

8. COMMISSION FOR YOUTH AND SPORTS, ARTS AND CULTURE, MUSEUMS, ARCHIVES, HISTORICAL SITES AND BUILDINGS AND LIBRARY SERVICES

- 8.0.1 This Commission has under its *aegis* the responsibility of four main areas, namely: Youth Services and Sports; Arts and Culture; Archives, Museum, Historical Sites and Buildings; and Library Services.
- 8.0.2 Its objects are, *inter alia*, to create an enabling environment that would permit the development of a world class youth for Rodrigues to shine in the Island and internationally; promote mass and elite sports at the local, regional, national and international level; promote the reading culture among the Rodriguan Population; promote the development of a creative and cultural economy; and foster the preservation of history and heritage.

8.1 Youth and Sports

Youth Services Division

- 8.1.1 The Youth Services Division is responsible to: promote the active participation of the young people of Rodrigues in the social, economic and cultural development of Rodrigues and to be partners in decision making process; be a driver and facilitator for the development of effective and efficient youth oriented programmes along with activities through tailor-made courses, recreational activities, among others; and improve employment opportunities for youth through training, support services and improved policies.
- 8.1.2 It is managed by a Head, Youth Services who is supported by officers in the grades of Principal Youth Officer, Senior Youth Officer, Youth Officer and Organising Officer (Youth Counselling Centre).
- 8.1.3 Representations from the staff side were geared towards the creation of grades and grant of duty exemption facilities for the purchase of a car to specific grades. Management also made proposals for the creation of additional levels along with an upward review of the salary of the Youth Officer Cadre.
- 8.1.4 We have examined the proposals and we consider that the prevailing structure of the Youth Services Division is adequate to meet its objectives. We are, nonetheless, making provision for Youth Officers who possess a Degree to move incrementally in the Master Salary Scale.

Recommendation 1

- 8.1.5 **We recommend that officers in the grade of Youth Officer possessing a Degree in Social Work or an equivalent qualification should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 58850 provided they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.**

Youth Officer

- 8.1.6 Incumbents in the grade of Youth Officer possessing a Diploma in Social Work or an equivalent qualification are allowed to proceed incrementally beyond the QB in the salary scale recommended for the grade. **This provision should continue to be applicable.**

Sports Division

- 8.1.7 The Sports Division is responsible, *inter alia*, to create a safe, comfortable and enabling environment for the development of sports in Rodrigues; promote elite sport; promote the development of physical and moral qualities as backbone of sports; provide adequate and decent information for the practice of sports in Rodrigues; and act as a facilitator for sports organisations recognised by the Commission.
- 8.1.8 A Head, Sports oversees the efficient operation of the Sports Division's activities. The latter is supported by officers in the grades of Sports Officer, Senior Coach, Coach, Technician (Youth and Sports) along with officers from the General Services grades and employees of the Workmen's Group.
- 8.1.9 Currently, the Sports Officer Cadre consists of a two-level structure. Both Management and the staff side have represented that there is need to create one additional level. We have examined the request and are making appropriate recommendations.

Senior Sports Officer (New Grade)

Recommendation 2

- 8.1.10 **We recommend the creation of a grade of Senior Sports Officer. Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Sports Officer who reckon at least four years' service in a substantive capacity in the grade.**
- 8.1.11 Incumbent would be required, *inter alia*, to: co-ordinate and monitor the work of Sports Officers and officers in the Coach Cadre; advise on and assist in the promotion, planning and organisation of sports activities in general; monitor and co-ordinate sports activities at regional and national levels; and be responsible for the management of sports infrastructure.
- 8.1.12 **We also recommend that consequential amendments should be brought to the scheme of service of the grade of Head, Sports following the creation of the grade of Senior Sports Officer.**

Coach Cadre**Recommendation 3**

- 8.1.13 We recommend that new recruits who join the grade of Coach and who would be required to conduct coaching session in swimming should draw salary point of Rs 28865.**

Senior Technician (Youth and Sports) (New Grade)

- 8.1.14 Both Management and Union have emphasised on the need for a level to exercise supervision on the Technicians (Youth and Sports) and ensure the smooth maintenance of electronic equipment and lighting systems of all infrastructures. Accordingly, they proposed for the creation of a grade of Senior Technician (Youth and Sports). After examination, we are recommending along these lines.

Recommendation 4

- 8.1.15 We recommend the creation of a grade of Senior Technician (Youth and Sports). Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Technician (Youth and Sports) who reckon at least four years' service in a substantive capacity in the grade.**
- 8.1.16 Incumbent would be required, among others, to: organise and supervise the work of Technician (Youth and Sports); supervise the commissioning and installation, repair and maintenance of electro-mechanical equipment; and advise and make recommendations on plant replacement, repair and maintenance policy.

Inspectorate Cadre

- 8.1.17 Broad provisions concerning the Inspectorate Cadre have been made under the Public Infrastructure Department of this Volume.**

Time-off Facilities**Recommendation 5**

- 8.1.18 We recommend that arrangements should continue to be made for officers of the Sports Officer Cadre and Coach Cadre who are required, on a regular basis, to put in additional hours of work to cope with the demands of their job, for the grant of equivalent time-off for the extra hours put in. However, where it has not been possible for Management to grant time-off to the officers within a period of four consecutive months, they should be compensated at the normal hourly rate, subject to their having put in a minimum of either five (5) hours weekly or 15 hours monthly.**

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	YOUTH SERVICES DIVISION
02 000 109	Rs 138000 Departmental Head
23 071 090	Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Head, Youth Services
23 063 085	Rs 40110 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Principal Youth Officer
23 057 082	Rs 35280 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 Senior Youth Officer (Personal)
23 057 081	Rs 35280 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600 Senior Youth Officer
23 042 079	Rs 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 QB 55950 x 1450 - 57400 Youth Officer
26 053 076	Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400 Inspector of Works
23 039 076	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 - 53400 Organising Officer (Youth Counselling Centre) (Personal)

Salary Code	Salary Scale and Grade
23 032 072	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 Organising Officer (Youth Counselling Centre)
24 025 055	Rs 23645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34160 Youth Centre Attendant (on roster)
25 021 051	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190 Tradesman's Assistant

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SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	SPORTS DIVISION
06 077 096	Rs 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750 Head, Sports
06 075 094	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Senior Sports Officer (New Grade)
06 060 090	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 Sports Officer
06 057 082	Rs 35280 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 Senior Coach
06 041 076	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 - 53400 Coach
22 045 078	Rs 29915 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 - 55950 Senior Technician (Youth and Sports) (New Grade)
22 037 074	Rs 27265 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 - 51200 Technician (Youth and Sports)
24 030 063	Rs 25145 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 - 40110 Swimming Pool Attendant/Senior Swimming Pool Attendant (on roster) <i>formerly Swimming Pool Attendant (on roster)</i>

Salary Code	Salary Scale and Grade
24 025 055	Rs 23645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34160 Centre Care Attendant (Sports Division) (on roster) (New Grade)

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