

#### **4.4 Forestry Services**

- 4.4.1 The Forestry Services is mandated to effectively preserve and restore endangered fauna and flora of the RRA. To that end, it is called upon, among others, to elaborate a long term forest strategy for conservation of biodiversity and the environment and implement a sustainable forest management system.
- 4.4.2 Activities of the Forestry Services are carried out under its enforcement arm by officers in the Forest Conservation and Enforcement Officer Cadre and a Technical Unit, comprising the grades of Scientific Officer (Forestry and Conservation) and Technical Officer (Forestry). The Head, Forestry is responsible for the proper administration and management of the Forestry Services. However, this position has remained unfilled since its creation and presently its functions are being carried out by an Acting Chief Forest Conservation and Enforcement Officer
- 4.4.3 The Bureau has also been apprised that the grades at the Technical Unit are vacant as the relevant schemes of service have not been prescribed yet. Consequently, a Technical Officer (Agriculture) (Personal) from the Agricultural Research and Extension Services has been posted there on an assignment basis, pending the filling of vacancies.
- 4.4.4 Both Union and Management requested for a restyling of the grade of Head, Forestry to Divisional Forest Officer on the ground that as per existing legislation in Mauritius, only a Divisional Forest Officer is authorised to sign certain documents. Considering the specificity in the RRA, Management was, during consultation, advised on the way forward.
- 4.4.5 The other proposals of the Union and Management were mainly focussed on the strengthening of the structure at different levels through the creation of grades and restyling a few positions, along with an enhancement in the conditions of service of officers of certain grades. After examination, we consider that the existing structure is appropriate and should be maintained, the moreso several key positions have not yet been filled. Further, we are providing for the payment of a Bad Road Allowance to the Forest Conservation and Enforcement Officers. As regards existing provisions, these are being maintained.

#### **Movement Beyond Top Salary**

- 4.4.6 As per prevailing provisions, Forest Conservation and Enforcement Officers and Senior Forest Conservation and Enforcement Officers are allowed to move incrementally in the Master Salary Scale, subject to possessing the relevant Diploma, whilst Principal Forest Conservation and Enforcement Officers are allowed to cross the Qualification Bar in their salary scale on the basis of existing conditions. We are maintaining same, whilst revising the salary points.

## **Forest Conservation and Enforcement Officer Cadre**

### **Recommendation 1**

#### **4.4.7 We recommend that:**

- (i) Management should continue to sponsor officers of the Forest Conservation and Enforcement Officer Cadre to follow the Diploma course in Forestry or a relevant equivalent course;**
- (ii) officers in the grades of Forest Conservation and Enforcement Officer and Senior Forest Conservation and Enforcement Officer who:**
  - (a) were in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021, and possessed a Diploma in Forestry or an equivalent qualification, should be allowed to move incrementally in the Master Salary Scale up to the salary point Rs 47950 and Rs 51200 respectively, on a personal basis; and**
  - (b) were in post as at the eve of the 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,**

**subject to satisfying the performance criteria specified in the Chapter on Observations and General Provisions of this Volume; and**
- (iii) Principal Forest Conservation and Enforcement Officers who possess a Diploma in Forestry should be allowed to proceed beyond the Qualification Bar (QB) inserted in their salary scale.**

#### **All-Inclusive Allowance to employees staying overnight on islets**

- 4.4.8 A daily All-Inclusive Allowance of Rs 890 inclusive of Meal Allowance, is paid to employees who are required to work and stay overnight on offshore islets. We are maintaining same while revising the quantum.**

### **Recommendation 2**

- 4.4.9 We recommend the continued payment of a daily All-Inclusive Allowance at a revised rate of Rs 980, inclusive of Meal Allowance, to employees who are required to work and stay overnight on offshore islets.**

#### **Rent Allowance**

### **Recommendation 3**

- 4.4.10 We recommend that eligible officers of the Forestry Services not occupying Government quarters be paid Rent Allowance as follows:**

Grade	Amount (Rs)
Forest Conservation and Enforcement Officer	680
Senior Forest Conservation and Enforcement Officer	730
Principal Forest Conservation and Enforcement Officer	940
Chief Forest Conservation and Enforcement Officer	1035
Head, Forestry	1060

### Bad Road Allowance

4.4.11 Representations have been made for the payment of a Bad Road Allowance to officers in the grade of Forest Conservation and Enforcement Officer who are required to use their vehicles regularly on bad roads in the performance of their duties, similar to what is payable to their Mauritian counterparts. After examining the request and in the light of additional information obtained, we are extending payment of this allowance to the Forest Conservation and Enforcement Officers.

### Recommendation 4

4.4.12 We recommend that Forest Conservation and Enforcement Officers should be paid a Bad Road Allowance as below for regularly using their vehicle on bad roads:

- (i) Rs 970 for using their cars; and
- (ii) Rs 1375 for using their double cabin pickup vehicle (2x4 and 4x4).

### Walking Allowance

4.4.13 Presently, a monthly Walking Allowance of Rs 300 is paid to officers of the Forest Conservation and Enforcement Officer Cadre who are required to walk long distance for field duties in Nature Reserves, Mountain Reserves, River Reserves, Forest Plantations and other areas of the forest which are accessible only on foot. We are maintaining payment of the allowance at a revised quantum.

### Recommendation 5

4.4.14 We recommend that officers of the Forest Conservation and Enforcement Officer Cadre be paid a monthly Walking Allowance of Rs 330.

**SALARY SCHEDULE**

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
	<b>FORESTRY SERVICES</b>
<b>19 061 090</b>	<b>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</b> Scientific Officer (Forestry and Conservation)
<b>19 068 090</b>	<b>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 - 77750</b> Head, Forestry
<b>19 063 083</b>	<b>Rs 40110 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200</b> Chief Forest Conservation and Enforcement Officer
<b>19 055 078</b>	<b>Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 QB 55950</b> Principal Forest Conservation and Enforcement Officer
<b>19 048 072</b>	<b>Rs 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000</b> Senior Forest Conservation and Enforcement Officer
<b>19 032 069</b>	<b>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</b> Forest Conservation and Enforcement Officer
<b>19 049 081</b>	<b>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</b> Technical Officer (Forestry)
<b>13 024 054</b>	<b>Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600</b> Boatman

Salary Code	Salary Scale and Grade
24 024 054	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Woodcutter

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