

7.5 Rodrigues Fire and Rescue Service

- 7.5.1 Operating under the *aegis* of the Commission for Tourism & Others, the main aim of the Rodrigues Fire and Rescue Service (RFRS) is to protect life, property and environment against fire and provide support in rescue operations during natural calamities and major accidents. Presently, there are two Fire and Rescue Services Stations situated at Camp du Roi and Mont Plaisir. The RFRS is headed by an Officer-in-Charge who is supported by officers of the Firefighter Cadre.
- 7.5.2 For this review, representations were made for the alignment of salary; review of allowances; provision of training; grant of duty free facilities; and increase in establishment size. The Bureau provided appropriate explanations regarding requests which cannot be acceded to and those which do not fall under its purview. After examining the proposals, we are enhancing the existing structure and making provision for the payment of new allowances while reviewing the existing ones.

Lead Firefighter (New Grade)

- 7.5.3 As per existing provision, Firefighters are departmentally known as “Lead Firefighter” on completing 15 years of service in the grade on account of being favourably reported on his performance, conduct and attendance. As Lead Firefighters, incumbents are assigned additional responsibilities against payment of a monthly allowance equivalent to two increments at the point reached in the salary scale. For this review, we are creating a grade of Lead Firefighter in line with what has been recommended in the Mauritius Fire and Rescue Service (MFRS).

Recommendation 1

- 7.5.4 **We recommend the creation of a grade of Lead Firefighter. Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Firefighter who reckon at least 15 years’ service in a substantive capacity in the grade.**
- 7.5.5 Depending on their posting, incumbents would be required, *inter alia*, to: assist the Sub Fire Officer in the performance of his duties; conduct fire investigation and advise accordingly; take charge of a crew of Firefighters during an emergency as well as for activities in connection with fire safety, community emergency preparedness and training in-house; act as Sector Officer/Command Post in major fire outbreak; perform administrative duties wherever posted; and attend as well as assist in the supervision of change of shift parade, familiarise with all relevant provisions of legislations, Fire Service Orders, Standard Operating Procedures, among others.
- 7.5.6 **We also recommend that pending the filling of the post of Lead Firefighter, the existing provision governing the grant of a monthly allowance**

equivalent to two increments at the salary point reached to the Firefighters should continue to prevail.

- 7.5.7** We further recommend that, with the creation of the grade of Lead Firefighter, consequential amendments need to be brought to the scheme of service of the grade of Sub Fire Officer.

Risk Allowance

Recommendation 2

- 7.5.8** We recommend that officers of the Firefighter Cadre, up to the Divisional Fire Officer performing operational duties, should be paid a monthly Risk Allowance equivalent to one and a half increments at the initial point of their respective salary scale, subject to a maximum of Rs 1045.

Pregnant Officers of the Firefighter Cadre

- 7.5.9** With a view to safeguarding the health of Pregnant Officers and ensuring that they are provided with safe and comfortable working conditions during pregnancy, the Bureau is making appropriate provision.

Recommendation 3

- 7.5.10** We recommend that:

- (i) Management considers the advisability, to the extent possible, of relieving pregnant officers of the Firefighter Cadre from performing extra hours or night shift or duties that involve continuous standing for at least three months before their confinement; and
- (ii) Notwithstanding the above, where the health of the officers or that of their unborn child may be at risk, Management may, on a case-to-case basis, relieve the officers from such duties at any point in time during the pregnancy.

Bank Scheme - Fire Officers

Recommendation 4

- 7.5.11** We recommend that officers in the grades of Firefighter, Sub Fire Officer and Station Fire Officer who form part of the Bank Scheme - Fire Officers and who are recalled for duty whilst on leave or off duty to perform in emergencies or at private premises regarding fire prevention or to palliate any shortage of staff, should be paid a revised allowance as per the Table below for the first three hours put in and thereafter on a *pro rata* basis for any additional hour put in:

Grade	Amount (First 3 hours) Rs
Firefighter	745
Sub Fire Officer	805

Grade	Amount (First 3 hours) Rs
Station Fire Officer	870

Attending duty during emergencies

Recommendation 5

- 7.5.12 We recommend that officers of the Firefighter Cadre who do not form part of the Bank Scheme - Fire Officers and are required to attend their site of work to cater for normal interventions whilst being on leave or off duty, should be granted equivalent time-off for the number of hours put in. In the event time-off cannot be granted within a period of four months, the officer should be paid an allowance based on his normal hourly rate for every hour put in.

Night Duty Allowance

Recommendation 6

- 7.5.13 We recommend that officers of the Firefighter Cadre who effectively perform night shift and officers of the Firefighter Cadre up to Divisional Fire Officer who perform day duty but are called upon to work at night, should be paid a Night Duty Allowance equivalent to 25% of the normal rate per hour for hours between 2300 hours and 0500 hours.

Maintenance and Repair Allowance

Recommendation 7

- 7.5.14 We recommend that the monthly allowance presently payable to officers of the Firefighter Cadre who maintain and repair radio telephone equipment and breathing apparatus be revised to Rs 445.

Allowance for driving Heavy Specialised Vehicles

Recommendation 8

- 7.5.15 We recommend the payment of a monthly allowance equivalent to one increment at the initial point of their respective salary scale to officers possessing the Heavy Vehicle Driver's Licence and who are designated to drive heavy specialised vehicles.

Rent Allowance

Recommendation 9

- 7.5.16 We recommend the continued payment of the ensuing monthly Rent Allowance to eligible officers:

Grade	Amount (Rs)
Firefighter	770

Grade	Amount (Rs)
Sub Fire Officer	830
Station Fire Officer	855
Senior Station Fire Officer	960
Divisional Fire Officer	1060
Officer-in-Charge, Fire and Rescue Service	1240

Trainer's Allowance

7.5.17 In line with what obtains at the MFRS, the Bureau on an *ad hoc* basis, extended the payment of a monthly Trainer's Allowance to qualified officers of the RFRS who are designated to act as Trainers in the Training Unit to train newly recruited Firefighters. We are maintaining this provision while revising the quantum.

Recommendation 10

7.5.18 We recommend that qualified officers possessing the necessary skills, as approved by the Officer-in-Charge and who act as Trainer, should be paid a monthly allowance of Rs 1700.

Special Duty Allowance

7.5.19 The RFRS comprises two specialised units, viz, the Fire Safety Division and the Management Support Unit. A request was made by Management, on an *ad hoc* basis, to extend the Special Duty Allowance presently granted in the MFRS to officers in the Firefighter Cadre of the RRA for performing specific duties of a specialised nature when posted at the Specialised Units, to which the Bureau raised no objection. We are, therefore, replicating this provision.

Recommendation 11

7.5.20 We recommend that officers in the Firefighter Cadre who are posted at the Specialised Units should be paid a monthly Special Duty Allowance equivalent to two increments at the point reached in their respective salary scale, for performing specific duties of a specialised nature.

Medical Examination

Recommendation 12

7.5.21 We recommend that Management should make necessary arrangements for officers of the Firefighter Cadre to undergo a medical examination, at such frequency deemed necessary, to ensure their fitness for the job.

Early Retirement Scheme

7.5.22 Officers of the Firefighter Cadre who have been appointed with effect from 01 July 2008 are allowed to retire on a proportionate pension after completing 28 $\frac{3}{4}$ years of service and are eligible to earn pension at an enhanced rate of 1/414th of pensionable emoluments for each additional month of service to enable them

to qualify for full pension after completing 34½ years of service. However, officers in post as at 30 June 2008 benefit from the early retirement scheme applicable as at that date. **We are maintaining the existing recommendation.**

Special Provision for officers of the Disciplined Forces working on shift

- 7.5.23 Very often officers in the grades of Firefighter up to Station Fire Officer who work on shift do not have the opportunity to avail of their Casual Leave entitlement due to exigencies of service. Consequently, with a view to compensating these officers for foregoing their Casual Leave to ensure service continuity, the Bureau in its 2021 Report, introduced the refund of their unutilised casual leaves up to a maximum of six days at the rate of 1/66 of their last monthly salary per day in the corresponding year. This provision is being maintained.

Recommendation 13

- 7.5.24 **We recommend that officers in the grades of Firefighter up to Station Fire Officer who effectively work on shift should, up to the next Overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector, be refunded annually their unutilised casual leave up to a maximum of six days at the rate of 1/66 of their last monthly salary per day in the corresponding year.**
- 7.5.25 **We further recommend that unutilised casual leave in respect of those officers who proceed on retirement or pass away while in service should be refunded on a *pro rata* basis in that particular year.**

Once-in-a-Career Performance Bonus

Recommendation 14

- 7.5.26 **We recommend that officers in the grades of Firefighter up to Senior Station Fire Officer, who have never benefitted from the payment of the Performance Bonus in their career, should be paid a 'Once-in-a-Career Performance Bonus' equivalent to 12 times the value of one increment at the point reached in their respective salary scale provided that they have:**
- (i) served for a period of at least 10 years in the Rodrigues Fire and Rescue Service;**
 - (ii) been consistently efficient and effective in their performance as evidenced by their Performance Appraisal Report during the preceding two years; and**
 - (iii) not been adversely reported upon on ground of conduct.**

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	RODRIGUES FIRE AND RESCUE SERVICE
07 072 091	Rs 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 80000 Officer-in-Charge, Fire and Rescue Service
07 064 083	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200 Divisional Fire Officer
07 060 080	Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 Senior Station Fire Officer
07 053 077	Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 Station Fire Officer
07 051 074	Rs 32190 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 51200 Sub Fire Officer
07 050 073	Rs 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 50100 Lead Firefighter (New Grade)
07 039 071	Rs 27905 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 QB 33600 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 47950 Firefighter

