

## 82. OUTER ISLANDS DEVELOPMENT CORPORATION

- 82.1 The Outer Islands Development Corporation (OIDC), a body corporate established under Act No. 41 of 1982, is entrusted with the responsibility for the management and development of the Islands of Agalega and St. Brandon. These form part of the territorial area of the Republic of Mauritius.
- 82.2 Over the years, the Corporation has emerged as a socio-economic organisation. Its objects are to: contribute to the economy of Mauritius; promote social, environmental and human development; upgrade the living conditions of the inhabitants of Agalega; ensure that law and order is maintained in the Outer Islands; promote sustainable development through the use of renewable energy and the development of such activities that will lead to more economic growth of the Outer Islands.
- 82.3 A brief description of the Outer Islands, forming part of the State of Mauritius, other than Rodrigues is enunciated in the ensuing paragraphs:

### **Agalega**

Located at 1000 km North of Mauritius, Agalega comprises two islands, *viz.* the North and the South straddling over a total area of 2600 hectares which is surrounded with coconut plantations.

### **North Island**

Two villages, specifically, Village 25 and Village La Fourche form part of the North Island. While most activities of the island such as the Administration, Police, Primary and Secondary Schools, Health Centre, Churches, Shops, Mauritius Telecom, Oil Mill, Meteorological Services and airstrip are concentrated in Village 25, Village La Fourche dwells the Port Saint James/Saint James Jetty, the National Coast Guard Post and the radar system for the surveillance of the marine zone.

### **South Island**

Saint Rita Village is the only village in the South Island and its main activities are agriculture, coconut plantation and livestock project.

The Resident Manager is responsible for the administration of Agalega Islands and welfare of its 300 inhabitants.

### **St Brandon**

Situated at about 400 km to the North East of Mauritius, St Brandon Group of Islands includes 28 islets and spreads over a total area of 500 acres. The Archipelago supports valuable fishery stocks and a diversity of marine fauna and flora. Though the islands are not inhabited, there are some fishermen working on a temporary basis.

- 82.4 Being at the apex, the General Manager is responsible for the execution of the policy of the Board and control as well as management of the day-to-day business of the Corporation. The support services are provided by officers belonging to the Professional, Technical, General Services Cadres and employees of Workmen's Group.
- 82.5 Representations from staff side were centred on the readjustment of salaries in view of the introduction of National Minimum Wage; reduction of the duration of the tour of service to Agalega; restyling/merging/creation of grades; implementation of flexi-time and grant of training. Management, on its part, canvassed the creation of additional levels and the restyling of the grade of Purchasing and Marketing Assistant. During consultations, the Bureau justified its stand for requests which could not be taken on board.
- 82.6 After examination of all the representations, the Bureau considers that the Corporation is structurally well equipped to deliver on its mandate. Hence, we are maintaining a status quo to the current organisation structure whilst revising the specific allowances.

#### **Movement for Human Resource Officer/Senior Human Resource Officer**

- 82.7 Human Resource Officer/Senior Human Resource Officers possessing the relevant Diploma are allowed to move incrementally beyond top salary subject to meeting certain criteria. **Recommendation related thereto has been made in the Chapter on Observations and General Provisions of this Volume.**

#### **Resident Manager**

- 82.8 As recommended in our past Reports, **appropriate means of commutation, for both official and private purposes, should be provided to the Resident Manager** considering the topography of the island and the fact that incumbent is required to be available on a 24-hour basis. This provision is still valid and is being upheld.

#### **Recommendation 1**

- 82.9 **We recommend the continued provision of an appropriate means of commutation for both official and private purposes to the Resident Manager.**

#### **Inducement Allowance**

- 82.10 An Inducement Allowance equivalent to 60% of their monthly salary is paid to Mauritian officers posted to Agalega Islands on a contractual basis. This provision, which is still relevant, is being reiterated.

## Recommendation 2

### 82.11 We recommend that:

- (i) officers on contractual employment posted to Agalega Islands should continue to be granted an Inducement Allowance equivalent to 60% of their monthly salary; and
- (ii) the monthly Inducement Allowance payable to these officers be pro-rated with respect to the duration of their stay in these islands.

## Disturbance Allowance

82.12 As per existing provision, officers residing in Mauritius who are called upon to serve in Agalega and St. Brandon on a tour of service ranging between four to six months are entitled to a monthly Disturbance Allowance equivalent to 60% of their gross salary. In view of its relevancy, we are maintaining the prevailing provisions.

## Recommendation 3

82.13 We recommend the continued payment of a monthly Disturbance Allowance equivalent to 60% of gross salary (basic salary plus salary compensation at approved rates) to officers residing in Mauritius and who are called upon to serve in Agalega and St Brandon on a tour of service.

82.14 We equally recommend that the monthly Disturbance Allowance payable to these officers be prorated with respect to the duration of their stay in these islands.

## Abolition of Grades

82.15 As the grades of Administrative Manager (Personal), Social Worker (Personal), Clerk (Personal) and Assistant Stores Officer (Personal) are vacant, **they are being abolished.**

## 82. OUTER ISLANDS DEVELOPMENT CORPORATION SALARY SCHEDULE

OIC 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

## 82. OUTER ISLANDS DEVELOPMENT CORPORATION (Contd)

<b>OIC 2</b>	<b>:</b>	<b>Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765</b> Caretaker Childcare Assistant Facilitator Pre-Primary Handy Worker Office Assistant
<b>OIC 3</b>	<b>:</b>	<b>Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190</b> Bakery Operator (Agalega) Shop Assistant Tradesman's Assistant
<b>OIC 4</b>	<b>:</b>	<b>Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600</b> Operative (Agalega)
<b>OIC 5</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>OIC 6</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 - 36565</b> Boatman
<b>OIC 7</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 Driver/Office Auxiliary <i>formerly Driver/Office Attendant</i> Shopkeeper
<b>OIC 8</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</b> Field Supervisor
<b>OIC 9</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> Tradesman

## 82. OUTER ISLANDS DEVELOPMENT CORPORATION (Contd)

- OIC 10 : **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 Head Office Attendant*
- OIC 11 : **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**  
Telephone Operator/Receptionist
- OIC 12 : **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 - 40110**  
Crane Operator (Agalega)
- OIC 13 : **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 - 41080**  
Support Officer
- OIC 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 - 41080**  
Driver (Heavy Mechanical Unit)
- OIC 15 : **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**  
Clerk Assistant
- OIC 16 : **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 - 43990**  
Store/Indent Officer
- OIC 17 : **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**  
Purchasing and Marketing Assistant
- OIC 18 : **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
- OIC 19 : **Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930**  
Foreman

## 82. OUTER ISLANDS DEVELOPMENT CORPORATION (Contd)

**OIC 20 : 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**

Data Records Officer

**OIC 21 : Rs 27265 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900**

Maintenance Technician

**OIC 22 : 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**

Works Officer

**OIC 23 : 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

**OIC 24 : Rs 28545 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**

Public Relations Officer

**OIC 25 : 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 Accounts Officer  
Assistant Agricultural Development Officer  
Assistant Procurement and Supply Officer

**OIC 26 : Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000**

Workshop Supervisor

**OIC 27 : Rs 28545 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**

Assistant Coordinator, Social Work

**OIC 28 : 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

**OIC 29 : 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 - 55950**

Senior Maintenance Technician

## 82. OUTER ISLANDS DEVELOPMENT CORPORATION (Contd)

- OIC 30 : 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
- OIC 31 : 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
- OIC 32 : 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**  
Administrative Assistant
- OIC 33 : Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**  
Purchasing and Marketing Officer/Senior Purchasing and Marketing Officer
- OIC 34 : Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350**  
Accounts Officer/Senior Accounts Officer
- OIC 35 : 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
- OIC 36 : Rs 33600 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**  
Assistant Resident Manager
- OIC 37 : 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**  
Agricultural Development Officer
- OIC 38 : 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  
Coordinator, Social Work  
Project Coordinator

## 82. OUTER ISLANDS DEVELOPMENT CORPORATION (Contd)

**OIC 39 : 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  
Internal Auditor/Senior Internal Auditor

**OIC 40 : 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 - 86750**

Engineer/Senior Engineer

**OIC 41 : Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**

Resident Manager

**OIC 42 : Rs 71700 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000**

Deputy General Manager

**OIC 43 : Rs 138000**

General Manager

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