

## 88. RABINDRANATH TAGORE INSTITUTE

- 88.1 Established as a body corporate, the Rabindranath Tagore Institute (RTI) operates under the *aegis* of the Ministry of Tertiary Education, Science and Research. In the pursuit of its mission, the Institute fosters the preservation of the rich and diverse Indo-Mauritian cultural heritage, including the Mauritian artistic and cultural creativity.
- 88.2 The main objectives of the Institute are to: establish a centre of studies of Indian culture and traditions; and promote education and culture generally. It dispenses tertiary level courses in the field of film production in collaboration with the Mahatma Gandhi Institute and the University of Mauritius and also runs various non-award short courses and/or hobby courses in the fields of painting, music, dance and craftwork, among others.
- 88.3 A Director, who is at the apex of the Institute, is responsible for its day-to-day management and overall control. Incumbent is assisted by officers in teaching, professional, technical and supporting grades in the discharge of his duties.
- 88.4 In the context of this Report, the Bureau did not receive any representation from the staff side. Management on its part, requested for a strengthening of the organisation structure through the creation of the grades of Accountant/Senior Accountant, Senior Lecturer and Office Management Assistant.
- 88.5 We noted that a few grades created on the establishment of the RTI have remained unfilled. Prior to further reinforce the structure, the Bureau considers that, in a first instance, these vacant posts should be filled. With regard to the proposal to create the grades of Senior Lecturer and Office Management Assistant, Management was informed that in view of the current establishment size, the creation of supervisory/higher positions would not be appropriate. We are, however, consolidating the structure of the Finance Section.

### Accountant (New Grade)

- 88.6 The Finance Section is presently manned by an Accounts Officer and officers in the grade of Accounts Clerk, while a Bursar from the Mahatma Gandhi Institute oversees the financial matters of the RTI. In parallel, the Institute has been resorting to the services of Accountants on contractual terms but the arrangement did not work.
- 88.7 In the circumstance, Management requested for the creation of a professional level in the accountancy field on its establishment. Since the proposal is justified, we are, providing for a grade of Accountant.

### Recommendation 1

- 88.8 **We recommend the creation of a grade of Accountant. Appointment thereto should be in line with the recommendation made in the Chapter on Observations and General Provisions of this Volume.**

- 88.9 Incumbent would be responsible to the Director (RTI) for the accounting and financial management of the Institute and be required, *inter alia*, to: keep records in respect of funds managed by the RTI and prepare financial statements and other statutory financial reports; make recommendations to the Director (RTI) taking into account established financial and economic policy; and provide training and guidance to staff working under his/her responsibility and to supervise their work.

### **Special Provision for Academics**

#### **Recommendation 2**

- 88.10 We recommend that Lecturers 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 set out in the Chapter on Observations and General Provisions of this Volume.**

#### **Academic Attainment**

- 88.11 Academics in the grade of Lecturer are presently granted additional increments for academic attainment, subject to satisfying certain conditions. In the 2021 PRB Report, we provided guidelines for a uniform implementation of this provision in all higher education institutions. Given that the present arrangement is appropriate, we are retaining it.

#### **Recommendation 3**

- 88.12 We recommend that Lecturers 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 scale for at least 12 months, should be allowed to move incrementally up to a maximum of two increments to be read from the Master Salary Scale.**
- 88.13 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 in the grade of Lecturer 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.

- 88.14 We also recommend that for implementation of the recommendation on academic attainment, the new salary point reached by virtue of the provision made at paragraph 88.10 above, shall deem to be the new top salary.

## 88. RABINDRANATH TAGORE INSTITUTE SALARY SCHEDULE

RTI 1	:	<b>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</b> General Worker
RTI 2	:	<b>Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765</b> Handy Worker
RTI 3	:	<b>Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600</b> Gardener/Nursery Attendant
RTI 4	:	<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>
RTI 5	:	<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> Electrician
RTI 6	:	<b>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</b> Receptionist/Telephone Operator
RTI 7	:	<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> ICT Laboratory Auxiliary <i>formerly Computer Laboratory Auxiliary</i>
RTI 8	:	<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 - 43990</b> Audio Visual Operator

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- RTI 9 : 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
- RTI 10 : 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
- RTI 11 : 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
- RTI 12 : 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
- RTI 13 : 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
- RTI 14 : 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 and Documentation Officer  
Maintenance Officer
- RTI 15 : 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
- RTI 16 : 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 (New Grade)
- RTI 17 : 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

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**RTI 18 : Rs 138000**

Director (Rabindranath Tagore Institute)

