

4.6 Marine Parks Division

- 4.6.1. The Marine Parks Division consists of four marine reserves and one marine protected area around Rodrigues. It envisions, among others, to make the South East Marine Protected Area (SEMPA) a model of sustainable and collaborative coastal and marine biodiversity management.
- 4.6.2. At present, a grade of Project Manager (Fisheries and Marine Parks) exists on the structure of the Division. However, same is vacant and a Scientific Officer (Fisheries) is leading the activities related thereto. Incumbent is assisted by officers at different levels, namely Technical Officer (Fisheries), officers of the Fisheries Protection Officer cadre, as well as General Services and employees of the Workmen's Group.
- 4.6.3. Management proposed for a restyling of the grade of Project Manager (Fisheries and Marine Parks), whereas Union requested for the creation of a dedicated grade to oversee and manage marine protected areas and marine conservation efforts, while also advocating for the introduction of stronger enforcement measures within the Marine Protected Areas, so as to ensure greater protection of marine biodiversity.
- 4.6.4. We consider that the existing appellation of the grade of Project Manager (Fisheries and Marine Parks) is adequate while creation of a supervisory level would not be appropriate at this stage, given that the base grade is vacant. Regarding the introduction of stronger measures, this does not fall within the Bureau's ambit as the onus rests with Management.

ALLOWANCES

Sea-Going Allowance

- 4.6.5. Officers of the Fisheries Protection Officer Cadre, Scientific and Technical Cadres are currently paid a Sea-Going allowance, in line with what is provided to their Mauritian counterparts, for going out at sea to perform certain cognate duties. Since these duties are still being performed, we are maintaining payment of the allowance.

Recommendation 1

- 4.6.6. **We recommend that officers of the Fisheries Protection Officer Cadre and Scientific/Technical staff who are regularly required to go at sea for placing, maintenance and monitoring of Fish Aggregating Devices (FADs); research work; training of fishermen working in the Aquaculture Division, Marine Conservation Centre, Import/Export Quarantine Clearance Unit and Licensing Unit; and for afloat patrol and surveillance should be paid a Sea-Going Allowance as hereunder: -**
- (i) Rs 1155 per day to those who are not eligible for overtime; and**
 - (ii) those who are eligible for overtime:**

- (a) one day's pay for working in the open sea for four hours up to 12 hours on working days;
- (b) one and a half day's pay for working beyond 12 hours, up to 24 hours including Saturdays; and
- (c) one day's pay and one day off for working four hours to 12 hours on Public Holidays and Sundays.

Diving Allowance

4.6.7. A diving allowance of Rs 695 per dive, subject to a maximum of eight dives is currently paid to those officers of the Fisheries Department who perform diving duties for collecting underwater data and for carrying out observation, similar to what is paid to their counterparts in the Civil Service. Management requested for an increase in the ceiling of dives as officers perform more than eight dives per month on average. After examining additional information obtained, we are revising the ceiling.

Recommendation 2

4.6.8. We recommend that officers of the Fisheries Department who perform diving duties be paid an allowance of Rs 765 per dive, subject to a maximum of Rs 11475 a month.

4.6.9. "Diving" should be interpreted as "activity of working below the surface of water/underwater with the aid of a breathing apparatus, excluding a snorkel"

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	MARINE ACADEMY AND RESEARCH CENTRE
19 075 094	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Senior Scientific Officer (Fisheries) (New Grade)
19 061 090	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 Scientific Officer (Fisheries)
19 049 081	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 Technical Officer (Fisheries)

Salary Code	Salary Scale and Grade
06 038 073	<p>Rs 27585 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</p> <p>Training Instructor, Fisheries</p> <p>FISHERIES PROTECTION SERVICE</p>
19 072 090	<p>Rs 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750</p> <p>Controller, Fisheries Protection Service (Rodrigues)</p>
19 070 085	<p>Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900</p> <p>Deputy Controller, Fisheries Protection Service (Rodrigues)</p>
19 063 083	<p>Rs 40110 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200</p> <p>Assistant Controller, Fisheries Protection Service (Rodrigues)</p>
19 055 078	<p>Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 QB 55950</p> <p>Principal Fisheries Protection Officer</p>
19 048 072	<p>Rs 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000</p> <p>Senior Fisheries Protection Officer</p>
19 032 069	<p>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</p> <p>Fisheries Protection Officer</p>
13 040 065	<p>Rs 28225 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 42050</p> <p>Motorman/Engine Driver Second-Hand Fishing (Limited)</p>
25 028 061	<p>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</p> <p>Carpenter (Marine) Motor Diesel Mechanic Outboard Motor Mechanic</p>

Salary Code	Salary Scale and Grade
13 047 080	Rs 30615 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 - 52300 QB 53400 x 1100 - 54500 x 1450 - 58850 Skipper
13 027 060	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Launch Driver
13 024 054	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Boatman
25 021 051	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190 Tradesman's Assistant
MARINE PARKS DIVISION	
19 061 094	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 - 86750 Project Manager (Fisheries and Marine Parks)

