

81. OPEN UNIVERSITY OF MAURITIUS

- 81.1 Set up in 2012 as a body corporate, the Open University of Mauritius (OUM) operates under the *aegis* of the Ministry of Tertiary Education, Science and Research. As a growing public university, the OUM plays a pivotal role in enhancing access to flexible, affordable and quality higher education through blended open and distance learning mode to learners. Its objects are, *inter alia*, to: advance and disseminate learning and knowledge through a diversity of means; be the focal point for the provision of open and distance learning in Mauritius; and encourage the use of open and distance learning at all levels of education and training.
- 81.2 The Director-General is the chief executive and academic officer of the University. He is assisted in the performance of his duties by the Deputy Director-General and Directors/Heads of the different Divisions. Academics and non-academics in the different grades also provide support to Management.
- 81.3 Both Management and Union requested for the creation of several grades; upgrading of the salary of existing positions; restyling of a few grades; payment of allowances; and harmonisation of the different cadres with what obtains in other Higher Education Institutions (HEIs). During consultation, parties were apprised of the outcome of their representations and those which need to be dealt with administratively.
- 81.4 After examining all the requests, we are strengthening the structure with the creation of a few levels to enable the University to better meet its objectives; extending the provision on academic attainment to Professors; and reiterating existing provisions. We are also reviewing the qualifications requirement of the grade of Printing Operator and reinstating the grade of Technician (Audio Visual Production) and Technician (Engineering and Technology Services) which were evanescent.

Internal Audit Officer (New Grade)

- 81.5 Management requested for a dedicated grade to look into the proper control of all processes at the University. Considering the importance of internal audit in an organisation, we are recommending for the creation of a grade of Internal Audit Officer.

Recommendation 1

- 81.6 **We recommend the creation of a grade of Internal Audit Officer. Appointment thereto should be in line with the recommendation made in the Chapter on Observations and General Provisions of this Volume.**
- 81.7 Incumbent would be required, among others, to: audit the finance, stores and other sections of the University; draft queries, memorandum or inspection reports arising out of the examination of the accounts and ensure that the Director-

General is informed promptly of explanations; and supervise, undertake and examine annual statements and draft reports thereon.

Library Officer (Roster) (New Grade)

Library Clerk (Roster) (New Grade)

- 81.8 The Library Unit presently comprises the grade of Head, Library Services, Librarian, Library Officer and Assistant Documentation Officer/Documentation Officer (Personal).
- 81.9 Management submitted that the OUM primarily caters for working students and library services are required outside conventional office hours particularly during Weekends. They, therefore, requested for the creation of a grade of Library Officer (Roster) to provide timely services to learners, against the abolition of that of Library Officer, which is vacant. Since there is operational requirement for this grade, we are recommending for its creation.
- 81.10 We are also providing for a subordinate level of Library Clerk (Roster) to assist the incumbents in the new grade of Library Officer (Roster).

Recommendation 2

- 81.11 **We recommend the creation of a grade of Library Officer (Roster). Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Assistant Documentation Officer/Documentation Officer (Personal). Upon phasing out of the grade of Assistant Documentation Officer/Documentation Officer (Personal), appointment thereto should be made by selection from among candidates possessing a Diploma in Library and Information Science or a Diploma in Information and Library Studies or the “Certificat d’Aptitude aux Fonctions de Bibliothécaire” or an equivalent qualification.**
- 81.12 **We also recommend that the grade of Library Officer be abolished.**
- 81.13 Incumbent in the grade of Library Officer (Roster) would be required, *inter alia*, to: perform the same duties as those devolving on the non-roster grade of Library Officer, which has been abolished.
- 81.14 **We further recommend the creation of a grade of Library Clerk (Roster). Appointment thereto should be made by selection from among candidates possessing a Cambridge School Certificate with credit in at least five subjects including English Language, French and Mathematics or Principles of Accounts and the Certificate in Information and Library Studies of the University of Mauritius or the Certificate in Library and Information Science of the City and Guilds of London Institute or an equivalent qualification.**
- 81.15 Incumbent would be required, among others, to: assist in the day-to-day running of the Library; arrange and keep all library materials in order; record and process

library materials; charge and discharge library materials; compile library statistics; and assist in the shelf reading, stock taking, classification and cataloguing.

Printing Operator

- 81.16 At present, the grade of Printing Operator is filled from candidates possessing a Cambridge School Certificate with credit in at least five subjects, among others. Considering its nature of duties and to allow a wider pool of candidates to apply for the post, we are reviewing its qualifications requirement.

Recommendation 3

- 81.17 **We recommend that, henceforth, the grade of Printing Operator should be filled by selection from among candidates possessing a Cambridge School Certificate; a Certificate in Printing Technology or Printing Administration or National Trade Certificate (Level 3) of the Mauritius Institute of Training and Development (MITD) in any one of the following fields: Printing, Plate Making and Machine Printing, Print Finishing and Book Binding, Pre-Press or National Certificate (Level 3) of the MITD in any one of the following fields: Plate Making and Machine Printing, Print Finishing, Pre-Press or an equivalent qualification and reckoning at least two years' post-qualification experience in operating reprographic printing and finishing equipment.**

Movement Beyond Top Salary

- 81.18 At present, Administrative Officers and Assistant Systems Analyst/Programmers now restyled Assistant IT Analyst/Programmers are allowed to move incrementally in the Master Salary Scale up to a salary point, subject to satisfying certain conditions. We are maintaining this provision whilst revising the salary points.

Recommendation 4

- 81.19 **We recommend that, subject to satisfying the performance criteria as per recommendation made in the Chapter on Observations and General Provisions of this Volume:**
- (i) **Administrative Officers should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 86750; and**
 - (ii) **Assistant IT Analyst/Programmers *formerly Assistant Systems Analyst/Programmers* possessing a Degree in Information Technology or Information Systems or Computer Science or an equivalent qualification, should be allowed to move incrementally in the Master Salary Scale by one increment.**
- 81.20 Human Resource Officer/Senior Human Resource Officers, Senior Financial Operations Officers (Future Holder) and Senior Procurement and Supply Officers (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.**

Incentive Scheme

81.21 In the 2021 PRB Report, an Incentive Scheme was introduced at the OUM for the benefit of academics, in line with what obtains in the academia. We are maintaining this provision in view of its continued validity.

Recommendation 5

81.22 We recommend that:

- (a) the Open University of Mauritius in consultation with the Higher Education Commission, may, subject to availability of funds:
 - (i) evolve and implement incentive schemes for academic staff engaged in multi-disciplinary research and research likely to contribute to wealth creation, policy formulation and transfer of technology or for the environmental, social and cultural development of Mauritius;
 - (ii) consider the advisability of granting an allowance to academics for supervising MPhil/PhD students; and
 - (iii) consider the advisability or otherwise of granting an allowance to academics regularly lecturing at Master's level;
- (b) the Open University of Mauritius may further consider the grant of a higher entry point in the salary scale to academics who, on recruitment, possess qualifications higher than those prescribed for the respective grades and for wide proven experience in their field as per provision made at paragraph 16.9.8 under the Chapter Incremental Credit and Incremental Movement of Volume 1 of this Report;
- (c) academics in post as at 31 December 2025, who as at that date possessed a PhD Degree recognised by the Board, 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; and
- (d) the Open University of Mauritius in consultation with the State Insurance Company of Mauritius Ltd should evolve an appropriate scheme to allow those academics who join the University after a long period of study and who consequently would not complete the years of service required to earn full pension, to purchase additional years of service at the start of their career.

Allowance for performing duties of Research and Planning Manager

81.23 Provision exists for academics to be assigned the duties of Research and Planning Manager on a rotational basis, against payment of a monthly allowance equivalent to two increments at the salary point reached in their salary scale. We are reiterating this provision.

Recommendation 6**81.24 We recommend that:**

- (i) an academic staff of an appropriate level be assigned, on a rotational basis, the additional duties which would normally devolve upon a Research and Planning Manager; and
- (ii) the academic assigned the above mentioned duties should be paid a monthly allowance equivalent to two increments at the salary point reached in his salary scale.

Sabbatical Leave Scheme

81.25 The setting up of a sabbatical leave scheme was recommended in our last Report. During consultations, Management apprised that the scheme is yet to be implemented.

81.26 Given that this provision was made to enable academics to devote time on scholarly research and keep abreast of new developments in their field as well as for staff development, we consider that Management should initiate prompt action for its implementation. We are, therefore, recommending along these lines.

Recommendation 7

81.27 We recommend that the Open University of Mauritius should expedite the setting up of a Sabbatical Leave Scheme for its academic staff, in line with recommendation made at paragraph 71.65 in Volume 2 Part II of the 2021 PRB Report.

Consultancy Services

81.28 The distribution ratio with regard to Consultancy Services as per existing provision is considered appropriate and is being maintained.

Recommendation 8

81.29 We recommend that, for consultancy services the distribution ratio of the net income between academic and supporting staff and the University should continue to be:

- (i) 2:1 for Research and Consultancy; and
- (ii) 4:1 for short courses, seminars and workshops.

Private Work for Registered Professionals

81.30 Presently, full-time academic staff who are registered professionals are allowed to exercise their profession, provided same is conducted outside their normal working hours and is not in conflict with their work at the University. **As this arrangement is appropriate, we recommend that it should continue to prevail.**

Duty Remission Facilities for Senior Lecturers

Recommendation 9

- 81.31 We recommend that Senior Lecturers reckoning at least 14 years' service in the Cadre should be entitled to car benefit as per provision at paragraph 16.2.17 (No. 2) of Volume 1 of this Report though drawing a salary in a scale the maximum of which is less than Rs 118000.**

Special Provision for Academics

Recommendation 10

- 81.32 We recommend that academics in the grades of Lecturer, Senior Lecturer and Associate Professor drawing salary in a scale the maximum of which is not less than Rs 86750 and not more than Rs 122000 should be allowed to move incrementally up to a maximum of two increments in the Master Salary Scale, provided they satisfy the performance criteria as per recommendation made in the Chapter on Observations and General Provisions of this Volume.**

Academic Attainment

- 81.33 Academics in the grades of Lecturer, Senior Lecturer and Associate Professor are presently granted additional increments for academic attainment subject to satisfying certain conditions. We are extending this benefit to Professors of the OUM in line with what has been recommended for their counterparts in other higher education institutions. Additionally, the guidelines provided in the last PRB Report for a uniform implementation of the provision are being reiterated.**

Recommendation 11

- 81.34 We recommend that Lecturers, Senior Lecturers and Associate Professors holding a PhD Degree and reckoning academic attainment through teaching, research and publications, and administrative contributions and having stayed on top of their revised salary scales for at least 12 months, should be allowed to move incrementally up to a maximum of two increments in the Master Salary Scale.**
- 81.35 For an effective and uniform implementation of the above recommendation in all Higher Education Institutions, the following should continue to serve as guidelines when assessing academic attainment:**
- (i) Management should initiate action for the grant of additional increments upon receipt of written request from eligible officers;**
 - (ii) academics should be assessed on all the three measures of academic attainment i.e teaching, research and publications, and administrative contributions as per the criteria for assessment recommended by the Higher Education Commission, to be eligible for the grant of additional increments;**

- (iii) for the purpose of earning increments, academic attainment in one grade shall not be transferable on promotion to a higher grade in the same Cadre; and
- (iv) Management should decide whether the assessment should be quantitative or qualitative or a combination of both quantitative and qualitative, and the decision should be communicated to the academics well before the conduct of the assessment exercise. In this regard, the Higher Education Commission should ensure a consistent implementation thereof in all the Higher Education Institutions.

81.36 We also recommend that for implementation of the recommendations on academic attainment, the new salary point reached by virtue of the provision made at paragraph 81.32 above shall deem to be the new top salary.

81.37 We further recommend that Professors should be allowed to move incrementally in the Master Salary Scale up to a maximum of two increments subject to satisfying the following conditions:

- (i) have drawn their revised salary for at least 12 months; and
- (ii) reckon, in their capacity of Professor, academic attainment through research and publications, and administrative contributions as below:
 - (a) a minimum of three research publications in scholarly journals listed in databases such as Scopus or equivalent and/or chapters in book from recognised/international publishers;
 - (b) supervised at least two PhD Degree theses;
 - (c) led at least two internally/externally funded projects OR at least one consultancy project and one internally/externally funded project; and
 - (d) reckon experience in:
 - (i) the organisation of conferences/seminars/workshops/policy dialogues;

AND

 - (ii) chairing of University Committees OR held a senior management position in a university/higher education institution.

Political Activities

81.38 Full-time employees of the OUM are not allowed to participate in active politics with a view to ensuring a smooth running on the operations of the University. **We recommend that this provision be maintained.**

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SALARY SCHEDULE

OUM 1	:	Rs 30265 Safety and Health Officer (Part-Time) (Personal)
OUM 2	:	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
OUM 3	:	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 Surveillant
OUM 4	:	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280 Office Auxiliary/Senior Office Auxiliary <i>formerly Office Attendant</i>
OUM 5	:	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>
OUM 6	:	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 Driver/Office Auxiliary (on roster) <i>formerly Driver/Office Attendant (on roster)</i> Handy Worker/Tradesman (Skilled)
OUM 7	:	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 <i>formerly Senior/Head Office Attendant</i>
OUM 8	:	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
OUM 9	:	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 - 40110 Senior Handy Worker/Tradesman (Skilled)
OUM 10	:	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 Printing Operator

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- OUM 11 : 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
- OUM 12 : Rs 26045 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**
Library Clerk (Roster) (New Grade)
- OUM 13 : 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 x 1050 - 47950**
Technician (Audio Video Production)
Technician (Engineering and Technology Services)
- OUM 14 : 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
- OUM 15 : 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
- OUM 16 : Rs 30615 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**
Technician (Audio Video Production) [Personal to Technicians (Operations) of ex-MCA]
- OUM 17 : 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 - 53400**
Assistant Documentation Officer/Documentation Officer (Personal)
- OUM 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 x 1100 - 54500 x 1450 - 55950**
Internal Audit Officer (New Grade)
- OUM 19 : 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
- OUM 20 : Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**
Higher Executive Officer (Personal)
Financial Operations Officer
Procurement and Supply Officer

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OUM 21 : 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

OUM 22 : 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

OUM 23 : Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850

Senior Financial Operations Officer (Future Holder)

Senior Procurement and Supply Officer (Future Holder)

OUM 24 : 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

Assistant Systems Analyst (Personal)

Maintenance Officer

Printing Officer

OUM 25 : 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 QB 57400 x 1450 - 58850 x 1750 - 60600

Senior Technician (Engineering and Technology Services)

OUM 26 : 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 - 58850 x 1750 - 60600

Senior Technician (Audio Video Production)

OUM 27 : Rs 34720 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600

Printing Officer (Personal)

OUM 28 : Rs 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

Library Officer (Roster) (New Grade)

OUM 29 : Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350

Senior Financial Operations Officer (Personal)

Senior Procurement and Supply Officer (Personal)

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- OUM 30 :** **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
- OUM 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 x 1750 - 62350 x 1850 - 67900**
Assistant IT Analyst/Programmer
formerly Assistant Systems Analyst/Programmer
Graphics Artist/Senior Graphics Artist
- OUM 32 :** **Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 71700**
Principal Financial Operations Officer
- OUM 33 :** **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 - 73600 QB 75500 x 2250 - 77750**
Audio Video Executive
Technical Executive (Engineering and Technology Services)
- OUM 34 :** **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
Copy Editor
Examinations Officer
Human Resource Management Officer
Instructional Systems Designer
Marketing and Public Relations Officer
Quality Assurance Officer
Student Affairs Officer
- OUM 35 :** **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**
Librarian
Systems Engineer
Web Multimedia Developer/Communication Designer
- OUM 36 :** **Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750**
Senior Printing Officer

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OUM 37 : 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 - 86750

Academic Media Coordinator (Personal)

OUM 38 : 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 - 86750

IT Analyst/Senior IT Analyst

formerly Systems Analyst/Senior Systems Analyst

OUM 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

OUM 40 : Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750

Graphics Officer (Personal)

Senior Printing Officer (Personal to officers in post as at 30.06.08)

OUM 41 : 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

Lecturer

Technical Officer/Senior Technical Officer (Research) (ex-Service Providing Institutions) (Personal)

OUM 42 : Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750

Senior Audio Video Executive

Senior Technical Executive (Engineering and Technology Services)

OUM 43 : Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000

Assistant Registrar

Head, Audio Video Production

Head, Engineering and Technology Services

Head Graphics, Publishing and Printing (Personal)

Head, Library Services

Marketing and Public Relations Manager

Manager Consultancy, Partnership and Collaboration

Senior Academic Media Coordinator

OUM 44 : Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000

IT Manager

formerly Information Technology Manager

81. OPEN UNIVERSITY OF MAURITIUS (Contd)

OUM 45	:	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 Financial Controller Senior Lecturer
OUM 46	:	Rs 66050 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 Deputy Registrar
OUM 47	:	Rs 69800 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 Principal Academic Media Coordinator
OUM 48	:	Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Registrar
OUM 49	:	Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 122000 Associate Professor Director (Academic Affairs) (Personal) Director (Language Institute) Director (Multimedia and ICT Services) Director (Open School) Director (Quality Assurance and Capacity Building)
OUM 50	:	Rs 138000 Professor
OUM 51	:	Rs 146000 Deputy Director-General
OUM 52	:	Rs 182000 Director-General

