8.4 Library Services

8.4.1   The Library Services is responsible to provide accessible information resources to the public. Its objectives are to: ensure a comprehensive record of Rodriguana collection focusing on documents relating to Rodrigues; collect Mauritiana publications, including electronic information resources; ensure that the Centre de Lecture Publique et d'Animation Culturelle (CELPAC) allows for efficient and effective access to its collection and cultural activities are organised at a regular basis with all the Centre de Lecture d'Animation Culturelle (CLAC) services.

8.4.2   The Head, Library Services oversees the activities thereat and is supported in the discharge of his duties by officers in the grades of Librarian, Library Clerk/Senior Library Clerk and Library Auxiliary/Senior Library Auxiliary.

8.4.3   For this review exercise, the Union has mainly proposed the creation of a grade of Senior Library Officer to ensure proper coordination of the CLACs. Management has, on its side, requested the posting of a Library Officer at each CLAC and to abrogate the present provision for payment of an allowance to the Library Clerk/ Senior Library Clerk for performing additional duties.

8.4.4   After examining the various requests, we consider that creation of a grade of Senior Library Officer would not be appropriate at this stage, while the present arrangement for compensating Library Clerk/Senior Library Clerks should continue. As regards the posting of a Library Officer in each CLAC, such arrangement should be addressed administratively. In parallel, we are making an appropriate provision for the grade of Library Officer to be on the establishment of the Library Services.

Library Officer

8.4.5   Presently, all grades of the Library Clerk/Senior Library Clerk Cadre are on the establishment of the Library Services except for that of Library Officer, which is on the establishment of the Human Resource Development Centre under the Deputy Chief Commissioner's Office.   We consider that for a more effective service delivery, it would be more appropriate for the grade of Library Officer also to be on the establishment of the Library Services and incumbents be posted in other Departments/Units where their services are required.

Recommendation 1

8.4.6   We recommend that the grade of Library Officer should, henceforth, be on the establishment of the Library Services and incumbents may be posted to relevant Departments/Units where there is need.

Allowance to officers in the grade of Library Clerk/Senior Library Clerk (Rodrigues)

8.4.7   Currently, a monthly allowance is paid to officers in the grade of Library Clerk/Senior Library Clerk (Rodrigues) for additional duties performed during and

after normal working hours, subject to satisfying certain conditions. We are maintaining this provision.

Recommendation 2

8.4.8   We recommend that officers in the grade of Library Clerk/Senior Library Clerk (Rodrigues) should be paid a monthly allowance of Rs 395 for performing additional duties, subject to the approval of the Head, Library Services and its payment be limited to the month during which the activities are conducted.

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	LIBRARY SERVICES
05 075 094	**Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750** Head, Library Services
05 061 090	**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** Librarian (Rodrigues)
05 049 081	**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** Library Officer
05 032 072	**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 - 49000** Library Clerk/Senior Library Clerk (Rodrigues)
05 029 031	**Rs 24845 x 300 - 25445** Trainee Library Clerk

Salary Code	Salary Scale and Grade
24 024 057	**Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280** Library Auxiliary/Senior Library Auxiliary

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