

01.01 MAURITIUS BROADCASTING CORPORATION

- 01.01.01 Operating under the *aegis* of the Prime Minister's Office, the Mauritius Broadcasting Corporation (MBC) is established as a body corporate under Act No. 7 of 1964. It is the national public broadcasting service (Radio and TV) of the Republic of Mauritius, that is, including Rodrigues and Agalega.
- 01.01.02 According to the provisions of the Act, the main objects thereof are, amongst others, to provide independent and impartial broadcasting services of information, education, culture and entertainment in the different languages taught or spoken in the country and ensure that the broadcasting services cater for the aspirations, needs and tastes of the population in the matters of information, education, culture and entertainment.
- 01.01.03 TV broadcasting is technology driven and it started in Mauritius in 1964 using the analogue transmission system. Technological progress, more specifically in the fields of electronics and broadcast via satellite is reshaping all types of global telecommunications. The upgrading from analogue to digital transmission has enabled the increase in the number of channels which are essential to cater for customer demand and meet expectations of viewers from all the components of our society. Besides, a more efficient transmission technology has enabled the provision of improved picture and sound quality. At present, the MBC broadcasts its wide array of programmes on 17 TV channels and on six Radio channels. The MBC has moved its headquarters to Reduit in a more spacious building equipped with all modern infrastructural and technological facilities to better serve its clients.
- 01.01.04 The increase in the number of digital channels implies greater use of the satellite antennas for transmission. In fact, 11 out of the 17 TV channels are satellite fed. These satellite antennas enable the MBC to link with the outer islands. The functions of the MBC are organised under various departments, the core ones are: the News Department, Radio Department, Engineering Department, Production Department and Programmes Department.
- 01.01.05 The MBC has a staff strength of about 425 employees employed in a substantive capacity and some 190 persons employed on a temporary, casual, contractual, free-lance and sessional basis. The Director General is the Head of the MBC. He is assisted by the Deputy Director General. Both posts are filled by officers on a contractual basis. The MBC is also served by an array of technical and supporting staff.
- 01.01.06 Against the backdrop of rapid technological advancements coupled with the pressing need to adapt to changes so as to keep pace with other broadcasters in providing quality service, the organisation structure of the MBC is being reviewed.

- 01.01.07 By the merging of grades with significant overlapping of duties it is understood that the MBC will move further towards multitasking. We are, therefore, providing the MBC with enough flexibility concerning posting of staff and even facilitating mobility within the organisation, thus resulting in better utilisation of resources, as a Human Resource Management strategic measure. In view of the dynamic environment in which the MBC operates, the organisational flexibility is also expected to reduce the response time to changes, thus enabling it to better embrace change. Where employees perceive their career prospects not to be bright enough, these mergers would also act as a measure of retention. The issues of multitasking as well as the hours of work have been taken into consideration in arriving at salary scales recommended for the merger grades. A few grades which are vacant and the need for which is not felt are being abolished and other grades are being created to perform new functions.
- 01.01.08 In determining the salary package of the staff of the MBC, we have taken into consideration its specificity, its endeavour to attract and retain staff with artistic values and the competitive environment in which the Broadcasting station is operating.

NEWS DEPARTMENT

- 01.01.09 News broadcast in the different languages is an essential function of the MBC. It covers live news items as well as collects, edits, prepares recorded programmes and edits same for both Radio and TV broadcast. In this Report, we are streamlining the grades involved in the production of news items. We are, therefore, restyling the grade of Chief News Editor/Desk Coordinator and merging the grades of News Editor (Roster), Senior News Editor (Roster) and Journaliste Reporteur d'Images.

Journaliste Reporteur d'Images (Roster)

- 01.01.10 With the improvement of the work processes, it is now possible for an officer to collect, prepare and edit materials for news bulletins as well as to cover, shoot and edit news items. Given that the News Editors (Roster) and Senior News Editors (Roster) are performing more or less similar duties and the grade of Journaliste Reporteur d'Images (Roster) is vacant, we are merging these grades and restyling to Journaliste Reporteur d'Images (Roster) to reflect the nature of duties and responsibilities devolving upon incumbents.

Recommendation 1

- 01.01.11 We recommend that the grades of News Editor (Roster), Senior News Editor (Roster) and Journaliste Reporteur d'Images (Roster) be merged and restyled Journaliste Reporteur d'Images (Roster).**

01.01.12 We also recommend that, appointment to the grade of Journaliste Reporteur d'Images (Roster) should be made by selection from among Trainee Journaliste Reporteur d'Images who possess a Degree in Communication Studies or Broadcasting or an equivalent qualification and have successfully completed their training period.

Desk Coordinator

01.01.13 Presently, the responsibility of organising and monitoring of work among the staff of the various desks in the News Department rests with the Chief News Editor/Desk Coordinator. The latter will be responsible for managing the various desks within the News Department. Therefore, the appellation of Chief News Editor/Desk Coordinator would not be appropriate. Furthermore, as there are various desks in the News Department which the incumbent would have to oversee, the appellation of the grade should reflect the nature of duties and level of responsibilities. We are, therefore, restyling the grade.

Recommendation 2

01.01.14 We recommend that:

- (i) the grade of Chief News Editor/Desk Coordinator be restyled Desk Coordinator;**
- (ii) appointment to the grade of Desk Coordinator *formerly Chief News Editor/Desk Coordinator* should be made by selection from among Journaliste Reporteur d'Images (Roster) who reckon at least five years' experience in a substantive capacity in the grade or an aggregate of five years' experience in the grades of Journaliste Reporteur d'Images (Roster) and Senior News Editor (Roster).**

PRODUCTION DEPARTMENT

01.01.15 The planning, production and execution of programmes rest on the Production Department. Presently, the Department is manned by officers in the Cameraman, News Producer, Technical Producer, and Producer (TV) cadres whose duties overlap. We are rationalising these cadres to make optimal utilisation of production resources. In this context, we are merging the grades and restyling them to more appropriate appellations.

Recommendation 3

01.01.16 We recommend that:

- (i) the grades of Cameraman/Senior Cameraman (Roster) and Principal Cameraman (Roster) be merged and restyled Camera Technician (Roster);**
- (ii) appointment thereto should be made by selection from among Trainee Camera Technicians who possess:**

- (a) a Cambridge Higher School Certificate or passes in at least two subjects, including a science subject obtained on one certificate at the General Certificate of Education "Advanced Level";
 - (b) a Certificate in Photography/Film making;
- and have successfully completed their training period.

Recommendation 4

01.01.17 We recommend that:

- (i) the grades of News Producer (Roster), Senior News Producer (Roster), Technical Producer (Roster) and Senior Technical Producer (Roster) be merged and restyled Technical Production Executive (Roster).
- (ii) in future, appointment to the grade of Technical Production Executive (Roster) should be made by selection from among Production Assistant/Senior Production Assistants (Roster) reckoning at least five years' experience in a substantive capacity in the grade.
- (iii) the grades of Producer (Roster), Senior Producer (Roster) and Chief Technical Producer be merged and restyled Senior Technical Production Executive (Roster).
- (iv) appointment to the grade of Senior Technical Production Executive (Roster) should be made by selection from among:
 - (a) Logistic and Facilities Coordinator *formerly Logistic Facilities and Events Coordinator*; and
 - (b) Technical Production Executives (Roster) possessing either a Degree in Broadcasting together with five years' experience or a Diploma in Broadcasting together with eight years' experience.

ENGINEERING DEPARTMENT

01.01.18 The Engineering Department comprises the Engineering, Broadcast Technology, News Production/Editing, Satellite Services and Graphics sections. All these sections are involved in the provision of technical facilities required for the production of audiovisual programmes. The functions of the different sections are carried out by Engineer/Senior Engineers, System Analyst/Administrators, officers of the Animation Graphic Artist cadre and other technical staff. In view of the growing importance of these sections, particularly, in the context of digitalisation, we have revisited the structure to enable the MBC to meet the aspirations of the general public and other stakeholders.

Satellite Officer (New Grade)**Coordinator, Satellite Services (New Grade)**

01.01.19 In view of the extensive links with foreign broadcasting stations and satellites, there are increasing activities in the satellite services section. So as to enhance the effectiveness and efficiency of the section, we are creating the grades of Satellite Officer and Coordinator, Satellite Services.

Recommendation 5

01.01.20 We recommend that a grade of Satellite Officer be created. Appointment thereto should be made by selection from among candidates possessing a Degree in Electronics or Electrical Engineering or an equivalent qualification.

01.01.21 Incumbent would be required, among others, to install, maintain and repair satellite services and other transmission equipment; assist the Coordinator, Satellite Services to ensure a high quality analogue, digital television signal transports and satellite transmission; carry out regular tests to ensure the exact time recording and smooth reception from satellite feeds and to organise schedule of feeds under satellite reception/transmission/programmes.

01.01.22 We also recommend that a grade of Coordinator, Satellite Services be created and be filled by selection from among serving Engineer/Senior Engineers reckoning at least five years' experience in a substantive capacity in the grade. In the absence of qualified candidates appointment should be made by selection from among candidates possessing a Degree in Electronics or Electrical Engineering and reckoning at least five years' experience.

01.01.23 The Coordinator, Satellite Services would be required, amongst others, to: manage the installation, commission and maintenance of an effective satellite system; ensure a high quality analogue, digital television signal transports and satellite transmissions; coordinate with satellite and content providers regarding new satellite feeds; and assist the Chief Engineer in the preparation and implementation of projects.

Broadcast Technology Assistant (Roster)**Senior Broadcast Technology Assistant (Shift)****Broadcast Technologist (Shift)**

01.01.24 In view of the fact that there are a multiplicity of grades performing almost similar duties with minimal supervision, we are rationalising the structure so as to enhance its effectiveness and efficiency of service delivery and to facilitate redeployment of staff.

Recommendation 6

- 01.01.25** We recommend that the grades of Audio Visual Technician (Roster), Broadcast Operator (Shift) and General Technician (Rodrigues) (Roster) be merged and restyled Broadcast Technology Assistant (Roster). Appointment thereto should be made by selection from candidates possessing a Cambridge Higher School Certificate or passes in at least two subjects obtained on one certificate at the General Certificate of Education "Advanced Level" and a City and Guilds Technician Certificate or an equivalent qualification and who have successfully completed the training period.
- 01.01.26** We further recommend that the grades of Broadcast Officer (Shift) and Senior Broadcast Operator (Shift) be merged and restyled Senior Broadcast Technology Assistant (Shift). In future, the grade should be filled by promotion, on the basis of experience and merit, of Broadcast Technology Assistants (Roster) reckoning at least five years' service in a substantive capacity in the grade or an aggregate of five years' service in a substantive capacity in the grades of Broadcast Technology Assistant (Shift) and Audio Visual Technician (Roster) or Broadcast Operator (Shift) or General Technician (Rodrigues) (Roster).
- 01.01.27** We also recommend that the grades of Chief Broadcast Operator (Shift), Senior Broadcast Officer (Roster), Technician/Producer (Radio) (Shift) and Video Editor/Senior Video Editor (Roster) be merged and restyled Broadcast Technologist (Shift). Appointment thereto should be made by selection from among Senior Broadcast Technology Assistant (Shift) possessing the City and Guilds Telecommunications Technician Certificate Part III and reckoning at least three years' service in a substantive capacity in the grade or an aggregate of three years' service in a substantive capacity in the grades of Senior Broadcast Technology Assistant (Shift) and Broadcast Officer (Shift) or Senior Broadcast Operator (Shift).

Senior Broadcast Technologist (Roster)

- 01.01.28** The duties and responsibilities devolving on the grades of Chief Broadcast Officer and Transmission Coordinator overlap. On the other hand, a few of the duties have become redundant as a result of changes in technology. In the context of enhancing the efficiency of the broadcast process, we are reviewing the scheme of service, merging the grades and restyling them.

Recommendation 7

- 01.01.29** We recommend that the grades of Chief Broadcast Officer and Transmission Coordinator (Roster) be merged and restyled Senior Broadcast Technologist (Roster). Appointment thereto should be made by selection from among Broadcast Technologists (Roster) possessing

the City and Guilds Full Technician Certificate and reckoning at least five years' experience in a substantive capacity in the grade or an aggregate of five years' experience in a substantive capacity in the grades of Broadcast Technologist and Chief Broadcast Operator (Shift) or Senior Broadcast Officer (Roster) or Technician/Producer (Radio) (Shift) or Video Editor/Senior Video Editor (Roster).

Coordinator, Broadcast Technology (New Grade)

01.01.30 The Broadcast Technology Department comprises different units, and each unit is responsible for a specific function. As there is need for a dedicated position to co-ordinate the various functions in this department, we are, therefore, making appropriate recommendation.

Recommendation 8

01.01.31 We recommend the creation of a grade of Coordinator, Broadcast Technology. Appointment thereto should be by selection from among serving Engineer/Senior Engineers performing broadcast technology duties. In the absence of qualified candidates, appointment to the grade should be made by selection from among candidates possessing a Degree in Electronic/Electrical Engineering or an equivalent qualification together with at least five years' experience.

01.01.32 The Coordinator, Broadcast Technology would be required, among others, to assist the Chief Engineer to lead and manage the different units of the Engineering and Technology Department; oversee equipment maintenance, upgrades and repairs and the upkeep of broadcast related equipment; and to ensure effective coordination with all Departments/Sections/Units so as to provide quality service to the public in the most cost-effective manner.

Animation and Graphics Section

01.01.33 The Animation and Graphics Section is presently manned by the Head Animation Graphics Artist, Animation Graphics Artist and Assistant Animation Graphics Artist. The importance of animation and graphics in the broadcast sector has kept on increasing as virtual sets have replaced the traditional décor. These are used in the production of clips and other programmes, including live programmes like News, Sports, Debates of the National Assembly and the Elections. Functional requirements, particularly in line with the objective of zero error transmission, dictate that staff need to continually adapt to and implement emerging technologies in the performance of their duties.

01.01.34 In the light of the above, both management and the staff side have represented that operational exigencies warrant a reorganisation of the cadre.

- 01.01.35 A scrutiny of job descriptions has shown that duties performed by Assistant Animation Graphics Artist and the Animation Graphics Artist are more or less similar. On this account, we consider that only one grade at this level would suffice, the more so that it is in line with our delayering policy. However, in an attempt to professionalise the cadre in view of the forthcoming challenges presented by the advent of new technologies, we are creating a grade of Animation Graphics Technician.
- 01.01.36 In line with the other appellations with similar level of responsibilities at the MBC, we are also restyling the grade of Head, Animation Graphics Artist.

Recommendation 9

01.01.37 We recommend that:

- (i) the grades of Assistant Animation Graphics Artist (Roster) and Animation Graphics Artist (Roster) be merged and restyled Assistant Animation Graphics Artist/Animation Graphics Artist (Roster). Incumbents should possess the Diploma in the field of Graphic Design to proceed beyond the Qualification Bar (QB) inserted in the salary scale; and**
- (ii) appointment to the grade of Assistant Animation Graphics Artist/Animation Graphics Artist (Roster) should be made by selection from among candidates possessing a Diploma in Graphics Design or an equivalent qualification. Candidates possessing such qualifications should join the scale at salary point Rs 16500.**

01.01.38 We also recommend the creation of a grade of Animation Graphics Technician. Appointment thereto should be made by selection from among Assistant Animation Graphics Artist/Animation Graphics Artists (Roster) possessing a Degree in Graphics Design. In the absence of qualified candidates, appointment should be made by selection from among candidates possessing the prescribed qualifications and who have successfully completed their training period.

01.01.39 The Animation Graphics Technician would be required, amongst others, to conceive, design and execute still and animated graphics for TV programmes; create, edit and mount generics for live news programmes and news bulletins; and to ensure that graphic works are designed according to requirements with emphasis on quality.

01.01.40 We additionally recommend that the grade of Head Animation Graphics Artist be restyled Coordinator, Animation Graphics, and the grade be filled by promotion, on the basis of experience and merit, of officers in the grade of Animation Graphics Technician reckoning at least three years' service in a substantive capacity in the grade.

PUBLIC RELATIONS AND CUSTOMER CARE DEPARTMENT

01.01.41 The Public Relations and Customer Care Department receives feedback from its stakeholders on its service to enable improvement in the Radio and TV programmes.

Public Relations and Customer Care Officer

01.01.42 Presently, public relations and customer care duties are performed by Customer Care Officers (shift) and Senior Customer Care Officers. As there is considerable overlapping of duties and very little supervision, we are merging these two grades and restyling it to a more appropriate appellation. Since a higher qualification is required for the post at senior level, we are introducing a QB in the salary scale.

Recommendation 10

01.01.43 We recommend that:

- (i) the grades of Customer Care Officer (Shift) and Senior Customer Care Officer be merged and restyled Public Relations and Customer Care Officer (Shift);**
- (ii) appointment thereto should be made by selection from among candidates possessing the Diploma in Communication Studies, Public Relations or an equivalent qualification and who have successfully completed their training period;**
- (iii) incumbents should possess the Diploma in Communication Studies, Public Relations or an equivalent qualification to cross the QB inserted in the salary scale; and**
- (iv) the grade of Manager Customer Care be restyled Public Relations and Customer Care Manager.**

MARKETING AND SALES DEPARTMENT

01.01.44 The Marketing and Sales Department is responsible for the implementation of the strategic marketing policies of the MBC. The structure of the Department comprises the grades of Marketing and Sales Manager, Chief Traffic Officer, Senior Traffic Officer, Traffic Officer and Assistant Traffic Officer. We are reviewing the structure to reflect the new role of the Department and responsibilities devolving upon incumbents.

Recommendation 11

01.01.45 We recommend that:

- (i) the grades of Traffic Officer and Senior Traffic Officer be merged and restyled Marketing and Events Officer. Appointment thereto should be made by selection from among Trainee Marketing and Events Officer possessing a Diploma in Marketing Studies or an**

equivalent qualification and who have successfully completed their training period; and

- (ii) The grade of Marketing and Sales Manager be restyled Marketing and Events Manager.

Recruitment in Scarcity Areas

01.01.46 The skills required for performing certain duties pertaining to the core functions of the MBC may be in short supply on the labour market. To induce candidates to join the MBC, we are making appropriate provision in this Report.

Recommendation 12

01.01.47 We recommend that in case of difficulty of recruitment and retention of professionals in certain specific grades, incumbents may be granted a remuneration package comprising a negotiable salary from the salary range along with a negotiable allowance in consideration of the following:

- (i) skills and competencies;
- (ii) international experience/exposure in the relevant field;
- (iii) proven track record (locally and internationally); and
- (iv) the remuneration package immediately prior to joining service at the MBC.

Allowances and Other Recommendations

Outdoor Coverage Allowance

01.01.48 Employees of an operation team performing outdoor duties during cyclone warning Class III and Class IV are paid a daily allowance of Rs 780 for a coverage of up to eight hours though spread over two days. We are revising this allowance.

Recommendation 13

01.01.49 We recommend that the daily Outdoor Coverage Allowance be revised to Rs 860.

Allowance to Camera Technician

01.01.50 The monthly allowance of Rs 865 payable to officers of the Cameraman cadre for outdoor coverage for the greater part of the month, is being revised.

Recommendation 14

01.01.51 We recommend that the monthly allowance payable to Camera Technicians formerly Cameraman/Senior Cameraman and Principal Cameraman for outdoor coverage for the greater part of the month, be revised to Rs 950.

Allowance for Tradesman formerly Carpenter

01.01.52 Tradesmen *formerly Carpenters* are paid a monthly allowance of Rs 720 for performing decors and set design related duties. As these duties are of a rather regular nature, we are maintaining the payment of the allowance and revising the quantum.

Recommendation 15

01.01.53 We recommend that the monthly allowance payable to Tradesmen formerly Carpenters for performing decors and set design duties be revised to Rs 790.

Clothing Allowance

01.01.54 Presenters of News and programmes on the permanent and pensionable establishment are paid a monthly allowance of Rs 300 to partly meet the expenses related to clothing. On the other hand, employees of a specific programme who are sponsored in their apparel for presentation are not eligible for clothing allowance. We are maintaining the provision on Clothing Allowance while increasing the quantum.

Recommendation 16

01.01.55 We recommend that the monthly Clothing Allowance should continue to be paid under the same prevailing conditions and the amount be revised to Rs 330.

Allowance for driving Outside Broadcast Vehicles

01.01.56 Driver/Handy Workers who drive the Outside Broadcast Vehicles and lorries for live coverage are paid a daily allowance of Rs 360 for each day they effectively drive the vehicle. We are maintaining the provision and revising the quantum.

Recommendation 17

01.01.57 We recommend that the daily allowance payable to Driver/Handy Workers for driving lorries and Outside Broadcast Vehicles be revised to Rs 395.

Incentive Scheme

01.01.58 Both Management and the staff side have expressed their satisfaction in relation to the Incentive Scheme. **We are maintaining it.**

Attendance Bonus

01.01.59 A monthly amount of Rs 1440 is paid as Attendance Bonus to employees of the MBC. We are revising the quantum of the allowance paid.

Recommendation 18

01.01.60 We recommend that the monthly Attendance Bonus payable to employees of the MBC should be revised to Rs 1585.

Inducement Allowance

01.01.61 Employees working on Shift and Roster are paid a monthly Inducement Allowance of Rs 960 and Rs 720 respectively. We are revising the allowance payable to these employees.

Recommendation 19

01.01.62 We recommend that the monthly Inducement Allowance payable to employees on Shift and Roster be revised to Rs 1055 and Rs 790 respectively.

Excess Hours of Work

01.01.63 Employees who put in extra hours may either opt for normal overtime payment or resort to the Incentive Scheme. In relation to the latter option, these employees are classified in four Categories, namely A, B, C, and D.

01.01.64 Employees in categories A, B, and C have to put in at least 10 additional hours while those in category D need to put in 15 additional hours to be eligible for allowance. The maximum number of hours to be put in by employees in all categories is 30 hours. The allowance payable to them is a maximum of Rs 3600 for Categories A and B and Rs 2300 for Categories C and D.

01.01.65 An officer proceeding on vacation leave is paid the allowance in full for the first two weeks provided that the latter has put in the required number of hours during the days he has been attending work in the month.

Recommendation 20

01.01.66 We recommend that:

- (a) employees in Categories A, B and C should put in at least 10 hours and those in Category D need to put in 15 hours to qualify for the allowance payable for excess hours. The maximum number of hours should be 30 for all Categories;**
- (b) the ceiling in respect of allowance for excess hours be revised to Rs 3960 for Categories A and B, and Rs 2530 for Categories C and D;**

- (c) any excess hours of work beyond the ceiling should be paid as follows:

Number of excess hours worked	% of Salary
(i) above 30 and up to 50	5
(ii) above 50 and up to 75	7.5
(iii) above 75	10

- (d) the allowance for excess hours should continue to be payable in full in respect of the first two weeks an officer goes on approved vacation leave in a year provided the officer has put in the required number of excess hours during the days he has been attending work in the month;
- (e) management should ensure that only employees who have to put in extra hours be eligible for the excess hours allowance and at the same time monitor overtime work for those who do not opt for the scheme.

Trainee Grades

01.01.67 The shift from the analogue to the digital broadcast system has led to a redesign of work processes at the MBC. The consequential introduction of certain duties have warranted that schemes of service be revisited, resulting in the merging of some grades while others were abolished.

01.01.68 In view of the fact that the MBC operates on a zero error transmission target, it requires trained and competent staff at all times to be able to deliver on its mandate. It should also be noted that due to the specificity and highly technical nature of the job at the MBC, it is quite difficult to recruit people with the right competencies and relevant experience from the market in certain fields. Thus, in an attempt to build organisational capacity, the MBC has proposed to provide the necessary training to existing and future staff. It has also proposed to recruit staff in trainee positions, where the need is felt, and provide the necessary training before appointing them.

01.01.69 The Bureau, after careful consideration, supports the view of the MBC Management. We are, therefore, providing salary to be paid to trainee grades with different entry academic requirements. It is incumbent upon the MBC to identify in which grades a trainee position would be warranted and to make appropriate arrangement accordingly.

Recommendation 21

01.01.70 We recommend the creation of Trainee grades and the salary to be attached to these trainee positions should be as hereunder:

- (a) Trainee grade requiring Cambridge School Certificate with credit in five subjects: Rs 10250

(b) Trainee grade requiring a Cambridge Higher School Certificate or passes in at least two subjects at the General Certificate of Education 'Advanced Level' or an equivalent qualification: Rs 11250

(c) Trainee grade requiring a Diploma: Rs 11750

(d) Trainee grade requiring a Degree: Rs 21750

For training periods of more than one year, incumbents should be eligible to the next incremental point to be read from the master salary scale after the first year of traineeship.

Abolition of grades

01.01.71 In view of the dynamic nature of broadcast technology, there is need to revisit the organisation structure of the MBC so as to render it more responsive to the present exigencies. In this context, a few grades which are vacant and for which the need is no longer felt, are being abolished.

Recommendation 22

01.01.72 We recommend, upon request of Management, that the grades of Chief Mechanic, Chief Producer, Chief Traffic Officer, Corporate Affairs Manager, Corporate Secretary, Director of Engineering and Technology, Director of Finance, Director of Production, Director of Programmes, Director of Radio, Head Cameraman (Personal), Higher Executive Officer, Human Resource Assistant/Senior Human Resource Assistant, Information Technology Manager, News Production Assistant (Roster) (Personal), Officer in Charge Promotion Unit (Personal), Research Executive (Personal), Trainee Broadcast Officer, Trainee Engineer and Trainee News Editor which are vacant, be abolished.

01.01.73 We are not providing salaries for the above grades which are considered to have been abolished by the MBC.

01.01 MAURITIUS BROADCASTING CORPORATION

SALARY SCHEDULE

MBC 1 : Rs 7400 x 200 – 7600 x 225 – 8500 x 250 – 12500 x 300 – 12800
General Worker (Roster) (Personal)

MBC 2 : Rs 9750 x 250 – 12500 x 300 – 14300 x 350 – 15700
Radio and TV Attendant (Roster) (Personal)
Radio and TV Attendant/Handy Worker (Roster)

MBC 3 : Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17400
Handy Worker (Roster) (Personal)

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- MBC 4 : Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850**
Driver/Handy Worker
- MBC 5 : Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300**
Tradesman
formerly Carpenter
Electrician
Mechanic
- MBC 6 : Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300**
Senior Radio and TV Attendant/Head Radio and TV Attendant (Roster)
- MBC 7 : Rs 10500 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 18900**
Driver/Handy Worker (Roster)
- MBC 8 : Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 20250**
Electrician (Shift)
- MBC 9 : Rs 10500 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21750**
Telephone Operator/Receptionist (Shift) (Personal)
- MBC 10 : Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21750**
Assistant Stores Officer (Personal)
- MBC 11 : Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 23250**
Word Processing Operator
- MBC 12 : Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000**
Make-Up Officer (Roster)
- MBC 13 : Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000**
Clerk/Word Processing Operator

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- MBC 14 : Rs 15350 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000**
 Chief Tradesman
formerly Chief Carpenter
Chief Electrician
 Transport Foreman
- MBC 15 : Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24750**
 Documentation, Archives and Research Clerk (Roster)
- MBC 16 : Rs 11750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
 Marketing and Sales Officer
- MBC 17 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
 Assistant Financial Operations Officer (Personal)
 Assistant Procurement and Supply Officer
 Assistant Traffic Officer
 Confidential Assistant (Personal)
 Executive Officer (Personal)
 Purchasing and Supply Officer (Personal)
- MBC 18 : Rs 15000 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500**
 Lighting Technician/Senior Lighting Technician (Roster)
 Sound Technician/Senior Sound Technician (Roster)
- MBC 19 : Rs 11500 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 29400**
 Broadcast Technology Assistant (Shift)
formerly Audio Visual Technician (Roster)
Broadcast Operator (Shift)
General Technician (Rodrigues) (Roster)
- MBC 20 : Rs 15700 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 29400**
 Office Supervisor
- MBC 21 : Rs 11750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
 Music Programmer
 Production Assistant/Senior Production Assistant (Roster)
 Programme Officer/Senior Programme Officer
 Quality Control Officer/Senior Quality Control Officer

01.01 MAURITIUS BROADCASTING CORPORATION (Cont'd)

- MBC 22 : Rs 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
Confidential Secretary
- MBC 23 : Rs 19500 x 750 – 28500 x 900 – 32100**
Financial Operations Officer
Procurement and Supply Officer
Senior Confidential Assistant (Personal)
- MBC 24 : Rs 15700 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 30300 QB 31200 x 900 – 33000 x 1200 – 35400**
Documentation, Archives and Research Officer/Senior Documentation,
Archives and Research Officer (Roster)
- MBC 25 : Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
Administrative Assistant
Administrative Assistant Radio/TV (Roster)
Safety and Health Officer/Senior Safety and Health Officer
- MBC 26 : Rs 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
Internal Audit Officer
- MBC 27 : Rs 13700 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 29400 QB 30300 x 900 – 33000 x 1200 – 36600**
Public Relations and Customer Care Officer (Shift)
formerly Customer Care Officer (Shift)
Senior Customer Care Officer
- MBC 28 : Rs 15000 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 QB 29400 x 900 – 33000 x 1200 – 36600**
Assistant Animation Graphics Artist/Animation Graphics Artist (Roster)
formerly Assistant Animation Graphics Artist (Roster)
Animation Graphics Artist (Roster)
- MBC 29 : Rs 17400 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 36600**
IT Support Officer (Roster)
- MBC 30 : Rs 19500 x 750 – 28500 x 900 – 33000 x 1200 – 36600**
Marketing and Events Officer
formerly Senior Traffic Officer
Traffic Officer

01.01 MAURITIUS BROADCASTING CORPORATION (Cont'd)

- MBC 31 : Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600**
 Senior Financial Operations Officer
 Senior Procurement and Supply Officer
- MBC 32 : Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100**
 Senior Broadcast Technology Assistant (Shift)
formerly Broadcast Officer (Shift)
Senior Broadcast Operator (Shift)
- MBC 33 : Rs 30300 x 900 – 33000 x 1200 – 36600 x 1500 – 44100**
 Assistant Manager, Financial Operations
 Assistant Manager (Procurement and Supply)
 Principal Documentation, Archives and Research Officer
- MBC 34 : Rs 15000 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 45600**
 Camera Technician (Roster)
formerly Cameraman/Senior Cameraman (Roster)
Principal Cameraman (Roster)
- MBC 35 : Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 45600**
 Principal Lighting Technician (Roster)
 Principal Sound Technician (Roster)
- MBC 36 : Rs 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 47100**
 Technical Production Executive (Roster)
formerly News Producer (Roster)
Senior News Producer (Roster)
Senior Technical Producer (Roster)
Technical Producer (Roster)
- MBC 37 : Rs 22500 x 750 – 28500 x 900 – 33000 x 1200 – 35400 QB 36600 x 1500 – 48600**
 Marketing and Sales Executive
- MBC 38 : Rs 22500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
 Administrative Officer
 Animation Graphics Technician (New Grade)
 Logistic and Facilities Coordinator
formerly Logistic Facilities and Events Coordinator
 Satellite Officer (New Grade)

01.01 MAURITIUS BROADCASTING CORPORATION (Cont'd)

- MBC 39 : Rs 24000 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Plant and Maintenance Officer
- MBC 40 : Rs 30300 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Broadcast Technologist (Shift)
formerly Chief Broadcast Operator (Shift)
Senior Broadcast Officer (Roster)
Technician/Producer (Radio) (shift)
Video Editor/Senior Video Editor (Roster)
- MBC 41 : Rs 24000 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 54600**
Senior Technical Production Executive (Roster)
formerly Chief Technical Producer
Senior Producer (Roster)
Producer (Roster)
- MBC 42 : Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 54600**
Accountant/Senior Accountant
- MBC 43 : Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 54600**
Engineer/Senior Engineer
Journaliste Reporteur d'Images (Roster)
formerly Senior News Editor (Roster)
News Editor (Roster)
Human Resource Management Officer
Systems Analyst/Administrator (Roster)
- MBC 44 : Rs 31200 x 900 – 33000 x 1200 – 36600 x 1500 – 54600**
Senior Broadcast Technologist (Roster)
formerly Chief Broadcast Officer
Transmission Coordinator (Roster)
- MBC 45 : Rs 35400 x 1200 – 36600 x 1500 – 54600**
Internal Auditor
- MBC 46 : Rs 36600 x 1500 – 54600**
Chief Producer/Chief Technical Producer (Personal)
Deputy Manager, Administrative Services (Personal)
Head of Documentation, Archives and Research
Manager, Financial Operations
Manager (Procurement and Supply)

01.01 MAURITIUS BROADCASTING CORPORATION (Cont'd)**MBC 47 : Rs 35400 x 1200 – 36600 x 1500 – 57600**

Coordinator, Animation Graphics
formerly Head Animation Graphics Artist
Coordinator, Broadcast Technology (New Grade)
Coordinator, Satellite Services (New Grade)
Programme Coordinator
Radio Channel Coordinator
TV Channel Coordinator

MBC 48 : Rs 44100 x 1500 – 57600 x 1800 – 61200

Administrative Manager
Chief Engineer
Desk Coordinator
formerly Chief News Editor/Desk Coordinator
Executive Production Coordinator
Finance Manager
Human Resource Manager
Marketing and Events Manager
formerly Marketing and Sales Manager
Programme Manager
Public Relations and Customer Care Manager
formerly Manager Customer Care
Radio Production Manager (Oriental/General)

MBC 49 : Rs 59400 x 1800 – 68400 x 2400 – 78000 x 3000 – 87000

Director of News

