

3.1 Education (Administration)

- 3.1.1 The RRA, through the Deputy Chief Commissioner's Office (DCCO), has the responsibility for the administration of Education in Rodrigues as provided at the fourth schedule of the RRA Act. The functions of the Education Division are, among others, to implement policies pertaining to education as prescribed by the Ministry of Education and Human Resource and organise workshops/seminars for teaching staff in collaboration with the Mauritius Institute of Education and other educational bodies.
- 3.1.2 Currently for primary education in Rodrigues, there are 17 Primary Schools out of which 12 are Government Primary Schools and the remaining five are run by the Roman Catholic Education Authority (RCEA). To fulfil its mandate for secondary education, the DCCO has to maintain a close collaboration with the Rodrigues Educational Development Co. Ltd (REDCO); the Private Aided Secondary School; and the Private Secondary Education Authority (PSEA). It also oversees three Special Education Needs Schools which are provided with grant-in-aids.
- 3.1.3 The Division is headed by the Director of Education (RRA) who is assisted in his functions by the Head of Education (Primary), officers in the School Inspectorate Cadre and the Primary School Educator Cadre, among others.
- 3.1.4 For this review exercise, the Unions requested to deload the primary curriculum; fill vacant positions; and amend the schemes of service of certain grades. These issues do not fall under the purview of the Bureau and should be addressed administratively. In addition, Unions proposed to restyle the grade of Head of Education (Primary).
- 3.1.5 Management's submissions pertain to restyling the grade of Head of Education (Primary); amending the schemes of service of a few grades and creating a grade of Principal School Inspector. However, Management was informed of those requests which could not be acceded to.
- 3.1.6 The Bureau considers that the current organisational structure at the RRA is appropriate and we are, therefore, not bringing major change thereto. Further, we are creating the grade of Educational Social Worker and the grades of Head of Education (Primary) and Educational Psychologist are being restyled to more appropriate appellations.

Educational Social Worker (New Grade)

- 3.1.7 At present, there is a grade of Social Worker, Rodrigues Regional Assembly on the establishment of the Chief Commissioner's Office. Incumbents may be posted to either the Commission for Education or Health. The Bureau has been apprised that this arrangement is not effective and **there is need for a dedicated grade in the Deputy Chief Commissioner's Office (Commission for Education) and**

Commission for Health and Others respectively to ensure proper follow-ups. We have studied the request and are making appropriate provisions.

Recommendation 1

3.1.8 We recommend the creation of a grade of Educational Social Worker. Appointment thereto should be made by selection from among candidates who possess a Diploma in Social Work or an equivalent qualification.

3.1.9 Incumbent would be required to, *inter alia*, liaise with schools and the community to identify cases of children needing special attention; establish links between home, school and community or other relevant institutions in respect of children suffering from social, emotional and behavioral problems; and visit students' families and provide practical assistance.

Head, Primary Education ***formerly Head of Education (Primary)***

Recommendation 2

3.1.10 We recommend that the grade of Head of Education (Primary) be restyled Head, Primary Education.

Psychologist (Education) ***formerly Educational Psychologist***

Recommendation 3

3.1.11 We recommend that the grade of Educational Psychologist be restyled Psychologist (Education).

Qualification Bar

Primary School Educator

3.1.12 Incumbents in the grade of Primary School Educator possessing the Teacher's Diploma (Primary) are currently allowed to move incrementally beyond the Qualification Bar (QB) in their salary scale. The provision, which is still valid, is being maintained.

Recommendation 4

3.1.13 We recommend that officers in the grade of Primary School Educator possessing the Teacher's Diploma (Primary) should be allowed to move incrementally beyond the Qualification Bar (QB) in their salary scale.

Deputy Head Master

Health and Physical Education Instructor (Personal to officers in post as at 31.12.20)

3.1.14 Incumbents in the grades of Deputy Head Master and Health and Physical Education Instructor (Personal to officers in post as at 31.12.20) possessing a Diploma in Educational Management or Certificate in Educational Management

are presently allowed to proceed incrementally beyond the Qualification Bar (QB) in their salary scale. We are maintaining this provision.

Recommendation 5

- 3.1.15 We recommend that incumbents in the grades of Deputy Head Master, and Health and Physical Education Instructor (Personal to officers in post as at 31.12.20) possessing the Diploma in Educational Management or Certificate in Educational Management should be allowed to move incrementally beyond the Qualification Bar (QB) in their respective salary scale.**

Allowance to oversee Pre-Primary Schools

- 3.1.16 Head Masters are required to oversee pre-primary schools which are found on the premises of primary schools against payment of a monthly allowance. The quantum of the monthly allowance is being revised.

Recommendation 6

- 3.1.17 We recommend the payment of a monthly allowance of Rs 2200 to Head Masters who are required to oversee pre-primary schools which are on the premises of Government Primary Schools.**

Allowance to inspect pre-primary schools

- 3.1.18 Union has requested for the amendment of the scheme of service of the grade of School Inspector to include inspection of pre-primary schools (both public and private) in Rodrigues to ensure their proper management. After analysis, the Bureau considers that it is more appropriate to grant an allowance for performing the additional duty and is recommending accordingly.

Recommendation 7

- 3.1.19 We recommend that officers in the grade of School Inspector who effectively carry out inspection at pre-primary schools, be paid a monthly allowance equivalent to one increment at the initial salary of their salary scale.**

Refund of travelling by bus to Trainee Primary School Educators

- 3.1.20 Presently, Trainee Primary School Educators are refunded travelling expenses incurred by bus from residence to the place of work/training and back. **The current arrangement for Trainee Primary School Educators is being maintained.**

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	EDUCATION (ADMINISTRATION)
06 084 101	Rs 66050 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 106250 Director of Education, Rodrigues Regional Assembly
06 075 094	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Head, Primary Education <i>formerly Head of Education (Primary)</i>
06 074 092	Rs 51200 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 82250 Senior School Inspector
06 061 090	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 Psychologist (Education) <i>formerly Educational Psychologist</i>
06 070 089	Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 School Inspector
06 067 087	Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 71700 Head Master (possessing Advanced Certificate in Educational Management or Diploma in Educational Management)
06 065 085	Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Head Master
06 058 084	Rs 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050 Assistant Supervisor (The Arts)

Salary Code	Salary Scale and Grade
06 057 082	Rs 35280 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 QB 60600 x 1750 - 62350 Deputy Head Master Health and Physical Education Instructor (Personal to officers in post as at 31.12.20)
06 049 081	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 Educator (Special Educational Needs)
06 049 079	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 - 52300 QB 53400 x 1100 - 54500 x 1450 - 57400 Primary School Educator
06 041 079	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 Educational Social Worker (New Grade)
06 032 071	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 - 46900 x 1050 - 47950 Support Teacher
06 033 035	Rs 26045 x 300 - 26645 Trainee Primary School Educator
08 043 072	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 Senior School Clerk
08 032 069	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 School Clerk

Salary Code	Salary Scale and Grade
04 035 073	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 - 46900 x 1050 - 49000 x 1100 - 50100 ICT Support Officer (Personal to officers in post as at 31.12.20)
24 032 061	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 - 38215 Senior/Head School Caretaker
24 024 054	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 School Caretaker
25 046 069	Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930 Foreman
25 028 061	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 Cabinet Maker Carpenter Electrician Mason Painter Plumber and Pipe Fitter
25 021 051	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190 Tradesman's Assistant

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