

## 8.2 Arts and Culture Department

- 8.2.1 The Arts and Culture Department is responsible to inculcate a culture of excellence in arts and culture. To this end, it formulates policies, programmes and projects; promote arts and culture through cultural exchanges; provide assistance to artists; and promote Rodrigues culture and heritage.
- 8.2.2 Currently, the Head, Arts and Culture oversees the activities of the Department. Incumbent is supported by officers in professional and technical grades as well as employees of the Workmen's Group.
- 8.2.3 For this Report, Union and Management have, *inter alia*, requested to review upward the salary of the grade of Head, Arts and Culture, while reinstating that of Senior Culture Officer; strengthen the Culture Officer and Arts Officer Cadres by creating additional levels; create a supervisory position of Senior Technician (Light and Sound); and review the mode of appointment of the grade of Culture Officer to be restricted to Arts Officers.
- 8.2.4 The submissions have been examined and discussed with parties concerned during the consultative meetings. For requests that have been acceded to, appropriate provisions are being made in the ensuing paragraphs.

### Head, Arts and Culture

#### Senior Culture Officer (New Grade)

- 8.2.5 The Culture Officer Cadre presently comprises the grades of Head, Arts and Culture and Culture Officer. Further to an evolution in activities at the Arts and Culture Department, we are consolidating the Culture Cadre with a supervisory level and upgrading the Head, Arts and Culture, along with an enrichment of his duties, as he also oversees the Museum, Archives, Historical Sites and Buildings Division.

### Recommendation 1

- 8.2.6 **We recommend the creation of a grade of Senior Culture Officer. Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Culture Officer who reckon at least five years' service in a substantive capacity in the grade.**
- 8.2.7 Incumbent would be responsible to the Head, Arts and Culture and be required to, among others, plan and organise activities; implement and monitor programmes for the protection of the artistic, cultural and historical heritage of Rodrigues; supervise and co-ordinate the work of Culture Officers and other officers working under his supervision; and liaise with and provide assistance to Commissions/Departments/ Divisions, Socio Cultural Organisations and artists.

## Recommendation 2

- 8.2.8 We recommend that, henceforth, appointment to the grade of Head, Arts and Culture, should be made by promotion, on the basis of experience and merit, of officers in the grade of Senior Culture Officer who reckon at least two years' service in a substantive capacity in the grade.**
- 8.2.9** The Head, Arts and Culture would additionally be required to, *inter alia*, assist and advise the Departmental Head on the formulation of policies, programmes and projects; advise on framing of appropriate legislation in the fields of Arts and Culture, Museum, Archives, Historical Sites; and design and mount staff development programme for officers in the two Divisions. **This element has been considered in arriving at the recommended salary of the grade.**

### Senior Technician (Light and Sound) (Roster) (New Grade)

#### Technician (Light and Sound) (Roster) *formerly Technician (Light and Sound)*

- 8.2.10** Management has requested for a supervisory level to oversee the work of the Technicians (Light and Sound). In view of the functional need for such a position, we are providing for the grade of Senior Technician (Light and Sound) (Roster). Moreover, we noted that according to the scheme of service of the grade of Technician (Light and Sound), incumbents are required to work on a roster (day) pattern of work. In light of the foregoing, we are reviewing the job appellation to reflect the work pattern. This element has been taken into account in arriving at the salary of the grade.

## Recommendation 3

- 8.2.11 We recommend that the grade of Technician (Light and Sound) be restyled Technician (Light and Sound) (Roster).**
- 8.2.12 We further recommend the creation of a grade of Senior Technician (Light and Sound) (Roster). Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Technician (Light and Sound) (Roster), *formerly Technician (Light and Sound)*, who reckon at least eight years' service in a substantive capacity in the grade.**
- 8.2.13** Incumbent would be responsible for the execution of works assigned to staff under his responsibility and all equipment issued to his team and required, among others, to: supervise and advise on technical matters in connection with sound and stage lighting equipment for indoor and outdoor events; manage and coordinate the work of technical staff; and implement a proper maintenance schedule of equipment and power plant.

### Height Allowance

- 8.2.14** Technicians (Light and Sound) are currently required in the performance of their duties to climb scaffolds of a height ranging from 20 to 30 feet in respect of rigging

and focussing projectors. We are providing for the payment of a Height Allowance to the officers, in line with what obtains for their counterparts in the Civil Service.

#### Recommendation 4

- 8.2.15 We recommend that employees in the grades of Technician (Light and Sound) (Roster), *formerly Technician (Light and Sound)* and Senior Technician (Light and Sound) (Roster), who during the course of their duties effectively climb scaffolds of a height ranging from 20 to 30 feet for rigging and focusing projectors, be paid a Height Allowance at the rate of 80% of the normal hourly rate for every hour put-in in carrying out this task.

#### Time-Off Facilities

- 8.2.16 Officers in the grades of Culture Officer and Arts Officer (Rodrigues) are presently being granted time-off facilities for working outside normal office hours. In the event time-off cannot be granted within a period of four consecutive months, the officers are compensated at normal hourly rate. We are reviewing this provision.

#### Recommendation 5

- 8.2.17 We recommend that officers in the grades of Culture Officer, Senior Culture Officer and Arts Officer (Rodrigues) should be granted equivalent time-off for extra hours put in on a regular basis. However, where it has not been possible for Management to grant, upon application, time-off within a period of four consecutive months, the officers should be compensated at the normal hourly rate per extra hour, subject to having put in a minimum of either five (5) hours weekly or 15 hours monthly.

### SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	<b>ARTS AND CULTURE DEPARTMENT</b>
05 079 096	Rs 57400 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750 Head, Arts and Culture
05 075 094	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Senior Culture Officer (New Grade)
05 060 090	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 Culture Officer

Salary Code	Salary Scale and Grade
05 041 079	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 - 54500 x 1450 - 57400 Arts Officer (Rodrigues)
24 025 058	Rs 23645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 Attendant/Senior Attendant (Arts and Culture) (on roster)
25 021 051	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190 Tradesman's Assistant
<b>CULTURAL AND LEISURE CENTRE</b>	
05 039 079	Rs 27905 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 - 54500 x 1450 - 57400 Theatre Organiser, Cultural and Leisure Centre
22 045 078	Rs 29915 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 Senior Technician (Light and Sound) (Roster) (New Grade)
22 037 074	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 - 49000 x 1100 - 51200 Technician (Light and Sound) (Roster) <i>formerly Technician (Light and Sound)</i>

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