we consider that the ceiling of 15 dives is appropriate. We are therefore

maintaining the payment of the allowance whilst revising its quantum. The definition of 'diving' provided in the 2021 Report is also being replicated to ease implementation.

#### **Recommendation 4**

**53.14 We recommend that scientific and technical staff of the MOI who are called upon to perform (scuba) diving duties for carrying out observation and data collection underwater be paid an allowance of Rs 765 per dive, subject to a maximum of Rs 11475 per month.**

53.15 For the purpose of implementation of the above recommendation, "diving" is referred to "the activity of working below the surface of water/underwater with the aid of a breathing apparatus, excluding a snorkel".

#### **Sea Going Allowance/Incentive**

53.16 A Sea Going Allowance is presently paid to scientific and technical staff who act as observers on board vessels in connection with scientific operations. Moreover, scientific and technical staff who stay on board vessel for a period of five consecutive days in connection with scientific operations are eligible for one day's rest. We are harmonising the payment of the allowance in line with what has been recommended in other quarters.

#### **Recommendation 5**

**53.17 We recommend that scientific and technical staff who act as observers on board vessels in connection with scientific operations should be paid a Sea Going Allowance as hereunder:**

- (i) **Rs 1155 per day if they are not eligible for overtime; and**
- (ii) **those who are eligible for overtime, as below:**
  - (a) **one day's pay for working in the open sea for four hours up to 12 hours on working days.**
  - (b) **one and a half day's pay for working beyond 12 hours, including Saturdays, up to 24 hours.**
  - (c) **one day's pay and one day off for working for four to 12 hours on Public Holidays and Sundays.**

**53.18 We further recommend that scientific and technical staff who stay on board vessel for a period of five consecutive days in connection with scientific operations should continue to be granted one day's rest.**

#### **Continuous Professional Development (CPD)**

53.19 An allowance is payable to officers of the Research Scientist Cadre to meet expenses towards their professional development. They are also granted special leave, subject to the exigencies of service, to enable them to take advantage of professional development programmes either locally or abroad. The present

arrangement is appropriate and is being maintained.

### **Recommendation 6**

**53.20 We recommend that the Principal Research Scientists, Research Scientists and Associate Research Scientists on the permanent and pensionable establishment of the MOI should be:**

- (i) paid an allowance of Rs 9240 annually, in order 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 10 days special leave annually which may be combined with other types of leave in cases where the number of days of leave required exceeds 10 days, subject to the exigencies of service.**

### **Consultancy Services**

**53.21 Staff of the MOI are currently allowed to provide Consultancy Services and the net income therefrom is shared between the staff concerned and Management. We are reiterating this provision.**

### **Recommendation 7**

**53.22 We recommend that MOI staff should continue to be allowed to provide consultancy services and the net income therefrom should be shared between officers involved in the provision of research and consultancy services and the MOI in the ratio of 2:1.**

### **Enhanced Pension Benefits to PhD holders of MOI**

**53.23 Presently, officers in a professional level or above, holding a PhD Degree and who are effectively involved in research activities on a regular basis are granted enhanced pension benefits. This provision is being maintained on a personal basis.**

### **Recommendation 8**

**53.24 We recommend that officers in a professional level or above, in post as at 31 December 2025, who as at that date possessed a PhD Degree recognised by the Board and who are effectively engaged in research activities on a regular basis, should be eligible, on a personal basis, for four pensionable months of service for every three years of post-doctoral effective service, subject to a maximum of 40 months.**

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#### SALARY SCHEDULE

<b>MOI 1</b>	<b>:</b>	<b>Rs 30265</b> Safety and Health Officer (Part-time)
<b>MOI 2</b>	<b>:</b>	<b>Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765</b> Handy Worker
<b>MOI 3</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/Office Auxiliary <i>formerly Driver/Office Attendant</i>
<b>MOI 4</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> Handy Worker (Skilled)
<b>MOI 5</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 - 39140 x 970 - 42050</b> Laboratory Auxiliary <i>formerly Laboratory Attendant</i>
<b>MOI 6</b>	<b>:</b>	<b>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</b> Front Desk Officer
<b>MOI 7</b>	<b>:</b>	<b>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</b> Clerical Officer <i>formerly Clerical Officer/Higher Clerical Officer</i>
<b>MOI 8</b>	<b>:</b>	<b>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</b> Management Support Officer
<b>MOI 9</b>	<b>:</b>	<b>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</b> Accounts Clerk Assistant Procurement and Supply Officer
<b>MOI 10</b>	<b>:</b>	<b>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 - 52300</b> Technical Assistant/Senior Technical Assistant

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- MOI 11 : 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
- MOI 12 : 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
- MOI 13 : 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
- MOI 14 : 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*
- MOI 15 : 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
- MOI 16 : 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 (Future Holder)  
Plant and Maintenance Officer
- MOI 17 : 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**  
Technical Officer/Senior Technical Officer  
*formerly Technical Officer*
- MOI 18 : 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  
Public Relations Officer

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- MOI 19 : 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**  
Associate Research Scientist  
Documentation Officer (Personal)  
IT Analyst  
*formerly IT Officer*
- MOI 20 : 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
- MOI 21 : Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**  
Research Scientist  
Senior IT Analyst  
*formerly Systems Administrator*
- MOI 22 : 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
- MOI 23 : Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000**  
Principal Research Scientist
- MOI 24 : Rs 114000 x 4000 - 126000**  
Deputy Director
- MOI 25 : Rs 162000**  
Director

