

114. UNIVERSITY OF MAURITIUS

- 114.1 Founded in 1965, the University of Mauritius (UOM) is a body corporate operating under the *aegis* of the Ministry of Tertiary Education, Science and Research. Its objectives are, *inter alia*, to: attain excellence in teaching and learning as well as in research and innovation; enrich student experience; form strategic partnership for internationalisation; build sustainable community engagement; and create an enabling environment.
- 114.2 The UOM has repositioned itself as one of the leading universities in Mauritius in coining a new vision of that of a research engaged and entrepreneurial university that can contribute fully to the development of an innovation-based economy. Recognised for its unwavering commitment in the advancement of knowledge, the UOM serves as a platform of intellectual excellence, addressing not only the international challenges but also championing solutions to issues of national and regional significance.
- 114.3 At the helm of the institution is the Vice-Chancellor who is the principal academic and administrative officer of the University. The Pro Vice-Chancellor (Academia) and Pro Vice-Chancellor (Planning and Resources) along with academics assist him in the discharge of his duties as well as officers involved in the enabling functions.
- 114.4 Submissions of Management and Unions mainly related to reinforcing the structure of the different cadres; restyling of a few grades; provision of designated positions to be filled from academics against abolition of substantive posts; and merging of certain levels. After examination, we consider the present structure appropriate to enable the UOM to deliver effectively on its mandate. We further hold that creation of designated positions for non-academic grades to be filled from academics may not be appropriate.
- 114.5 Upon request of Unions, a site visit was conducted at the University to take cognisance *de visu* of the working conditions of the officers. During the visit, the Bureau was apprised of the risks faced by officers of the Laboratory Officer Cadre and multiplicity of duties performed by staff of the UOM Press owing to an increasing workload and shortage of staff. The parties were informed that request pertaining to risk ought to be addressed by the Departmental Safety and Health Committee and officers of the UOM Press involved in multi-tasking may claim payment of an allowance through the proper channel.
- 114.6 We are, therefore, maintaining the present structure as well as existing provisions. In addition, we are allowing incremental movement to Professors on account of academic attainment, restyling a few IT grades while reviewing the qualifications requirement of the grade of Printing Operator.

IT Analyst/Senior IT Analyst
formerly Systems Analyst/Senior Systems Analyst
Systems Administrator

Assistant IT Analyst/Programmer
formerly Assistant Systems Analyst/Programmer

114.7 The Bureau has examined the schemes of service and Job Description Questionnaires of existing IT grades bearing different appellations across Parastatal Bodies and has noted significant overlapping of duties and responsibilities. For the sake of harmonisation, we are restyling the grades of Systems Analyst/Senior Systems Analyst and Systems Administrator to an appropriate appellation. In the same breath, we are reviewing the appellation of the grade of Assistant Systems Analyst/Programmer.

Recommendation 1

114.8 We recommend that:

- (i) **the grades of Systems Analyst/Senior Systems Analyst and Systems Administrator be restyled IT Analyst/Senior IT Analyst; and**
- (ii) **the grade of Assistant Systems Analyst/Programmer be restyled Assistant IT Analyst/Programmer.**

Laboratory Officer Cadre

IT Laboratory Officer Cadre

114.9 At present a Qualification Bar exists in the salary scales of the grades of the Laboratory Officer and IT Laboratory Officer Cadres. Provision was made in the last Report for Management to mount appropriate top-up degree courses and sponsor officers of these two cadres, who do not possess a degree qualification in the relevant field, to follow same at the earliest, so that they may cross the Qualification Bar.

114.10 During consultations, the staff side has drawn our attention to the fact that the above recommendation has not been implemented and, therefore, requested for the Qualification Bar to be waived or to grant a personal salary scale to incumbents possessing only a Diploma.

114.11 Following request for additional information, Management informed that a few of the Laboratory Officer and IT Laboratory Officer Cadres still hold only a diploma qualification.

114.12 We have examined the request and consider that acceding to same would not be fair *vis-à-vis* those officers at the University who have upgraded their qualifications to Degree level and would go against our general policy applied in similar cases in other organisations. We are, therefore, reiterating the recommendation made in the last Report.

Recommendation 2

114.13 We recommend that officers in the grades of Senior Laboratory Officer and Laboratory Coordinator possessing a Degree in the relevant field or an equivalent relevant qualification, should join the recommended salary scale of their respective grade as per the table below and be allowed to proceed beyond the QB inserted in their respective salary scale:

Grade	Salary Point
Senior Laboratory Officer	Rs 52300
Laboratory Coordinator	Rs 62350

114.14 We further recommend that officers in post as at 31 December 2025 in the Laboratory Officer Cadre and IT Laboratory Officer Cadre who do not possess the relevant Degree qualification should be allowed to cross the QB upon obtention of same.

114.15 We additionally recommend that Management should make necessary arrangements for the mounting of appropriate top up Degree courses with a view to sponsoring officers of the Laboratory Officer Cadre and IT Laboratory Officer Cadre who do not possess a Degree in the relevant field, to follow same at the earliest.

Printing Operator

114.16 Currently, the grade of Printing Operator is filled from candidates possessing a Cambridge School Certificate with credit in at least five subjects, among others. In view of 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

114.17 We recommend that, henceforth, appointment to the grade of Printing Operator should be made by selection from among candidates possessing a Cambridge School Certificate and a Certificate in Printing Technology or Printing Administration or National Trade Certificate (Level 3) of 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 MITD in any one of the following fields: Plate Making and Machine Printing, Print Finishing and Pre-press or an equivalent qualification and reckoning at least three years' post-qualification experience in operating reprographic printing and finishing equipment.

Assignment of Duties of a Higher Grade

114.18 Union represented that assignment of duties of a higher level is granted at the University to officers operating in the same field, based on their salary drawn,

though the nature and level of their duties are different to those of the assigned position and which requires specific job knowledge, expertise and competencies. It has been reported that at times, incumbent who has been assigned the duties does not reckon the relevant expertise and skills, in the area concerned to perform effectively.

- 114.19 We view that Management should ensure that assignment of duties in higher positions is granted to suitable officers possessing the relevant knowledge, skills and abilities in the specific area concerned, so as to make a judicious and effective use of resources.

Movement Beyond Top Salary

- 114.20 At present Administrative Officers; Assistant Systems Analyst/Programmers Nursing Officers and Specialised Nursing Officers (Male and Female) 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 point.

Recommendation 4

- 114.21 We recommend that subject to satisfying the performance criteria as per provision 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) officers in the grades of Nursing Officer and Specialised Nursing Officer (Male and Female) who possess the National Diploma Level 6 in Nursing, should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 55950 and Rs 62350 respectively.**

- 114.22 We further recommend that officers in the grade of Assistant IT Analyst/Programmer *formerly Assistant Systems Analyst/Programmer* who:**

- (i) were in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021, and possessed a Degree in Computer Science or an equivalent relevant qualification, should be allowed to move incrementally in the Master Salary Scale up to the salary point Rs 73600, on a personal basis; and**
- (ii) were in post as at the eve of publication of the 2021 PRB Report, that is, 13 October 2021, and obtained the above mentioned qualification after that date AND those who joined the grade as from the date of publication of the 2021 PRB Report, that is, 14 October 2021, and possess the additional qualification, should be allowed to move incrementally in the Master Salary Scale by one increment,**

provided that they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

114.23 Human Resource Officer/Senior Human Resource Officers 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.**

Diving Allowance

114.24 Officers in the grade of Laboratory Officer posted in the Faculty of Ocean Studies and Department of Bio-Sciences are presently paid a Diving Allowance for performing diving duties. We are maintaining the continued payment of the allowance.

Recommendation 5

114.25 **We recommend that officers in the grade of Laboratory Officer, posted in the Faculty of Ocean Studies and Department of Bio-Sciences, who perform diving duties should be paid a Diving Allowance at the rate of Rs 765 per dive, subject to a maximum of four dives per month. The Council may review the number of dives, subject to a maximum of 15 dives per month, based on operational requirements.**

114.26 For the purpose of implementation of the above recommendation, “diving” is referred to the “activity of working below the surface of water/underwater with the aid of a breathing apparatus, excluding a snorkel”.

Allowance for making Bulk Photocopies

114.27 At present, employees involved in making bulk photocopies at the University are paid an allowance in respect thereof. We are maintaining this provision.

Recommendation 6

114.28 **We recommend that employees involved in making bulk photocopies be paid an allowance as per provision made in the Chapter on Observations and General Provisions of this Volume.**

Recruitment of Lecturers in Scarcity Areas

Recommendation 7

114.29 **We recommend that in scarcity areas or in cases where the University faces difficulties to recruit Lecturers, Management may consider the recruitment of candidates possessing a Honours Degree in the specified field along with at least five years’ post-qualification work experience.**

114.30 **We also recommend that for recruitment of Lecturers in the field of Medicine, candidates may be required to hold a MBBS or MBChB; be a registered medical practitioner and reckon at least four years’ relevant post-qualification work experience.**

Director of Doctoral School

114.31 As per the present arrangement, an Associate Professor or a Professor is designated as Director of Doctoral School, against payment of a monthly allowance. We consider that same should continue.

Recommendation 8

114.32 We recommend that the Associate Professor or Professor who is designated as Director of Doctoral School, should be paid a monthly allowance of Rs 2860.

Research Publication Allowance**Recommendation 9**

114.33 We recommend that:

- (i) academics and researchers at the University of Mauritius should be granted a financial bonus upon publication of their research in a high impact factor journal or in a non-impact factor journal listed in international accredited journals; and
- (ii) the quantum of the bonus to be paid per research paper published in both categories of journals should be determined by the UOM Council, in consultation with the Higher Education Commission.

Duty Remission Facilities for Senior Lecturers**Recommendation 10**

114.34 We recommend that Senior Lecturers reckoning at least 14 years' service in the Cadre should be entitled to car benefits 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.

Private Work for Registered Professionals

114.35 Full-time academic staff who are registered professionals are presently allowed to exercise their profession outside their normal working hours, as an incentive to attract professionals of the right calibre. Since this provision is still valid, we are maintaining it.

Recommendation 11

114.36 We recommend that full-time academic staff who are registered professionals, should be allowed to exercise their profession outside their normal working hours, provided it is not in conflict with their work at the University.

Sabbatical Leave**Recommendation 12**

114.37 We recommend that Sabbatical Leave should:

- (i) be granted to academics once after every eight years of effective service;**
- (ii) be earned at the rate of one month for every year of effective residential service; and**
- (iii) be computed on a cumulative basis.**

114.38 We further recommend that for academics who have already benefitted from approved study leave for a period exceeding three months, the counter for eligibility to Sabbatical Leave be reset to zero.

Consultancy Services

114.39 The distribution ratio for Consultancy Services as per existing provision is considered appropriate.

Recommendation 13

114.40 We recommend that the distribution of the net income between the staff and University in respect of Research and Consultancy Services should continue to be as hereunder:

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

Allowance to Head of Department and Dean of Faculty

114.41 A monthly allowance is paid to academics designated as Head of Department and Dean of Faculty. We are maintaining this provision.

Recommendation 14

114.42 We recommend that academics designated as Head of Department and Dean of Faculty should be paid a monthly allowance of Rs 2200 and Rs 2860 respectively.

Incentive Scheme

114.43 Existing provisions under the Incentive Scheme in respect of academics are being reiterated, as we consider them to be still valid and appropriate.

Recommendation 15

114.44 We recommend that the provisions regarding the Incentive Scheme be as ensuing:

- (a) the UOM 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 UOM may consider the grant of a higher entry point in the salary scale to academics who, on recruitment, possess qualifications higher than those prescribed for their respective grade and for wide proven experience in their field, as per the 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 Council, 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 UOM in consultation with the State Insurance Company of Mauritius Ltd, should consider evolving 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.

Special Provision for Academics

Recommendation 16

114.45 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 provision made in the Chapter on Observations and General Provisions of this Volume.

Academic Attainment

114.46 Academics in the grades of Lecturer, Senior Lecturer and Associate Professor are presently granted additional increments for academic attainment through teaching, research and publications, and administrative contributions. We are extending this benefit to Professors subject to satisfying certain conditions. The

guidelines provided in the 2021 PRB Report for a uniform implementation of the provision in all Higher Education Institutions are being reiterated.

Recommendation 17

114.47 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.

114.48 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, that is, 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.**

114.49 We further recommend that for implementation of the recommendation on academic attainment, the new salary point reached by virtue of the provision made at paragraph 114.45 above shall deem to be the new top salary.

114.50 We additionally 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

114.51 Full-time employees of the UOM are not allowed to participate in active politics with a view to ensuring a smooth running of the institution. **We recommend that this provision be maintained.**

114. UNIVERSITY OF MAURITIUS

SALARY SCHEDULE

UOM 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
UOM 2	:	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040
		Surveillant
UOM 3	:	Rs 20025 x 225 - 20925 x 250 - 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600
		General Worker/Nursery Attendant/Gardener (Personal)
UOM 4	:	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600
		Nursery Attendant/Gardener
UOM 5	:	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34160
		Livestock Attendant <i>formerly Stockman</i>

114. UNIVERSITY OF MAURITIUS (Contd)

- UOM 6 : 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
formerly Office Attendant
- UOM 7 : Rs 23945 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 36565**
Security Officer
- UOM 8 : Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290**
Driver (Personal)
Driver/Office Auxiliary
formerly Driver/Office Attendant
- UOM 9 : Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290**
Field Supervisor
- UOM 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 - 38215**
Carpenter/Cabinet Maker
Electrician
Handy Worker/Tradesman
Mason
Mechanic
Painter
- UOM 11 : 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 Senior/Head Office Attendant
- UOM 12 : 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
- UOM 13 : 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 - 40110**
Driver (Heavy Vehicle)
Tractor Driver
- UOM 14 : 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 - 40110**
Senior Security Officer

114. UNIVERSITY OF MAURITIUS (Contd)

UOM 15 : Rs 24545 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 QB 36565 x 725 - 37290 x 925 - 39140 x 970 - 42050

Handy Worker/Tradesman/Senior Tradesman (Personal)
Printing Operator/Plate Engraver (Personal)

UOM 16 : 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

UOM 17 : 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 - 43020

Chief Security Officer

UOM 18 : 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 - 43020

Senior Receptionist/Telephone Operator

UOM 19 : 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 - 45930

Binder/Senior Binder (Personal)

UOM 20 : 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
Clerk/Word Processing Operator

UOM 21 : Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930

Foreman

UOM 22 : 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)

UOM 23 : 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 - 47950

Senior Word Processing Operator

UOM 24 : Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 43020 QB 43990 x 970 - 46900 x 1050 - 47950

Assistant Printing Supervisor (Personal)

114. UNIVERSITY OF MAURITIUS (Contd)

- UOM 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**
Assistant Financial Operations Officer
Assistant Procurement and Supply Officer
Executive Assistant
- UOM 26 : 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 - 50100**
Senior Library Clerk (Roster)
- UOM 27 : 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 - 49000 x 1100 - 52300**
Technical Assistant/Senior Technical Assistant
- UOM 28 : Rs 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 - 53400**
Nursing Officer
- UOM 29 : Rs 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 - 54500 x 1450 - 55950**
Nursing Officer (Personal to officer in post as at 31.12.15)
- UOM 30 : 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
- UOM 31 : Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**
Financial Operations Officer
Procurement and Supply Officer
Senior Executive Assistant
- UOM 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**
Human Resource Officer/Senior Human Resource Officer
- UOM 33 : Rs 35280 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850**
Specialised Nursing Officer (Male and Female)
- UOM 34 : Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850**
Senior Procurement and Supply Officer (Future Holder)

114. UNIVERSITY OF MAURITIUS (Contd)

- UOM 35 : Rs 32190 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**
Computer Programmer (Personal)
- UOM 36 : Rs 35280 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
Supervisor, University of Mauritius Press
- UOM 37 : 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)
- UOM 38 : Rs 35280 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350**
Specialised Nursing Officer (Male and Female) (Personal to officer in post as at 31.12.15)
- UOM 39 : Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350**
Senior Procurement and Supply Officer (Personal)
- UOM 40 : 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
- UOM 41 : Rs 33600 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400 QB 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
Accounting Technician
- UOM 42 : 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
Sports Officer/Senior Sports Officer
- UOM 43 : Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
Senior Library Officer

114. UNIVERSITY OF MAURITIUS (Contd)

- UOM 44 : Rs 40110 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 71700**
Head, University of Mauritius Press
Principal Executive Assistant
- UOM 45 : Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 71700**
Senior Accounting Technician
- UOM 46 : 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
Marketing and Development Officer
Public Relations and Communication Officer
Quality Assurance Officer
Statistician
- UOM 47 : Rs 38215 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 QB 69800 x 1900 - 75500 x 2250 - 77750**
IT Laboratory Officer
Laboratory Officer
- UOM 48 : 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
Observer/Expert Observer
- UOM 49 : 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
- UOM 50 : Rs 43020 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750**
Farm Manager
Principal Library Officer
- UOM 51 : Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 80000**
Legal Affairs Officer

114. UNIVERSITY OF MAURITIUS (Contd)

UOM 52 : 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

Estate Manager

IT Analyst/Senior IT Analyst

formerly Systems Analyst/Senior Systems Analyst

Systems Administrator

UOM 53 : Rs 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

Administrative Officer (Personal)

Sports Organiser

UOM 54 : 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

Internal Auditor/Senior Internal Auditor

UOM 55 : 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

Educational Technologist/Senior Educational Technologist

ICT Security Engineer

Systems Engineer

Visual Communication Designer

Web Multimedia Developer

UOM 56 : Rs 43020 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 QB 80000 x 2250 - 86750

Senior Laboratory Officer

UOM 57 : 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

UOM 58 : Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 QB 80000 x 2250 - 86750

Senior IT Laboratory Officer

UOM 59 : Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750

Senior Accountant

Senior Librarian

114. UNIVERSITY OF MAURITIUS (Contd)

- UOM 60 : Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 – 86750 QB 89250 x 2500 - 94250 x 2750 – 97000**
Laboratory Coordinator
- UOM 61 : 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 (Personal)
- UOM 62 : Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 – 86750 QB 89250 x 2500 - 94250 x 2750 - 97000**
IT Laboratory Coordinator
- UOM 63 : Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000**
Principal Educational Technologist
- UOM 64 : 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 - 99750**
Administrative Manager
- UOM 65 : Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 99750**
Research Officer
- UOM 66 : Rs 44960 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500**
Public Relations Officer (Personal)
- UOM 67 : Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500**
Manager, Health and Safety
Manager (Information Technology Services)
Manager, Innovative Learning Technologies
Manager (Management Information Systems)
Manager, Procurement and Supply
Senior Lecturer
- UOM 68 : Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000**
Deputy Registrar
Senior Lecturer (Personal to officers in post as at 31.12.15)

114. UNIVERSITY OF MAURITIUS (Contd)

UOM 69 : Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000

Senior Research Officer

UOM 70 : Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 122000

Associate Professor

Chief Librarian

Director, Centre for Information Technology and Systems

Director, Centre for Innovative Lifelong Learning

Director of Human Resources

Director of Marketing and Externally Funded Activities

Director, Quality Assurance

Finance Director

Senior Administrative Manager

UOM 71 : Rs 138000

Chief of Facilities and Services

Professor

Registrar

UOM 72 : Rs 146000

Research Chair

UOM 73 : Rs 150000

Pro Vice-Chancellor (Academia)

Pro Vice-Chancellor (Planning and Resources)

UOM 74 : Rs 222000

Vice-Chancellor

