

69. NATIONAL CO-OPERATIVE COLLEGE

- 69.1 Set up as a body corporate under Section 103 of the Co-operatives Act 2016, the National Co-operative College (NCoC) operates under the *aegis* of the Ministry of Industry, SME and Cooperatives. Its main objectives are, among others, to: act as a centre for the consolidation and development of the co-operative movement through education and training and for the exchange of information in the field of co-operatives; provide facilities and engage in research and training for the promotion and development of the co-operative entrepreneurship, philosophy, principles and values; and promote and develop capacity building through entrepreneurship and business leadership.
- 69.2 The College conducts both award and non-award courses which are delivered in a decentralised manner across Mauritius and Rodrigues. All the programmes are accredited by the Mauritius Qualifications Authority and are dispensed by qualified trainers and lecturers. In line with its mandate and with a view to equipping youth and unemployed women with vocational skills, the NCoC organises workshops, seminars and webinars; and vocational skills development programs. It also conducts research on cooperative issues and provides insights and solutions; and supports cooperative start-ups.
- 69.3 A Director is at the apex of the College and he is responsible for its day-to-day management. He is assisted in his functions by a Programme/Research Officer, incumbents in the General Services grades and employees in the Workmen's Group.
- 69.4 For this review exercise, the request for the creation of the grades of Lecturer, Public Relations Officer, Administrative Assistant, Office Management Assistant and Gardener/Attendant could not be retained as either no functional needs could be established or their creation would result in dead-end positions, which the Bureau does not recommend, as far as possible.
- 69.5 Overall, we consider that the present organisational structure is adequate for the NCoC to deliver on its mandate. We are, however, in this Report providing for an appropriate compensation to General Workers for performing gardening duties.

Allowance to General Workers

- 69.6 There is no full-time job for a Gardener at the NCoC and the gardening duties are currently being performed by employees in the grade of General Worker. Hence, we are providing for an allowance to them.

Recommendation 1

- 69.7 **We recommend that the General Workers who effectively perform gardening duties should be paid a monthly *ad hoc* allowance equivalent to one increment at the salary point reached in their salary scale.**

69. NATIONAL CO-OPERATIVE COLLEGE**SALARY SCHEDULE**

NCoC 1	:	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
NCoC 2	:	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 Handy Worker
NCoC 3	:	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 <i>formerly Driver/Office Attendant</i>
NCoC 4	:	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 Information Desk Operator
NCoC 5	:	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
NCoC 6	:	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
NCoC 7	:	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
NCoC 8	:	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 Trainer
NCoC 9	:	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 Programme/Research Officer

69. NATIONAL CO-OPERATIVE COLLEGE (Contd)

**NCoC 10 : Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 -
110000 x 4000 - 118000**

Director

