

72. NATIONAL LIBRARY

- 72.1 The National Library (NL) was set up under Act No. 32 of 1996 and operates under the *aegis* of the Ministry of Arts and Culture. It envisions to be a World-class Information Centre using the latest technologies to best serve the Mauritian nation and people at large.
- 72.2 Its main objects are to: act as the national bibliographic centre; maintain the national bibliography and other bibliographies; collect, receive and preserve all library materials required to be deposited in the library; acquire library materials generally, and, in particular, a comprehensive collection of library materials relating to Mauritius.
- 72.3 A Director is at the helm of the organisation and she is responsible for the control and management of its day-to-day business. The latter is supported in her functions by a complement of staff belonging to the professional, technical, General Services grades and employees of the Workmen's Group.
- 72.4 For this review exercise, the representations of the staff side were to allow Library Officers who have drawn their top salary for a year to move incrementally in the salary scale of the grade of Senior Library Officer up to a certain salary point; merge the grades of Library Officer and Senior Library Officer; and restyle the grade of Library Officer to Information, Research and Documentation Officer. Management's proposals were to: provide enhanced car and travelling benefits; and create certain grades such as Head Librarian, Office Management Assistant and Head Library Attendant, among others. The parties were provided with ample information and explanation for those requests that could not be retained.
- 72.5 After examining all the proposals, the Bureau considers that the organisational structure is adequate for the National Library to deliver on its mandate. Appropriate recommendations are being made to compensate officers who have been entrusted with additional/specific duties.

Allowance for performing conservation/restoration duties

- 72.6 Management has informed that officers of the National Library are called upon to perform basic conservation works such as restoring hard copies of newspapers. These conservation duties are not listed in their schemes of service. Hence, it has requested that officers in the Library Officer, Library Clerk and Library Attendant Cadres who have been provided with appropriate training and are effectively performing the conservation/restoration duties be compensated for the additional work. The Bureau is making an appropriate recommendation in that regard.

Recommendation 1

- 72.7** We recommend that the National Library should make arrangements to: mount a training course on conservation/restoration techniques for incumbents in the Library Officer, Library Clerk and Library Auxiliary *formerly Library Attendant* Cadres.
- 72.8** We further recommend that officers who have successfully completed the training and are effectively performing conservation/restoration duties at the Library be paid a monthly allowance of Rs 300.

Binder**Senior Binder**

- 72.9** Management has informed that following the digitisation project at the National Library, incumbents in the grades of Binder and Senior Binder, in addition to their normal duties, are called upon to perform scanning duties. Request has hence been made to include these duties in their schemes of service. A perusal of duly filled in Job Description Questionnaires reveals that the employees are indeed performing the aforementioned duties. The Bureau is making provisions thereto.

Recommendation 2

- 72.10** We recommend that Management should promptly amend the schemes of service of the grades of Binder and Senior Binder by enlarging their duties to include scanning duties.
- 72.11** We further recommend that the Binders and Senior Binders in post as at 31 December 2025, should be granted one additional increment at salary point reached in the salary scale subject to the top salary.

Allowance to Library Auxiliary *formerly Library Attendant* Cadre

- 72.12** Currently, incumbents in the Library Auxiliary Cadre *formerly Library Attendant Cadre* are eligible for an allowance for collecting and depositing keys at the Police Station. This arrangement is being aligned to what has been recommended for employees in the Workmen's Group-General.

Recommendation 3

- 72.13** We recommend that paragraphs 42.28 and 42.29 in Volume 2 Part I of this Report should be applicable to incumbents in the Library Auxiliary *formerly Library Attendant* Cadre at the National Library.

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SALARY SCHEDULE

NL 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

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NL 2	:	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Library Auxiliary <i>formerly Library Attendant</i>
NL 3	:	Rs 26045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280 Senior Library Auxiliary <i>formerly Senior Library Attendant</i>
NL 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/Office Auxiliary <i>formerly Driver/Office Attendant</i>
NL 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 Binder
NL 6	:	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
NL 7	:	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 Microfilm Operator
NL 8	:	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
NL 9	:	Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930 Senior Binder
NL 10	:	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 Technician (Audio Visual Library)
NL 11	:	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

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- NL 12 : 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 Procurement and Supply Officer
- NL 13 : Rs 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000**
Senior Library Clerk
- NL 14 : Rs 32190 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 51200**
Office Supervisor
- NL 15 : 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
- NL 16 : Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**
Information, Research and Documentation Officer (Ex-SMEDA)
(Personal)
- NL 17 : 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
- NL 18 : 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**
Library Officer
- NL 19 : Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350**
Senior Accounts Officer
- NL 20 : Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
Senior Library Officer
- NL 21 : 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

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NL 22 : 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 IT Officer/Systems Administrator

Librarian

NL 23 : 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 - 77750

Accountant

NL 24 : Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750

Senior Librarian

NL 25 : Rs 138000

Director

