

RODRIGUES REGIONAL ASSEMBLY

INTRODUCTION

- 1.1 The Rodrigues Regional Assembly (RRA) plays a pivotal role in safeguarding the autonomy of the island of Rodrigues. As a Parliamentary institution, it is empowered to formulate and implement policies in respect of the areas under its jurisdiction as well as initiate legislations which, however, have to be ushered into the National Assembly to become laws for Rodrigues. In so doing, the Regional Assembly ensures that the best interests of the Rodriguan people are served.
- 1.2 The executive powers of the Regional Assembly are vested upon the Executive Council. The latter, comprising the Chief Commissioner, the Deputy Chief Commissioner and five Commissioners, carries out the functions of the Regional Assembly and develops policies on matters relating to Rodrigues. As member of the Council, the Commissioners are required to exercise general direction and control over the Commissions falling under their purview.
- 1.3 Being at the helm of the civil service in Rodrigues, the Island Chief Executive (ICE), who is a public officer, is responsible for the efficient administration of all the functions of the Executive Council. All the staff of the RRA operate under his administrative control. He is also empowered to exercise functions relating to law enforcement such as those of a Magistrate (in the latter's absence), of the Director of Environment in the enforcement of environmental laws and of the Director of the Tourism Authority in the enforcement of the Tourism Act.
- 1.4 Each department at the RRA is under the supervision of a Departmental Head who is the Accounting Officer thereof.

Visits to Rodrigues/Consultative meetings

- 1.5 The Bureau conducts an official visit to Rodrigues in the context of a review exercise to discuss the proposals submitted by the different Unions and Management as well as carry out job interviews for employees in the Workmen's Group. However, at the request of the Rodrigues administration to conduct an official preliminary meeting with the former ICE and other stakeholders, the Director and a Principal Job Analyst proceeded for a three-day visit to the island of Rodrigues from the 13th to 15th June 2024.
- 1.6 During the course of the three days' visit, the Director and the Principal Job Analyst met the ICE; Unions and Federations, Police High Officials and Heads of Sections. The parties concerned were explained the *modus operandi* adopted in the context of a general review exercise and were provided with broad guidelines and approach for the Report. The representatives of the Bureau took note of certain salient issues raised by the parties. For instance, it was highlighted that there is need for an appropriate organisational structure in Rodrigues for effective service delivery.

- 1.7 Additionally, representations were received regarding alleged disparity in salary, Conditions of Service and delays in prescription of schemes of service. The representatives of the Bureau provided the stakeholders with relevant explanations/clarifications regarding these representations.
- 1.8 The Federation and various Unions submitted their memorandum well before the second official visit. A tentative schedule of meeting was worked out and sent to the RRA, together with the list of officers sampled for interviews/self-written job descriptions.
- 1.9 The second official visit to Rodrigues was scheduled for April 2025. Some 328 employees were selected for the writing of their Job descriptions and around 200 others were interviewed by officers of the Bureau. The purpose of this exercise was to collect up-to-date job related information. The completed Job Description Questionnaires were submitted to the immediate supervisors for their signatures and validation of the information furnished by the employees. As regards the self-written Job Descriptions, these were sent to the jobholders together with the necessary guidelines to help them fill same.
- 1.10 Concurrently, the Directorate had consultations with the parties concerned. The work plan for the meetings had been worked out with the concurrence of the RRA beforehand. However, several adjustments had to be made to the calendar of meetings due to parliamentary sessions in context of the budgetary exercise. Additionally, certain meetings had to be rescheduled since the parties did not turn up on time. All the parties were given full latitude to expatiate on their proposals during the consultations. Management and the Unions/Federations deponed separately in the context of this review. All the Departmental Heads had been apprised that the meetings with the different Commissions would focus primarily on structure, salary and Conditions of Service. Nevertheless, in some instances, the Head of Sections/Units of the Commissions, who were present to these meetings made submissions pertaining to their own grade instead of focusing on the structure.
- 1.11 It is worth pointing out that a representative of the Ministry of Public Service and Administrative Reforms (MPSAR) was also in attendance during the meetings with the stakeholders to shed light on any issue concerning Conditions of Service, if so required.
- 1.12 At the request of the Federation of Public Sector and Other Unions, the Bureau scheduled another meeting in May 2025 with the Federation and its affiliates from Rodrigues. However, only the representatives of the Rodrigues Government Employees Association were present. The meeting, nonetheless, enabled the Bureau to further discuss specific issues and obtain the views of the Union on anomalies observed in certain schemes of service. In most cases, the Union concurred with the course of action proposed by the Bureau. Another meeting was also held in July 2025 at the request of the new ICE to discuss issues of pertinence to Rodrigues.

Constraints

- 1.13 In the course of the preparation of this Report, the Bureau encountered a few constraints. For instance, in certain cases, the information sought from the relevant parties was not received, due to which certain proposals could not be properly assessed.

Layout of this Volume

- 1.14 The recommendations related to organisation design and pay structures have been made under the respective Commissions/Divisions. In the introduction in respect of each Commission/Division, we have spelt out its mandate and objectives. Immediately after, the proposals/issues specific to each Commission are discussed followed by appropriate recommendations and relevant salary schedules.
- 1.15 The Master Conversion Table is given at Annex, the list of grades eligible for loan to purchase a 100% or 70% duty-exempted car for official travelling are at Annex I and Annex II while the list of grades eligible for loan to purchase an autocycle/motorcycle for official travelling is at Annex III.

Acknowledgement

- 1.16 The Bureau would like to express its sincere thanks and profound appreciation to all those who have contributed in the preparation of this Report, in particular, the Management of the RRA including all the Heads of Commissions; the representatives of the different Unions as well as the representative of the MPSAR. We are also thankful to the staff of the RRA for their sustained collaboration and invaluable assistance. The insights gained proved useful in the formulation of appropriate recommendations.

