

## **7. COMMISSION FOR TOURISM, EMPLOYMENT, LABOUR AND INDUSTRIAL RELATIONS AND INFORMATION TECHNOLOGY AND TELECOMMUNICATIONS AND FIRE SERVICES**

- 7.0.1 The Commission has under its portfolio five Departments, that is, Tourism Development, Employment Division, Labour and Industrial Relations, Information and Communication Technology and Fire and Rescue Services.
- 7.0.2 It is responsible for the formulation and implementation of policy decisions regarding the areas of responsibility under its purview. The Commission aims to: consolidate the tourism sector as one of the main economic pillars of Rodrigues; position the island as a culturally distinct destination under the concept 'Ile Creole Ecologique'; provide assistance and guidance to jobseekers and facilitate their employment; protect workers' fundamental rights and promote good industrial relations practices; and promote as well as boost the development of the Information Technology and Telecommunications Sector.

### **7.1 Tourism Department**

- 7.1.1 The Tourism Department, among others, formulates policies related to tourism and regulates the tourism industry which contributes significantly to the economy of Rodrigues. Its activities are carried out through three units viz. Policy and Planning; Tourism Enterprise Licensing and Rodrigues Tourism Office.
- 7.1.2 The Head, Tourism leads the Department and is supported in the discharge of his duties by officers in the grades of Tourism Promotion Officer, Tourism Planner and Leisure Officer from the Policy and Planning Unit; Tourism Enforcement Officer from the Tourism Enterprise Licensing Unit; and Tourism Information Officer from the Rodrigues Tourism Office.
- 7.1.3 For this review exercise, the Unions and Management have requested for the Tourism Enterprise Licensing Unit to be reinforced with the creation of a level of Senior Tourism Enforcement Officer; restyling of the grades of the Policy and Planning Unit; and the provision of enhanced Conditions of Service to officers of the Department.
- 7.1.4 After examination and on the basis of the justifications submitted, we are providing for a grade of Senior Tourism Enforcement Officer and restyling the grades of Tourism Planner and Tourism Promotion Officer to more suitable appellations.

#### **Senior Tourism Enforcement Officer (New Grade)**

- 7.1.5 Request was made for the creation of a grade of Senior Tourism Enforcement Officer due to the continuous increase in the number of visitors in Rodrigues as well as activities related to tourism.

- 7.1.6 The Bureau has studied the request and in view of the justifications put forward, we are recommending accordingly.

### **Recommendation 1**

- 7.1.7 **We recommend the creation of a grade of Senior Tourism Enforcement Officer. Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Tourism Enforcement Officer who reckon at least four years' service in a substantive capacity in the grade.**

- 7.1.8 Incumbent would be responsible to the Head Tourism and be required to, among others: assist in the setting up of standards for operations in the tourism sector; examine applications for request and renewal of licenses for tourism businesses and enterprises and pleasure crafts; and inspect, follow up and report on the inspection and investigation into complaints in respect of tourism and tourism-related activities in order to ensure strict compliance with laws, norms and standards.

### **Senior Tourism Planning Executive formerly Tourism Promotion Officer**

### **Tourism Planning Executive formerly Tourism Planner**

- 7.1.9 As mentioned above, requests have been made for the restyling of the grades of Tourism Planner and Tourism Promotion Officer to more appropriate appellations on the ground that the current job titles do not accurately reflect the nature of duties performed, which are aligned with those of the officers of the Tourism Planning Executive Cadre on the Mauritian establishment.
- 7.1.10 We have, for this purpose, examined the Job Descriptions and responsibilities assigned to incumbents in both grades and are, as a result thereof, restyling the grades to job appellations that are more commensurate with the duties being carried out. We are also, reviewing the mode of appointment of the grade of Senior Tourism Planning Executive *formerly Tourism Promotion Officer* to cater for serving officers with relevant experience and aptitude as well as providing them an avenue of promotion.

### **Recommendation 2**

- 7.1.11 **We recommend that:**

- (i) **the grades of Tourism Planner and Tourism Promotion Officer be restyled Tourism Planning Executive and Senior Tourism Planning Executive respectively;**
- (ii) **the scheme of service of the grade of Senior Tourism Planning Executive *formerly Tourism Promotion Officer* be amended to reflect the duties being performed; and**

- (iii) henceforth, the grade of Senior Tourism Planning Executive *formerly Tourism Promotion Officer* should be filled by promotion, on the basis of experience and merit, of officers in the grade of Tourism Planning Executive *formerly Tourism Planner* reckoning at least five years' service in a substantive capacity in the grade.

#### Leisure Officer

#### Recommendation 3

7.1.12 We recommend that, henceforth, appointment to the grade of Leisure Officer should be made by selection from among candidates who possess a Diploma in the field of Leisure or a Diploma in Management with specialisation in Leisure or an equivalent qualification and who reckon at least two years' experience in the organisation of recreational and leisure activities.

7.1.13 The above element has been taken into consideration in arriving at the recommended salary scale of the grade.

### SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	<b>TOURISM DEVELOPMENT</b>
10 082 098	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Head, Tourism
10 075 094	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Senior Tourism Planning Executive <i>formerly Tourism Promotion Officer</i>
10 060 090	Rs 37290 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 Tourism Planning Executive <i>formerly Tourism Planner</i>
18 067 085	Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Senior Tourism Enforcement Officer (New Grade)

Salary Code	Salary Scale and Grade
18 049 080	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 Tourism Enforcement Officer
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 Leisure Officer
10 033 072	Rs 26045 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 Tourism Information Officer

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