

## INTRODUCTION

1. Established and governed by the Local Government Act 2011, every Local Authority is a body corporate. The Local Authorities are one of the main components of the Public Sector. The Ministry of Local Government (MoLG) administers the Local Government Act 2011 and makes such regulations for the smooth implementation thereof and provides general policy guidance to Local Authorities.
2. As per the Act, a Local Authority, among others, ensures that resources are used efficiently and effectively to meet the needs of the local community; promotes the social, economic, environmental and cultural wellbeing of the local community; as well as improves the overall quality of life of people therein.
3. Consisting of rural and urban authorities, the Local Authorities comprise five Municipal Councils and seven District Councils. The five Municipal Councils are the Municipal Councils of Beau Bassin-Rose Hill, Curepipe, Quatre Bornes and Vacoas-Phoenix as well as the City Council of Port Louis whereas the seven District Councils consist of the District Councils of Black River, Flacq, Grand Port, Moka, Pamplemousses, Rivière du Rempart and Savanne.
4. All the services and activities of each Local Authority are organised under six Departments namely: Administration, Finance, Public Infrastructure, Land Use and Planning, Welfare and Public Health. A Chief Executive who is at the helm of each Local Authority has the overall responsibility for its administration. He is assisted by Technical Heads of each Department and officers belonging to professional, technical, general services and other supporting grades.
5. It is worth highlighting that all submissions/proposals made by Unions, Management and staff have, in general, been duly considered. Representations from stakeholders have also been mentioned, to the extent possible, under the relevant Department/Local Authority.
6. Most of the Unions requested for the reinstatement of various posts which have been withheld due to Covid-19 pandemic. **The Bureau is, however, highlighting that this issue of withholding unfunded posts does not fall within its mandate.**
7. Generally, the recommendations on Conditions of Service made in Volume 1 of this Report should equally apply in Local Authorities. The salaries of identical/comparable grades have been aligned, to the extent possible, with those of the Civil Service and the schemes of service, where relevant, were amended thereto.

## The Local Government Service Commission

8. The Local Government Service Commission is vested with the exclusive right of appointment, promotion, disciplinary control, removal from office and approval of retirement in respect of all Local Government Officers. It undertakes to provide qualified and suitable human resources to Local Authorities in a timely manner.

## The Unified Local Government Service Board

9. Set up under Section 68 of the Local Government Act 2011, the Unified Local Government Service Board (ULGSB) is operational at the level of the Ministry of Local Government (MoLG) with a view to optimising human resources in Local Authorities. The Board is presided by the Permanent Secretary of the Ministry.
10. As per existing provision, an officer not below the level of a Deputy Permanent Secretary is assigned the duties of the Secretary, Unified Local Government Service Board. After a thorough examination of the nature and level of duties devolving upon the latter, we are revisiting this provision such that **in future an officer not below the level of Assistant Permanent Secretary, now restyled Assistant Secretary, should be designated to act in that position.**

## Structure of the Report

11. All issues and recommendations that have general implications in all Local Authorities are dealt with in the next chapter On Observations and General Provisions of this Volume. A general literature on each Department of the Local Authorities including specific issues and relevant recommendations together with the respective salary schedule are in the subsequent chapters. The Master Salary Conversion Table is given at Annex.

## Salary Codes

12. Hereunder is the list of Municipal and District Councils together with their respective salary code.

Municipal Councils		Code
(i)	Port Louis	PL
(ii)	Beau Bassin-Rose Hill	BH
(iii)	Curepipe	CE
(iv)	Quatre Bornes	QB
(v)	Vacoas-Phoenix	VP

<b>District Councils</b>		<b>Code</b>
(i)	District Council of Black River	BR
(ii)	District Council of Flacq	FQ
(iii)	District Council of Grand Port	GP
(iv)	District Council of Moka	MA
(v)	District Council of Pamplemousses	PS
(vi)	District Council of Rivière du Rempart	RR
(vii)	District Council of Savanne	SE

13. The codes for the various departments within each Municipal/District Council as well as that of the “Village Councils” are as follows:

<b>Department</b>		<b>Code</b>
(i)	Administration	AM
(ii)	Finance	FI
(iii)	Public Infrastructure	PI
(iv)	Land Use and Planning	LP
(v)	Welfare	WL
(vi)	Public Health	PH
Village Councils		VC