

5.3 Social Security Division

- 5.3.1 The Social Security Division is responsible for receiving claims and processing applications related to Social Aid, the Social Register of Mauritius, Basic Benefits, and the National Savings Fund as well as addressing complaints associated with elderly abuse, among others.
- 5.3.2 Its main objectives are to ensure that all schemes, programs and assistances initiated by the central Government are effectively extended to Rodrigues and all Rodriguans benefit as their counterparts in Mauritius from poverty alleviation measures and are embarked on the national effort to empower/redistribute wealth.
- 5.3.3 At present, the Division is overseen by a Departmental Head and is assisted by the Manager, Social Security who is supported by staff in technical grades.
- 5.3.4 Requests were received from both Management and Union for the creation of grades at different levels. We have examined the proposals based on functional needs of the Division and are making appropriate provisions.

Organising Officer, Recreation Centre (New Grade)

- 5.3.5 The Bureau was apprised that a Recreation Centre would be set up under the Social Security Division and there is need for a dedicated grade to perform duties related to the Recreation Centre. We are recommending accordingly.

Recommendation 1

- 5.3.6 **We recommend the creation of a grade of Organising Officer, Recreation Centre. Appointment thereto should be made by selection from among candidates who possess a Diploma in Social Work or Hospitality Management or an equivalent qualification.**
- 5.3.7 Incumbent would be required, *inter alia*, to motivate residents to participate in composite cultural programmes; act as animateur for cultural programmes; issue and control indoor games and musical instruments to residents; ensure that the night of stay of the residents are safe, comfortable and enjoyable; attend to phone calls from the public regarding bookings and enquiries; and keep records of all intakes as well as other documents and correspondence.
- 5.3.8 Officers in the grade of Organising Officer, Recreation Centre will be required to work on shift. **This element has been taken into consideration in determining the recommended salary of the grade.**

Social Security Officer

- 5.3.9 In line with recommendations made in the Civil Service, we are bringing amendments to the qualifications requirement of the grade of Social Security Officer.

Recommendation 2

- 5.3.10 We recommend that appointment to the grade of Social Security Officer should, henceforth, be made by selection from among Management Support Officers who possess a Cambridge Higher School Certificate AND from among candidates who possess a Cambridge Higher School Certificate or passes in at least two subjects obtained on one Certificate at the General Certificate of Education “Advanced Level” or an equivalent qualification. This element has been considered in arriving at the salary scale recommended for the grade.**

Principal Social Security Officer Senior Social Security Officer

- 5.3.11 Officers in the grades of Principal Social Security Officer and Senior Social Security Officer who possess a Diploma in Social Work are allowed to move incrementally in the Master Salary Scale. This arrangement should continue to prevail.

Recommendation 3

- 5.3.12 We recommend that incumbents in the grades of Senior Social Security Officer and Principal Social Security Officer who possess a Diploma in Social Work or an equivalent qualification should be allowed to move incrementally in the Master Salary Scale up to salary points Rs 60600 and Rs 67900 respectively provided that they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.**

Medical Unit

- 5.3.13 The responsibility for providing medical and paramedical care and health education to elderly persons and persons with disabilities as well as scheduling of Medical Boards for medical examinations and assessment of disability with respect to pension and other allowances befall the Medical Unit.
- 5.3.14 A General Practitioner *formerly Medical and Health Officer/Senior Medical and Health Officer (MHO/SMHO)* is presently assigned the duties of Health Coordinator against payment of an allowance. He is assisted in his responsibilities by other General Practitioners *formerly MHO/SMHOs* and supporting staff.
- 5.3.15 In the context of this review, submissions have once again been made for the Unit to be manned by dedicated grades, apart from General Services staff in addition to the creation of a level of Assistant Health Coordinator to ensure continuity in carrying out the activities of the Unit. However, upon examination we have found the present arrangement to be more appropriate. Hence, we do not propose to bring any change thereto.

Recommendation 4

5.3.16 We recommend that the monthly allowance payable to the General Practitioner *formerly MHO/SMHO* who is assigned the duties of Health Coordinator should be revised to Rs 2200.

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	SOCIAL SECURITY DIVISION
02 000 109	Rs 138000 Departmental Head
23 069 090	Rs 45930 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Manager, Social Security
23 065 084	Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050 Principal Social Security Officer
23 056 080	Rs 34720 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 Senior Social Security Officer
23 049 076	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 - 53400 Higher Social Security Officer
23 039 073	Rs 27905 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 Social Security Officer
25 028 061	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 Painter

Salary Code	Salary Scale and Grade
24 021 052	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615 Social Security Attendant DISABILITY EMPOWERMENT UNIT
23 049 084	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 - 66050 Disability Empowerment Officer/Senior Disability Empowerment Officer
09 034 072	Rs 26345 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 Community Health Rehabilitation Officer RECREATION CENTRE
23 041 079	Rs 28545 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 - 54500 x 1450 - 57400 Organising Officer, Recreation Centre (New Grade)

