

## 22. MINISTRY OF EDUCATION AND HUMAN RESOURCES

- 22.1 The Ministry of Education and Human Resources caters for the education of pupils aged between 3 and 12 years and students aged up to 20 years. It is responsible for providing equitable access to quality pre-primary, primary and secondary education.
- 22.2 The Ministry of Education and Human Resources envisions to promote a World Class Quality Education accessible to all. To this end, it aims at increasing equitable access to education and enhance its quality and relevance. It ensures that all children aged three to five years have access to pre-primary education; sustains equitable access to quality education, ensuring that all learners attain high levels of achievement on the basis of lifelong learning; ensures that all students are given the opportunity to embark on and complete upper secondary education for employability, and higher and further education and training; provides an efficient and effective Technical and Vocational Education and Teaching (TVET) system of greater public esteem responsible to meet the present and future needs; and improves access in line with an inclusive education policy for children with special needs, among others.
- 22.3 The Ministry's priority objectives are:
- (i) for the pre-primary sector, to reduce systemic inequity so that all children have access to quality pre-primary education; and to ensure that all pre-primary schools offer quality education;
  - (ii) for the primary sector, to ensure equitable access to quality education; ensure all children are numerate and literate at the end of primary schooling; and enhance the overall development of pupils through participation in extra and co-curricular activities;
  - (iii) for the secondary sector, to ensure equitable access to quality secondary education; ensure all children who enter Form I leave after successfully completing Form VI or alternate programmes; and enhance the overall development of students through participation in extra and co-curricular activities;
  - (iv) for the prevocational stream, to improve life opportunities and to facilitate future employability; and
  - (v) for the Special Education Needs of school age children, to improve and increase access to quality education for children with disabilities.
- 22.4 The Ministry has embarked on a number of reform initiatives:
- In the Primary Sector: introduction of Kreol Morisien and Bhojpuri as optional languages in Standard I, continuous assessment in Standards III & IV; application of new technologies in the processes of teaching, enhancement programme, summer school programme, among others;

- In the Secondary Sector: National assessment at Form III; facilitate access to students of Lower VI; and
- In the Pre-Vocational Stream: the three-year programme has been extended to four years.

22.5 The Ministry operates a Technical Division, headed by a Chief Technical Officer who is responsible for developing educational strategies and policies so as to bring education in line with the development of the country. The Chief Technical Officer is also responsible, among others, for school management, curriculum development and administrative matters. Furthermore, the Ministry operates a Quality Assurance and Inspection Division, a National Education Counselling Service, a Career Guidance and a Library Service. A number of parastatal bodies operates under its *aegis* and contributes towards the overall mission of the Ministry.

22.6 We are, in this Report, bringing some improvements to the conditions of service which are specific to the education sector and reinforcing the structure, where necessary, for greater efficiency.

### **PRIMARY SCHOOL SECTOR**

22.7 The primary school sector caters for the education of children aged between 5 and 12. There are, at present, 307 primary schools in the Republic of Mauritius: 291 in the Island of Mauritius, 14 in Rodrigues and 2 in Agalega with a total primary school population of 116,068 as at 2011. The majority (222 of the schools) are run by Government; 51 by the Roman Catholic Education Authority; 2 by the Hindu Education Authority and the other 30 are private non-aided schools. The curriculum at primary level comprises a panoply of subjects out of which English Language, French, Mathematics, History/Geography, Science and a number of Oriental Languages (OL) including Hindi, Urdu, Tamil, Telugu, Marathi, Modern Chinese and Arabic are examinable subjects.

22.8 The primary school sector is called upon to continually update itself to meet the new challenges facing the education sector. Numerous changes have recently taken place, namely the application of new technologies in the processes of teaching with the introduction of the interactive board (sankore project) and the introduction of Mauritian Kreol and Bhojpuri as optional subjects; the enhancement programme to enrich the learning experience of standard IV pupils through their active participation in extra and co-curricular activities; Summer School Programme and the implementation of a continuous assessment system, among others.

22.9 The primary school sector is manned by staff in Educator/Teacher, School Inspectorate (General Purpose), Inspectorate (Oriental Languages) and Educator (SEN) cadres, among others.

- 22.10 A primary school is currently administered by a Head Master who is assisted by a Deputy Head Master, a Deputy Head Teacher (OL) as well as Mentors and School Clerks. The core activities are carried out by teaching staff comprising Teacher/Senior Teachers (General Purpose), Educators (Primary), Teacher/Senior Teachers (OL) as well as Health and Physical Education Instructors who are responsible for the implementation of curriculum on health and physical education in a cluster of primary schools.
- 22.11 The School Inspectorate cadre (General Purpose), comprising a three-level structure namely School Inspector, Senior School Inspector and Principal School Inspector – is responsible for the monitoring of Curriculum Development Programme; the appraisal and evaluation, the functioning of primary schools as well as advising and training of the teaching staff.
- 22.12 The Inspectorate cadre, responsible for the monitoring of curriculum development programme for the Oriental Languages Stream, comprises Assistant Supervisor Oriental Languages, Supervisor Oriental Languages and Senior Supervisor Oriental Languages.
- 22.13 We are, in this Report, maintaining the present structure. However, after a careful study of representations and submissions made by staff associations and the Ministry, we are making special provision for Teacher/Senior Teachers and Teacher/Senior Teachers (Oriental Languages) who have not benefited from any promotion in their careers, bringing some clarifications and some changes with a view to motivating the teaching personnel and upgrading the standard of the education sector.

### **Special Provision**

- 22.14 The Unions have represented that the chance of being promoted to the level of Deputy Head Master and Deputy Head Teacher (Oriental Languages) are limited for Teacher/Senior Teachers and Teacher/Senior Teachers (Oriental Languages). Many of these officers retire or will retire without a promotion in their teaching career. We have been informed that the officers have also the potential to shoulder higher responsibilities, if opportunities are given to them and on these accounts we are making a special provision to compensate them additionally subject to certain conditions.

### **Recommendation 1**

- 22.15 We recommend that incumbents in the grades of Teacher/Senior Teacher and Teacher/Senior Teacher (Oriental Languages) who, after having benefitted from two long service increments and stagnated for a year, should, thereafter, be paid a monthly allowance equivalent to one increment at the salary point reached provided that the incumbents (i) have been consistently efficient and effective in their performance as evidenced by their Performance Appraisal Report during the preceding**

**two years; and (ii) have not been adversely reported upon on ground of conduct.**

### **Compensation for Additional Skills and Competencies**

- 22.16 Distinct salary scales have been provided to incumbents in the grades of Teacher/Senior Teacher of both the General Purpose stream and Oriental Languages (OL) stream, Deputy Head Master (DHM), Deputy Head Teacher (Oriental Languages) [(DHT (OL)] and Head Master possessing additional qualifications, such as Advanced Certificate in Education (ACE), Certificate in Educational Management (CEM), and Advanced Certificate in Educational Management (ACEM). Teacher/Senior Teachers and Teacher/Senior Teachers (OL) possessing the ACE are allowed to move incrementally in the master salary scale on obtention of the Teacher's Diploma (Primary) (TDP). Provision has also been made in the Errors, Omissions and Clarifications of the 2008 PRB Report for incumbents in the grades of Deputy Head Master, Mentor, Deputy Head Teacher (OL) and Health and Physical Education Instructor to move incrementally in the master salary scale on obtention of the Diploma in Educational Management (DEM).
- 22.17 The Ministry has submitted that the Advanced Certificate in Education course is currently being conducted for a last time and that the course leading to the Certificate in Educational Management and the Advanced Certificate in Educational Management Course would no longer be run. Instead, this course would be replaced by another one leading to an award of a Diploma in Educational Management (DEM).
- 22.18 At present,
- (i) Teacher/Senior Teachers and Teacher/Senior Teachers (Oriental Languages) who have successfully completed the Diploma in Educational Management are granted, on promotion to Deputy Head Master or Deputy Head Teacher (Oriental Languages), one increment over and above the salary they are entitled to on joining the higher grade AND another additional increment in the next financial year provided that they have been consistently efficient and effective in their performance during the preceding year and have not been adversely reported upon on grounds of either performance or conduct;
  - (ii) Teacher/Senior Teachers who have successfully completed the Diploma in Educational Management are granted, when promoted directly to the grade of Head Master, one increment over and above the salary they are eligible to on joining the higher grade AND another additional increment in the next financial year provided that they have been consistently efficient and effective in their performance during the preceding year and have not been adversely reported upon on grounds of either performance or conduct;

- (iii) Mentors and Health and Physical Education Instructors in post as at 30 June 2008 who have successfully completed the DEM are granted one increment and, after having stagnated on their top salary for a year, are allowed to move by one increment over and above their top salary AND, on promotion to the grade of Head Master, benefit from another increment over and above the salary they are entitled to;
- (iv) Deputy Head Masters as well as Deputy Head Teachers (Oriental Languages) in post as at 30 June 2008, possessing the Certificate in Educational Management (CEM) on obtention of the DEM, on a personal basis, benefit from one increment and are allowed to move over and above their top salary by one increment; and
- (v) Deputy Head Masters as well as Deputy Head Teachers (Oriental Languages) in post as at 30 June 2008, benefit from one increment on obtention of the DEM and another increment in the next financial year provided that they have been consistently efficient and effective in their performance during the preceding year and have not been adversely reported upon on grounds of either performance or conduct, AND are allowed to move incrementally over and above their top salary by the corresponding number of increments as defined above.

22.19 Clarifications have been sought as to the date on which payment of the second increment is due to those Deputy Head Masters and Deputy Head Teachers (Oriental Languages) in post as at 30 June 2008 who possess the DEM. The staff unions have contended that the grant of the second increment for the DEM qualification should be as from the 01 January of the year, i.e. from the beginning of the financial year, irrespective of the date the first increment was granted for the said qualification. As a matter of clarification, we are bringing in appropriate amendments.

## **Recommendation 2**

**22.20 We recommend that**

- (i) **Teacher/Senior Teachers and Teacher/Senior Teachers (Oriental Languages) who have successfully completed the Diploma in Educational Management should be granted, on promotion to the grade of Deputy Head Master or Deputy Head Teacher (Oriental Languages), one increment over and above the salary they are entitled to on joining the higher grade AND another increment on the incremental date of the next financial year provided that they have been consistently efficient and effective in their performance, as evidenced by their Performance Appraisal Report, during the preceding year and have not been adversely reported upon on ground of conduct;**

- (ii) **Teacher/Senior Teachers who have successfully completed the Diploma in Educational Management should be granted, when promoted directly to the grade of Head Master, one increment over and above the salary they would be entitled to on joining the higher grade AND another increment on the incremental date of the next financial year provided that they have been consistently efficient and effective in their performance as evidenced by their Performance Appraisal Report, during the preceding year and have not been adversely reported upon on ground of conduct;**
- (iii) **Deputy Head Masters as well as Deputy Head Teachers (Oriental Languages) in post as at 30 June 2008, should benefit from one increment on obtention of the Diploma in Educational Management AND another increment on the incremental date of the next financial year provided that they have been consistently efficient and effective in their performance, as evidenced by their Performance Appraisal Report, during the preceding year and have not been adversely reported upon on ground of conduct AND be allowed to move incrementally over and above their top salary by the corresponding number of increments as defined above;**
- (iv) **Deputy Head Masters as well as Deputy Head Teachers (Oriental Languages) in post as at 30 June 2008, possessing the Certificate in Educational Management (CEM) on obtention of the Diploma in Educational Management (DEM), should, on a personal basis, qualify for one increment and be allowed to move over and above their top salary by one increment provided that they have drawn their revised top salary for a year; and**
- (v) **Mentors and Health and Physical Education Instructors should, on obtention of the Diploma in Educational Management, be granted one increment and, after having stagnated on their top salary for a year, be allowed to move by one additional increment over and above their top salary AND, on promotion to the grade of Head Master, benefit from another additional increment over and above the salary they would be entitled to.**

**22.21 We also recommend that Teacher/Senior Teachers and Teacher/Senior Teachers (Oriental Languages) possessing a Teacher's Diploma (Primary) in addition to holding an Advanced Certificate in Education should proceed incrementally in their salary scale up to salary point Rs 32100 in the master salary scale.**

## Head Master

- 22.22 In our last Report, recommendation was made for a change in the mode of appointment to the grade of Head Master, from promotion to selection such that appointment be made from among Deputy Head Masters, Mentors, Health & Physical Education Instructors possessing the Diploma in Educational Management as well as Teacher/Senior Teachers and Educators (Primary) possessing a Diploma and reckoning at least 18 years' teaching experience or possessing a degree and reckoning at least 12 years' teaching experience. As the Diploma in Educational Management has become a requirement, a transition period was needed to allow incumbents to acquire this qualification. However, the above recommendation was deferred, following a decision of the High Powered Committee to allow vacancies in the grade of Head Master to be filled on the basis of the scheme of service existing as at 30 June 2008. In the Errors, Omissions and Clarifications of the 2008 PRB Report, recommendation was made for the Diploma in Educational Management to be a requirement for appointment to the grade of Head Master with effect from 1 July 2012.
- 22.23 The present scheme of service for the post of Head Master does not make provision for the Diploma in Educational Management as a requirement and this was a matter of dispute before the Conciliation Service of the Ministry of Civil Service and Administrative Reforms which advised that a new scheme of service for the post of Head Master should be prescribed in line with the PRB 2008 recommendation inclusive of the DEM qualifications.
- 22.24 Pending the finalisation of the scheme of service for the post Head Master and considering the need for proper manning and smooth running of primary schools, appointment to the grade of Head Master should continue to be made on the basis of the scheme of service prevailing as at 30 June 2008 and **we recommend accordingly.**

## “Zones d'Education Prioritaires” (ZEP)

- 22.25 In 2003, schools which, for the previous five years, recorded a pass rate of less than 40% for the CPE examinations were classified as ZEP schools. At present, there are 30 such schools including one in Rodrigues and two in Agalega.
- 22.26 The teaching as well as the non-teaching staff of these schools are paid a monthly allowance in view of the extra effort which they have to put in for the education of the children. We are revising the quantum of this allowance.

## Recommendation 3

- 22.27 **We recommend that the monthly ZEP allowance payable to the staff of ZEP schools should be revised as hereunder:**

<b>Grade</b>	<b>Monthly ZEP Allowance (Rs)</b>
<b>Head Master</b>	<b>3630</b>
<b>Mentor</b>	<b>3410</b>
<b>Deputy Head Master Deputy Head Teacher (Oriental Languages)</b>	<b>3190</b>
<b>Teacher/Senior Teacher Teacher/Senior Teacher (Oriental Languages) Health and Physical Education Instructor</b>	<b>2860</b>
<b>School Clerk</b>	<b>1000</b>
<b>Ancillary Staff</b>	<b>730</b>

### **Bibliobus Project**

22.28 The objective of the Bibliobus Project is to bring library services to pupils of schools in regions where no library services are available. There are currently two Teacher/Senior Teachers who are performing duties of Animateur in the Bibliobus and are paid a monthly allowance of Rs 1000. We are revising the quantum of this allowance.

### **Recommendation 4**

**22.29 We recommend that the monthly allowance payable to Teacher/Senior Teachers, performing duties of Animateur in Bibliobus, be revised to Rs 1100.**

### **Refund of travelling by bus to Trainee Educators (Primary)**

22.30 Trainee Educators (Primary) are, during their traineeship, paid a monthly all-inclusive allowance which includes expenditure on books, travelling and other personal equipment. The refund of travelling for Trainee grades in other Ministries/Departments is effected separately i.e. over and above the monthly allowance paid to Trainees. The Ministry has made submissions for a refund of travelling expenses in addition to the payment of the monthly allowance. We have examined the issue and are of the view that, for the sake of parity and fairness, the mode of refund of travelling to Trainees should be aligned with that of Trainees in other sectors. We are making appropriate provision to this effect.



## Recommendation 5

- 22.31 We recommend that Trainee Educators (Primary) should, henceforth, be refunded travelling expenses incurred by bus from residence to the place of work/training and back.**

### Special Education Needs (SEN) Sector

- 22.32 The SEN Sector provides education to school-going age children with learning difficulties and disabilities. There are, at present, three mainstream schools at primary level with integrated units and three specialised government schools to cater for the needs of children with disabilities. The overall responsibility of the specialised schools falls under the Inspector, Specialised Schools/Day Care Centres. A Head, Specialised Schools is responsible for the day-to-day management of each specialised school, including the implementation of specific educational programmes and projects responding to the needs of the pupils. He is assisted by a Deputy Head, Specialised Schools and Educators (SEN) as well as Deputy Head Teachers and Teacher/Senior Teachers on secondment from the primary schools.
- 22.33 The SEN sector also caters for education of children in Penal Institutions, Probation Hostels, Rehabilitation Centres and Shelters for Women.
- 22.34 There are also some 40 non-government SEN institutions, in receipt of grant-in-aid from Government, providing customised education and training to children with special needs. These institutions cater for some 12 areas of disabilities.

### Senior Inspector, Specialised Schools/Day Care Centres

#### Manager, SEN Resource Centres

- 22.35 In line with the Ministry's priority objective to improve and provide access to quality education for children with disabilities and with a view to reinforcing the structure of the SEN Unit, provisions were made in the Programme Based Budget Estimates 2012 and Indicative Estimates 2013/2014 for the grades of Senior Inspector, Specialised Schools/Day Care Centres and Manager, SEN Resource Centres. We are providing for appropriate salary grading for the two levels.

## Recommendation 6

- 22.36 We recommend that appointment to the grade of Senior Inspector, Specialised Schools/Day Care Centres should be made by promotion, on the basis of experience and merit, of officers from the grade of Inspector, Specialised Schools/Day Care Centres reckoning at least three years' service in a substantive capacity in the grade and possessing a Diploma in Educational and Supervisory Inspection or having successfully followed an appropriate course, as approved by the Ministry.**

- 22.37 Incumbent would be required to, among others, be responsible for a pool of Inspectors attached to the sector in a zone; sit on management boards at zone level and help to facilitate the implementation of the curriculum in the main stream and develop appropriate Individual Educational Plans; monitor work at zone level and mount such training programmes as may be required for the benefit of parents and the community.
- 22.38 The SEN Resource Centres, under the responsibility of the Manager, SEN Resource Centres, aim at reaching out to children requiring special education needs, specially those living in areas where there are no such facilities available and to provide specialised customised services. The Manager, SEN Resource Centres would be responsible, among others, for the overall management and administration of the Resource Centre, for the setting up of resource rooms and keeping them equipped and functional throughout the year, for supervision of the model school attached to the Centre and for admission and referral of cases to specialised institutions. However, in view of the duties and responsibilities which would devolve upon the incumbent, there is need for a change of appellation of the level. We are, therefore, restyling the grade.

#### **Recommendation 7**

- 22.39 We recommend that the grade of Manager, SEN Resource Centres be restyled Head, SEN Resource Centres. Appointment thereto should be made by selection from among incumbents in the grade of Deputy Head, Specialised Schools reckoning at least two years' service in a substantive capacity in the grade.**

#### **Inspector Specialised Schools/Day Care Centres**

- 22.40 At present, appointment to the grade of Inspector Specialised Schools/Day Care Centres is made by selection from among Deputy Heads, Specialised Schools reckoning at least three years' service in a substantive capacity in the grade. Following the creation of the level of Manager, SEN Resource Centres now restyled Head, SEN Resource Centres, there is need for consequential amendments to be made to the scheme of service for the grade of Inspector Specialised Schools/Day Care Centres.

#### **Recommendation 8**

- 22.41 We recommend that appointment to the grade of Inspector, Specialised Schools/Day Care Centres should, in future, be made by selection from among officers in the grades of Head, Specialised Schools and Head, SEN Resource Centres; reckoning at least three years' service in a substantive capacity in the respective grades.**

#### **Deputy Head, Specialised Schools**

- 22.42 At present, posts in the grade of Deputy Head, Specialised Schools are filled by promotion of Educators (SEN) reckoning at least two years' experience in

a substantive capacity or an aggregate of at least two years' service in a substantive capacity in the grades of Teacher/Senior Teacher and Educator (SEN) or Teacher/Senior Teacher (Oriental Languages) and Educator (SEN) or Educator (Primary) and Educator (SEN). The Ministry has submitted that the number of years of experience is inadequate for incumbent to assume full responsibility at the next higher level. We have examined the issue and consider that any increase in the number of years of experience would cause prejudice to those Deputy Heads already reckoning two years' service. We are, therefore, of the view that any increase in the number of years of experience should be done at the level of the Ministry of Education and Human Resources in consultation with staff associations and **we recommend accordingly.**

### **Allowance – Special Education Needs**

- 22.43 Pending the recruitment of dedicated staff for the SEN Sector, Teacher/Senior Teachers, Deputy Head Masters, Teacher/Senior Teachers (Oriental Languages) and Deputy Head Teachers (Oriental Languages) from primary schools are seconded to specialised schools, penal institutions, probation hostels, rehabilitation centres and shelters for women. These teachers are provided with special training and have to teach all subjects as in the mainstream through appropriate media – sign language and Braille; teach living skills and be involved in parent counselling programmes. They are currently paid a monthly allowance of Rs 2600.
- 22.44 We are maintaining the present arrangement and revising the quantum of allowance paid to the officers on secondment to the SEN sector from the mainstream primary schools.

### **Recommendation 9**

- 22.45 **We recommend that the monthly allowance paid to Teacher/Senior Teachers, Teacher/Senior Teachers (Oriental Languages), Deputy Head Masters and Deputy Head Teachers (Oriental Languages); on secondment to serve at the Specialised Schools, Penal Institutions, Probation Hostels, Rehabilitation Centres and Shelters for Women; should be revised to Rs 2860.**

### **Educator (Special Education Needs)**

- 22.46 According to provisions made at paragraph 22.40 of the 2008 PRB Report Volume II Part I and as subsequently amended by the Errors, Omissions and Clarifications of the 2008 PRB Report, appointment to the grade of Educator (Special Education Needs) should be made by selection from among Educators (Primary) reckoning at least four years' experience in a substantive capacity and possessing the Diploma (Special Education Needs). Provision was also made at paragraph 22.42 in the same Report, for Teacher/Senior Teachers and Teacher/Senior Teachers (Oriental Languages) on secondment to Specialised Schools who have successfully completed the appropriate

training course to be considered for appointment to the grade of Educator (SEN).

22.47 Our attention has been drawn that the scheme of service for the post of Educator (SEN) makes provision for the filling of the posts by selection from among Educators (Primary), Teacher/Senior Teachers and Teacher/Senior Teachers (Oriental Languages) possessing Diploma (SEN) and reckoning at least four years' service in a substantive capacity in their respective grade or an aggregate of at least four years' service in a substantive capacity in the grades of Teacher/Senior Teacher or Teacher/Senior Teacher (Oriental Languages or Educator (Primary)). The recommendation to the effect that Teacher/Senior Teachers, Teacher/Senior Teachers (Oriental Languages) seconded for duty in Specialised Schools and who have successfully completed the appropriate training course to be considered for appointment to the grade of Educator (SEN), has not been implemented.

22.48 Furthermore, it is to be noted that "appropriate training courses", as recommended in our last Report, have not been mounted so far. Teacher/Senior Teachers and Teacher/Senior Teachers (Oriental Languages) have complained that they are not considered for appointment to the post of Educator (SEN) because opportunity to follow "appropriate training course" was not provided to them. This issue has been a subject matter of dispute before the Conciliation Service of the Ministry of Civil Service and Administrative Reforms.

22.49 The Ministry of Education and Human Resources has now submitted that the Mauritius Institute of Education has been requested to mount an appropriate course for Teacher/Senior Teachers, Teacher/Senior Teachers (Oriental Languages) and Educators (Primary), not possessing the Diploma (SEN), posted in Specialised Schools. **We are maintaining the recommendation made in our 2008 Report for the grade of Educator (SEN) as hereunder:**

***"We recommend that appointment to the grade of Educator SEN should be made from among Educators (Primary) reckoning at least four years' experience in a substantive capacity and possessing the Diploma (Special Education Needs)."***

***"We further recommend that Teacher/Senior Teachers and Teacher/Senior Teachers (Oriental Languages) who have successfully completed the appropriate training courses and are presently seconded for duty to serve in the Special Schools should be considered for appointment to the grade of Educator (SEN). The allowance payable to Teacher/Senior Teachers and Teacher/Senior Teachers (Oriental Languages), on secondment at the Specialised Schools, should be integrated into the new salary on conversion following the appointment of incumbents to the grade of Educator (SEN) and the allowance should lapse."***

### Additional Qualification

22.50 In our last Report, specific salary scales have been provided to incumbents in the grades of Deputy Head, Specialised Schools and Head, Specialised Schools possessing additional qualifications:

- (i) Certificate in Educational Management (CEM); and
- (ii) Advanced Certificate in Educational Management (ACEM)

**We are maintaining this arrangement.**

### Recommendation 10

**22.51 We also recommend that Educators (Primary), who have successfully completed the Diploma (Special Education Needs) and have been appointed to the grade of Educator (SEN), as well as incumbents in the latter grade subsequently appointed to the grade of Deputy Head, Specialised Schools or Head, Specialised Schools would draw salary in the scale as hereunder:**

**06 34 56      Rs 16950 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000**

**Educator (SEN)**

**06 43 59      Rs 22500 x 750 – 28500 x 900 – 33000 x 1200 – 36600**

**Deputy Head, Specialised Schools**

**06 50 62      Rs 27750 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100**

**Head, Specialised Schools**

### Capacity building programme for Primary Teachers/Educators

22.52 In the Chesworth Report 1988, it has been pointed out that capacity building for Teachers/Educators is important and that their training at Diploma level be upgraded to Degree level in the interest of improving basic educational standards.

22.53 One of the Unions representing the Primary School Teachers has repeatedly requested that Government should provide sponsorship to Primary School Teachers to follow course leading to a degree. At present, Primary School Teachers/Educators are sponsored by the Ministry of Education and Human Resources to follow the Diploma in Primary Education at the MIE.

22.54 In view of the new challenges facing the education sector and the emergence of new service activities/disciplines (behavioural, sociological, psychological, environmental, civic), ascribed to the Educators' role, there is a case to upgrade the training provided to Teachers/Educators. The Ministry of

Education and Human Resources in consultation with the staff side should establish the need for higher learning and improving basic education standards and work out with the Mauritius Institute of Education or any other tertiary institution for topping up programme to Degree level for officers in the field. **We recommend accordingly.**

## SECONDARY SCHOOL SECTOR

- 22.55 The Secondary School Sector caters for the education of students aged between 11 and 20 years. Admission to the academic stream of secondary education is open to pupils who have obtained the Certificate of Primary Education (CPE). Pupils who have not succeeded in obtaining the Certificate of Primary Education are admitted to the Prevocational Stream. There are, at present, 185 secondary schools catering for some 115,000 students, out of which 59 provide only academic education, five prevocational education and the remaining 121 both academic and prevocational education.
- 22.56 The core activities of the secondary education sector are carried out by incumbents in two distinct streams: academic and administrative. The academic stream comprises Educator (Secondary), Senior Educator (Secondary), Deputy Rector and Rector. The administrative stream comprises Administrator (Education), Assistant Director, Director and Chief Technical Officer.
- 22.57 A Rector is responsible for the overall management of a State Secondary School. He is assisted by a Deputy Rector and supported by Usher/Senior Ushers, School Clerks and Assistant School Superintendents. Teaching is carried out by Educators (Secondary). The position of Senior Educator (Secondary), created in the 2008 PRB Report, is still vacant.

### **Educator (Secondary)**

- 22.58 In our last Report, we recommended that as from 01 July 2012, an Educator's Licence should be a requirement for the post of Educator (Secondary) and as from a date after 2010 to be decided by the Ministry of Education and Human Resource, a Postgraduate Certificate in Education (PGCE) or its equivalent would also be a requirement.
- 22.59 The Ministry submitted that there is a shortage of graduates holding these qualifications particularly in specific disciplines. On this account and to facilitate recruitment of Educator (Secondary), in a timely manner, we are deferring the implementation date for the requirements of an Educator's Licence and the possession of a PGCE. **The Ministry should, however, decide on a future date for the implementation of the above qualification requirements.**

## Recommendation 11

**22.60 We also recommend that:**

- (i) Educators (Secondary) would be required to teach, during 30 periods a week, one or more subjects relating to their academic qualifications; and**
- (ii) Educators (Secondary) possessing a post 'A' level Diploma or a post Cambridge School Certificate Degree and drawing a salary which is less than Rs 22500 should, on obtention of the qualifications required to cross the QB, be allowed to join the recommended salary scale at salary point Rs 22500.**

### Senior Educator (Secondary)

22.61 At present, appointment to the grade of Senior Educator (Secondary) is made by selection from among Educators (Secondary) possessing qualification to cross QB in the salary scale and reckoning at least 24 years' service.

22.62 Staff associations have canvassed that appointment to the grade of Senior Educator (Secondary) be made on the basis of seniority, given that many Educators (Secondary) retire without getting a single promotion.

22.63 We have examined the request and consider that a greater number of Educators (Secondary) with sufficient years of experience be given the opportunity to compete for the post of Senior Educator (Secondary) and therefore the number of years of experience should be brought down to 15 years and **we recommend accordingly.**

### Rector

22.64 At present, Rectors are appointed by selection from among Deputy Rectors reckoning three years' experience in a substantive capacity and Administrators (Education) who possess the Post Graduate Certificate or Diploma in Education. In our last Report, it was recommended that as from 01 July 2013, the Diploma in Management or Educational Management should also be a requirement for Deputy Rectors and Administrators (Secondary) for appointment to the grade of Rector.

22.65 Both the Ministry and the staff associations share the views that a longer transition period is required to allow officers to acquire the Diploma in Management or Educational Management.

## Recommendation 12

**22.66 We recommend that the requirement of the Diploma in Management or Educational Management for appointment to the grade of Rector should be maintained. However, the Ministry in consultation with the Staff Associations should determine the date on which this qualification requirement would become effective.**

## Head of Department

- 22.67 Educators (Secondary) are assigned duties of Head of Departments on the basis of seniority. The Heads of Departments are required to teach subjects of specialisation for a maximum of 25 periods weekly and are paid a monthly allowance of Rs 1200.
- 22.68 Representations have been made that the criteria for assigning duties of Head of Department should be based on the years of teaching experience the incumbent has in the specific subject. We are reviewing the mode of assignment of Head of Department and the quantum of allowance.

## Recommendation 13

- 22.69 We recommend that assignment of duties of Head of Department should be made from among Educators (Secondary), on the basis of years of service. Educators (Secondary), assigned duties of Head of Department, should be paid an allowance of Rs 1320 monthly and continue to teach subjects of specialisation for at least 25 periods weekly.**

## Allowance

- 22.70 At present, Educators (Secondary), not possessing the qualification requirement to cross QB, and who are called upon to teach sixth form subjects in scarcity areas for at least 8 periods weekly are paid a monthly allowance of Rs 1800. We are revising this allowance.

## Recommendation 14

- 22.71 The monthly allowance payable to Educators (Secondary), not possessing the qualifications required to cross the QB and who are called upon to teach sixth form subjects in scarcity areas for at least eight periods weekly, should be revised to Rs 2250 monthly. On obtention of the qualification required to cross the QB, Educators (Secondary), would be eligible to salary point arrived at after adding the allowance to the basic salary or to draw the higher salary point where the sum thus obtained is between two salary points and would draw the new determined salary or Rs 22500 whichever is the higher.**

## Prevocational Education

- 22.72 Prevocational education is provided in secondary schools to pupils who have failed the CPE examinations twice and to those who have not succeeded the CPE at their first attempt but who, by virtue of their age, are not able to remain in a primary school. Initially, the prevocational education was of a 3-year duration with the objective to make up for the academic deficit built-up during the years of primary schooling and to enable skills development for further vocational training.



- 22.73 As from the year 2012, the prevocational stream has taken a new orientation. Prevocational education programme is of 4-year duration with the objective to developing the students' skills in trade and entrepreneurship. The courses are carried out at the secondary schools during the first two years and at the secondary school as well as at the MITD training centres during the third and fourth years.
- 22.74 There are presently some 125 secondary schools, both state and private, providing prevocational education and catering for some 7000 students.
- 22.75 At present, incumbents in the grades of Teacher (Secondary) (Prevocational) and Educator (Secondary) (Prevocational) are responsible to teach students of the prevocational stream. Teacher (Secondary) (Prevocational) is appointed from, among holders of a Cambridge School Certificate with credit in five subjects and a Cambridge Higher School Certificate. Educator (Secondary) (Prevocational) is appointed from among officers of the teaching profession possessing a post School Certificate Degree and presently dispensing prevocational education in State Secondary Schools and Teachers (Secondary) (Prevocational) having successfully completed the Diploma in Prevocational Education.
- 22.76 We are making provision for movement in the salary scale of Educator (Secondary) (Prevocational) once the incumbent obtains the qualifications to cross the QB.

### **Educator (Secondary) (Prevocational)**

#### **Recommendation 15**

- 22.77 We recommend that officers possessing a post 'A' Level Degree and appointed Educator (Secondary) (Prevocational) should join the recommended salary scale at salary point Rs 22500. Incumbents possessing a Diploma or a post School Certificate Degree and drawing a salary less than Rs 22500 should, on obtention of the qualification required to cross the QB, be allowed to join the recommended salary scale at salary point Rs 22500.**

### **Educator (Secondary) and Educator (Secondary) (Prevocational)**

- 22.78 We recommend that incumbents in the grades of Educator (Secondary) and Educator (Secondary) (Prevocational) satisfying the requirements to cross the QB would, on reaching the top salary point of Rs 48600, be allowed to move incrementally in the master salary scale up to salary point Rs 53100 provided that they have:**
- (a) drawn their top salary for a year; and**
  - (b) been consistently efficient and effective in their performance as evidenced by their Performance Appraisal Report during the**

**preceding two years and not been adversely reported upon on ground of conduct.**

### **Officer-in-Charge Allowance**

22.79 There are currently four State Secondary Schools (Vocational) and each is under the responsibility of a most senior Educator (Secondary) (Prevocational) designated as Officer-in-Charge and who is paid a monthly allowance of Rs1200. We are reviewing the allowance.

### **Recommendation 16**

**22.80 We recommend that the allowance payable to the most senior Educators (Secondary) (Prevocational) assigned duties of Officer-in-Charge in State Secondary School (Vocational) should, henceforth, be equivalent to three increments at the salary point reached by the incumbent.**

### **Quality Assurance and Inspection Division**

22.81 In our last Report, recommendation was made for the setting up of a Quality Assurance and Inspection Division which would be responsible for ensuring quality audit of human resources, curriculum, infrastructure and equipment, among others. The Division would comprise three levels: Director, Quality Assurance; Senior Quality Assurance Officer and Quality Assurance Officer.

22.82 Recommendation was made for appointment to the grade of

- (i) Quality Assurance Officer to be by selection from among holders of a post 'A' level degree and a Master's degree and reckoning an aggregate of at least ten years' proven experience in teaching, or Teacher Training or Curriculum Development or School Development/Inspection in a large institution/department at secondary level in the education sector.
- (ii) Senior Quality Assurance Officer to be by selection from among Quality Assurance Officers with three years' experience AND among holders of a post 'A' level degree together with a Master's degree and reckoning at least eight years' proven experience at senior management level in a major division of a large institution/department in the education sector.
- (iii) Director, Quality Assurance to be made by selection from among Senior Quality Assurance Officers AND among holders of a post 'A' level degree together with a Master's degree and reckoning at least ten years' proven experience at senior management level in a major of a large institution/department in the education sector.

22.83 The Ministry of Education and Human Resources submitted the proposed schemes of service for the grades of Quality Assurance Officer and Senior Quality Assurance Office to the Ministry of Civil Service and Administrative

Reforms for consideration. The scheme of service for the grade of Quality Assurance Officer was prescribed with a first intake note to allow Pedagogical Inspectors to be considered for appointment to the grade, provided they reckon an aggregate of at least ten years' experience in Teaching, Teacher Training, Curriculum Development or School Development/Inspection in a large institution/department at secondary level in the education sector. The post has now been filled.

- 22.84 As regards the scheme of service for the grade of Senior Quality Assurance Officer, it could not be prescribed on the basis of the qualifications recommended for the grade in our last Report given that the Quality Assurance and Inspection Division is a new structure and the first level has recently been filled.
- 22.85 The Public Service Commission made certain observations to the effect that normally, appointment to the next higher level in the same hierarchy which entails greater responsibilities of the same nature to those previously undertaken and performed, is made by way of selection or promotion from the lower grade in the hierarchy. In the light of the foregoing comments, the scheme of service could not be finalised. The issue has been referred to the Bureau for consideration in the context of this Review exercise.
- 22.86 We have examined the issue and given that both grades have been created at the same time, it would be appropriate an alternative mode of appointment in case there is no suitably qualified candidate available for promotion to the higher level.

### Recommendation 17

- 22.87 We recommend that appointment to the grade of Senior Quality Assurance Officer should be made by selection from among Quality Assurance Officers reckoning at least three years' experience in a substantive capacity. In the absence of suitably qualified candidates, the posts should be filled from among candidates possessing a post 'A' Level Degree together with a Masters' degree and reckoning at least eight years' proven experience at senior management level in a major division of a large institution/department in the education sector.**

### Library Services

- 22.88 The role of the Library Services is to provide an efficient and effective Government Library Services which meet the needs of users. The Library cadre comprises the grades of Head, Library Cadre, Senior Librarian, Librarian and technical staff consisting of the grades of Senior Library Officer, Library Officer, Senior Library Clerk and Library Clerk.
- 22.89 The cadre caters for various libraries in the Public Sector, namely: primary and secondary school libraries, public libraries, mobile library service and documentation units of Ministries and department libraries.

## Public Libraries

- 22.90 Library Clerks and Library Officers, posted in public libraries, work from 0900 hours to 1530 hours or from noon to 1700 hours during weekdays and from 0900 hours to noon on Saturdays. Representations have been made from the staff side for compensation for work performed beyond normal working hours.
- 22.91 We have examined the issue and are making appropriate recommendations to this effect.

## Recommendation 18

- 22.92 We recommend the payment of a monthly allowance, equivalent to one increment at the salary point reached, to incumbents in the grade of Library Officer, Library Clerk and Library Attendant who are required to work at odd hours in public libraries.**

## Educational Social Worker

- 22.93 Educational Social Worker, possessing a Diploma in Social Work, would be allowed to proceed beyond the QB inserted in the salary scale and **we recommend accordingly.**

## Administrative Support Unit

- 22.94 Head Masters and Rectors are responsible for the administrative functions in Primary Schools and State Secondary Schools respectively. They are, however, supported by grades falling under the Administrative Support Unit, headed by a School Superintendent and comprising the grades of Assistant School Superintendent and School Clerk.
- 22.95 Management has submitted that School Clerks should be fully entrusted with word processing duties in the same line as other grades of the General Services. However, the scheme of service for the grade of School Clerk provides for word processing and other basic ICT functions as a core duty. We have further examined the job description questionnaires for this grade and found that some officers are currently performing word processing duties. With the gradual phasing out of the Word Processing Operator grade, in future, the School Clerks should take all responsibilities regarding the word processing duties. **This element has been taken into consideration in arriving at the salary recommended for the grade.**

## Careers Guidance Service

- 22.96 The main functions of the Careers Guidance Service are, among others, to: offer career guidance to young people; provide career information; encourage and support career education activities in schools; establish and maintain contact with employees; and provide training to establish a career data bank of information.

- 22.97 The Careers Guidance Service is under the responsibility of the Principal Careers Officer who caters for its day-to-day management. He is supported by Senior Careers Officers, Career Officers and officers of the General Services grades.
- 22.98 The organisation structure is appropriate. However, we are restyling the grades in the cadre to better reflect the role and responsibilities devolving upon the incumbents.

### Recommendation 19

- 22.99 We recommend that the grades in the Career Guidance Service cadre be restyled as hereunder:

Appellation of grades as at 31.12.12	Corresponding restyled grade
Careers Officer	Careers Counsellor
Senior Careers Officer	Senior Career Counsellor
Principal Careers Officer	Principal Careers Counsellor

### E-Government Unit

#### ICT Technician/Senior ICT Technician

#### *formerly Computer Technician*

- 22.100 With a view to better reflect the duties performed and level of responsibilities shouldered by Computer Technicians, the grade is being restyled ICT Technician/Senior ICT Technician.

### Recommendation 20

- 22.101 We recommend that the grade of Computer Technician be restyled ICT Technician/Senior ICT Technician.
- 22.102 We further recommend that ICT Technician/Senior ICT Technicians, *formerly Computer Technicians* who possess a Degree in Computer Science or an equivalent qualification and who have reached the top of their salary scale, should be allowed to move incrementally in the master salary scale up to salary point Rs 44100 provided they have
- drawn the top salary for a year; and
  - been consistently efficient and effective in their performance as evidenced by their Performance Appraisal Report during the preceding two years and have not been adversely reported upon on ground of conduct.
- 22.103 We additionally recommend that appointment to the grade of ICT Technician/Senior ICT Technician, *formerly Computer Technician*, should, henceforth, be made by selection from among officers in the grade of ICT Support Officer on the establishment of the Ministry of

**Education and Human Resources, possessing the prescribed qualifications and reckoning at least three years' service in a substantive capacity in the grade. In the absence of qualified ICT Support Officers, appointment should be made by selection from among outside candidates.**

### **SPECIFIC CONDITIONS (EDUCATION)**

#### **Vacation Leave**

22.104 This Chapter should be read along with the Chapter on Leave in Volume 1 of the 2013 PRB Report.

22.105 The provisions of vacation leave for teaching personnel of the primary and secondary schools are different from those in other sectors of the public sector in view of the specificities of the sector.

To least disturb the proper running of the educational institutions during term time, teaching personnel are presently granted vacation leave as hereunder:

- (a) subject to the exigencies of the service, a maximum of up to 19 days vacation leave is granted during term time;
- (b) officers who do not take advantage of the annual vacation leave entitlement during term time in a calendar year are allowed to accumulate up to their normal ceilings and 50% of any leave not taken beyond the ceiling be accumulated over and above the normal leave ceilings. Such leave may be taken as leave prior to retirement. If the services of the officers are required during the leave prior to retirement, they are refunded the accumulated vacation leave at the rate of 1/30 of the last monthly salary per day at the time of retirement; and
- (c) notwithstanding the provision at sub paragraph (a) above, vacation leave exceeding 19 days during term time is granted, subject to the exigencies of the service, to officers for:
  - (i) medical treatment overseas for self or to accompany an immediate member of the family for treatment abroad when such treatment cannot be dispensed locally;
  - (ii) convalescence purposes following depletion of the officer's sick leave accumulated in "bank";
  - (iii) immediately after maternity leave entitlement;
  - (iv) attending to the graduation ceremony of an immediate member of the family abroad;
  - (v) the wedding of the officer or the officer's children;
  - (vi) proceeding on pre-retirement leave; and

(vii) any other case, once in the officer's career.

- 22.106 Vacation leave during third term is granted only for reasons specified at part (c) of the above paragraph.
- 22.107 Employees joining the teaching profession as from 1 July 2008 are eligible to vacation leave during term time only in the circumstances described at paragraph 22.105(c).
- 22.108 The above provisions for the grant of vacation leave, except for provisions at paragraph 22.105(c) (vii) and paragraph 22.107, are appropriate and are maintained.**

### Recommendation 21

**22.109 We further recommend that:**

- (i) **notwithstanding provision at paragraph 22.105(b), the maximum vacation leave which may be accumulated, over and above the normal vacation leave ceiling, should not exceed 50% of the normal ceiling of the incumbent. However, officers who have already exceeded half the normal maximum accumulated vacation leave entitlement as at date of implementation of the Report should retain same on a personal basis. Such leave may be taken as leave prior to retirement. If the services of these officers are required during the leave prior to retirement, they are refunded the accumulated vacation leave at the rate of 1/30 of the last monthly salary per day at the time of retirement.**
- (ii) **the grant of vacation leave in excess of the normal 19 days during term time to officers, subject to the exigencies of the service under criteria "any other case" should be:**
- (a) **once for officers reckoning less than 20 years' service; and**
- (b) **not more than twice for those reckoning over 20 years' service inclusive of (a).**

**22.110 The term "immediate member of the family", for the purpose of sub paragraphs 22.105(c) (i) and (c) (iv) is deemed to mean the officer's father, mother, spouse and children.**

22.111 For the purpose of this section on SPECIFIC CONDITIONS (EDUCATION), the term "teaching personnel" is deemed to read officers in the following grades:

- (i) Teacher/Senior Teacher, Teacher/Senior Teacher (Oriental Languages), Educator (Primary), Deputy Head Teacher (Oriental Languages), Mentor, and Health and Physical Education Instructor, Educator (SEN), Deputy Head Master (assigned full responsibility of classroom teaching

and who effectively perform teaching duties during a whole calendar year);

- (ii) Educator (Secondary);
- (iii) Educator (Secondary) (Prevocational); and
- (iv) Teacher (Secondary) (Prevocational).

**22.112 We also recommend that members of the teaching personnel should attend to training course/seminars, talks, workshops organised during school vacation.**

### **Casual Leave (Education)**

22.113 At present, teaching personnel are eligible for 11 working days of casual leave annually. In view of the specificities in the education sector and for least disturbance in the proper running of the institutions during term time, members of the teaching personnel who, during a whole calendar year, are assigned full responsibility of classroom teaching and who effectively perform teaching duties, are refunded annually their unutilised casual leave up to a maximum of 10 days at the rate of 1/88 of their last monthly salary per day in the corresponding year.

22.114 This arrangement is appropriate and is maintained. **We recommend accordingly.**

### **Scarcity Areas**

22.115 Appointment to the grade of Educator (Secondary) is made from among holders of a post 'A' level degree but for certain specific subjects falling in scarcity areas, appointment is made from candidates possessing a recognised degree but who do not possess the prescribed qualifications at School Certificate or GCE 'A' Level. We are maintaining this provision.

### **Recommendation 22**

**22.116 We recommend that holders of a recognised degree who do not possess the School Certificate qualification or part of it should also be considered for appointment to the grade of Educator (Secondary) in fields where the authorities are facing difficulties of recruitment.**

### **Discipline**

22.117 Maintenance of discipline within the school compound is the concern of each and every member of the staff including the academics. Every member should participate actively to continuously maintain the highest level of discipline at school. They should act proactively and collectively to restore **discipline** immediately in any situation of unruliness and disorderliness.



**Hours of Attendance**

22.118 The hours of attendance for the teaching profession and other staff members should continue to be determined by the Responsible Officer of the Ministry.

**MINISTRY OF EDUCATION AND HUMAN RESOURCES****SALARY SCHEDULE**

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
02 00 96	<b>Rs 144000</b> Senior Chief Executive
02 00 94	<b>Rs 114000</b> Permanent Secretary
06 00 90	<b>Rs 102000</b> Chief Technical Officer (Education)
06 00 88	<b>Rs 93000</b> Director ( <i>Personal to holder in post as at 30.06.08</i> )
06 00 86	<b>Rs 87000</b> Director Director, Quality Assurance
06 74 82	<b>Rs 59400 x 1800 – 68400 x 2400 – 75600</b> Assistant Director Assistant Director (Primary) Principal Physical Education Organiser
06 68 81	<b>Rs 50100 x 1500 – 57600 x 1800 – 68400 x 2400 – 73200</b> Senior Quality Assurance Officer
06 66 78	<b>Rs 47100 x 1500 – 57600 x 1800 – 66600</b> Administrator (Education) Rector
06 64 75	<b>Rs 44100 x 1500 – 57600 x 1800 – 61200</b> Head, National Education Counselling Service Principal School Inspector Senior Physical Education Organiser

Salary Code	Salary Scale and Grade
06 57 73	<b>Rs 34200 x 1200 – 36600 x 1500 – 57600</b> Deputy Rector Quality Assurance Officer
06 58 71	<b>Rs 35400 x 1200 – 36600 x 1500 – 54600</b> Inspector (Pre-Vocational) ( <i>Personal to holder in post as at 30.06.08</i> ) Music Organiser Pedagogical Inspector ( <i>Personal to holder in post as at 30.06.03</i> ) Physical Education Organiser Senior Educational Psychologist Senior Educator (Secondary)
06 57 68	<b>Rs 34200 x 1200 – 36600 x 1500 – 50100</b> Senior Inspector, Specialised Schools/Day Care Centres Senior School Inspector Senior Supervisor Oriental Languages
06 44 67	<b>Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600</b> Educational Psychologist
06 33 67	<b>Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 38100 QB 39600 x 1500 – 48600</b> Educator(Secondary) (Personal) <i>formerly Educator (Secondary) (Personal to holder in post as at 30.06.03)</i> Educator (Secondary) (Physical Education) (Personal to holder in post as at 30.06.03)
06 33 67	<b>Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 QB 34200 x 1200 – 36600 x 1500 – 48600</b> Educator (Secondary) Educator (Secondary) (Physical Education) Educator (Secondary) (Prevocational)
06 53 65	<b>Rs 30300 x 900 – 33000 x 1200 – 36600 x 1500 – 45600</b> Inspector Specialised Schools/Day Care Centres School Inspector Supervisor Oriental Languages Supervisor (The Arts)

Salary Code	Salary Scale and Grade
06 50 62	<b>Rs 27750 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100</b> Coordinator, Health and Anti Drug
06 33 62	<b>Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100</b> Liaison Officer/Senior Liaison Officer
06 48 63	<b>Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 42600</b> Head Master (possessing Advanced Certificate in Educational Management or Diploma in Educational Management) Head, SEN Resource Centres (possessing Advanced Certificate in Educational Management) <i>formerly Manager, SEN Resource Centres</i> Head Specialised Schools (possessing Advanced Certificate in Educational Management or Diploma in Educational Management)
06 46 61	<b>Rs 24750 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 39600</b> Assistant Supervisor Oriental Languages Head Master Head Specialised Schools
06 40 60	<b>Rs 20250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 38100</b> Assistant Supervisor (The Arts)
06 43 58	<b>Rs 22500 x 750 – 28500 x 900 – 33000 x 1200 – 35400</b> Deputy Head Master (possessing Certificate in Educational Management) Deputy Head Teacher (Oriental Languages) (possessing Certificate in Educational Management)
06 37 58	<b>Rs 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400</b> Deputy Head, Specialised Schools (possessing Certificate in Educational Management)
06 33 58	<b>Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400</b> Mentor

Salary Code	Salary Scale and Grade
06 41 56	<b>Rs 21000 x 750 – 28500 x 900 – 33000</b> Deputy Head Master Deputy Head Teacher (Oriental Languages) Health and Physical Education Instructor
06 35 56	<b>Rs 17400 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000</b> Deputy Head, Specialised Schools
06 23 55	<b>Rs 13100 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100</b> Educator (Primary)
06 23 55	<b>Rs 13100 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 29400 QB 30300 x 900 – 32100</b> Educational Social Worker
06 27 52	<b>Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 29400</b> Teacher/Senior Teacher (possessing Advanced Certificate in Educational Management) Teacher/Senior Teacher (Oriental Languages) (possessing Advanced Certificate in Educational Management)
06 23 51	<b>Rs 13100 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500</b> Teacher/Senior Teacher Teacher/Senior Teacher (Oriental Languages)
06 20 50	<b>Rs 12250:12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27750</b> Teacher (Secondary) (Prevocational)
06 11 39	<b>Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500</b> Teaching Assistant
06 16 19	<b>Rs 11250 x 250 – 12000</b> Trainee Educator (Secondary)

Salary Code	Salary Scale and Grade
06 16 18	<b>Rs 11250 x 250 – 11750</b> Trainee Educator (Primary) Trainee Educator (Primary) <i>formerly Trainee Educator (Primary) (Oriental Languages)</i> <i>Trainee Educator (Primary) (Kreol Morisien)</i>
02 00 84	<b>Rs 81000</b> Director, Human Resource Development
02 64 75	<b>Rs 44100 x 1500 – 57600 x 1800 – 61200</b> Principal Human Resource Analyst
02 58 71	<b>Rs 35400 x 1200 – 36600 x 1500 – 54600</b> Senior Human Resource Analyst
02 43 67	<b>Rs 22500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600</b> Human Resource Analyst
04 64 75	<b>Rs 44100 x 1500 – 57600 x 1800 – 61200</b> Manager (ICT)
04 58 71	<b>Rs 35400 x 1200 – 36600 x 1500 – 54600</b> Assistant Manager (ICT)
04 33 62	<b>Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100</b> ICT Technician/Senior ICT Technician <i>formerly Computer Technician (NCITRC)</i>
04 16 45	<b>Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000</b> ICT Support Officer
04 12 37	<b>Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300</b> Printing Machine Operator

Salary Code	Salary Scale and Grade
05 66 78	<b>Rs 47100 x 1500 – 57600 x 1800 – 66600</b> Head, Library Cadre
05 58 71	<b>Rs 35400 x 1200 – 36600 x 1500 – 54600</b> Senior Librarian
05 44 67	<b>Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600</b> Librarian
05 45 62	<b>Rs 24000 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100</b> Senior Library Officer
05 33 58	<b>Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400</b> Library Officer
05 32 49	<b>Rs 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000</b> Senior Library Clerk
05 16 45	<b>Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000</b> Library Clerk
05 12 14	<b>Rs 10250 x 250 – 10750</b> Trainee Library Clerk
18 64 75	<b>Rs 44100 x 1500 – 57600 x 1800 – 61200</b> Principal Careers Counsellor <i>formerly Principal Careers Officer</i>
18 58 71	<b>Rs 35400 x 1200 – 36600 x 1500 – 54600</b> Senior Careers Counsellor <i>formerly Senior Careers Officer</i>

Salary Code	Salary Scale and Grade
18 44 67	<b>Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600</b> Careers Counsellor <i>formerly Careers Officer</i>
08 46 61	<b>Rs 24750 x 750 – 28500 x 900 – 33000 x 1200 – 36600 QB 38100 x 1500 – 39600</b> School Superintendent
08 27 49	<b>Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000</b> Assistant School Superintendent
08 16 45	<b>Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000</b> School Clerk
08 15 44	<b>Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 23250</b> Word Processing Operator (Oriental Language)
11 31 55	<b>Rs 15700 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100</b> Usher/Senior Usher (Education) (Female) Usher/Senior Usher (Education) (Male)
10 33 58	<b>Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400</b> Communication Officer
26 37 53	<b>Rs 18300 x 600 – 19500 x 750 – 28500 x 900 – 30300</b> Inspector of Works
26 18 48	<b>Rs 11750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250</b> Assistant Inspector of Works Draughtman's Assistant
16 33 58	<b>Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400</b> Graphic Artist

Salary Code	Salary Scale and Grade
16 14 47	<b>Rs 10750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 QB 20250 x 750 – 25500</b> Machine Minder/Senior Machine Minder (Bindery) (Roster)
24 29 47	<b>Rs 15000 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 25500</b> Senior Computer Laboratory Attendant Senior Laboratory Attendant
24 12 41	<b>Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21000</b> Computer Laboratory Attendant Laboratory Attendant
24 19 39	<b>Rs 12000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500</b> Driver (Bibliobuses) Driver (Heavy vehicles above 5 tons)
24 25 37	<b>Rs 13700 x 300 – 14300 x 350 – 16050 x 450 – 18300</b> Head, Workshop Assistant
24 16 37	<b>Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300</b> Senior/Head School Caretaker
24 12 37	<b>Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300</b> Driver (Roster)
25 30 45	<b>Rs 15350 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000</b> Foreman
24 11 36	<b>Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850</b> Driver



Salary Code	Salary Scale and Grade
24 08 33	<b>Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 16500</b> Workshop Assistant/Senior Workshop Assistant
24 17 33	<b>Rs 11500 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 16500</b> Senior Library Attendant
24 08 30	<b>Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 15350</b> Gardener/Nurseryman Library Attendant School Caretaker Seamstress (P)
24 07 29	<b>Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 15000</b> Watchman
24 05 27	<b>Rs 8500 x 250 – 12500 x 300 – 14300</b> Stores Attendant
24 04 25	<b>Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13700</b> Handy Worker
24 04 24	<b>Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13400</b> Cloakroom Attendant Lorry Loader
24 00 22	<b>Rs 7400 x 200 – 7600 x 225 – 8500 x 250 – 12500 x 300 – 12800</b> General Worker (Personal to employees in post as at 30.06.08)
24 00 16	<b>Rs 7400 x 200 – 7600 x 225 – 8500 x 250 – 11250</b> General Worker

Salary Code	Salary Scale and Grade
25 12 37	<b>Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300</b> General Assistant Maintenance Assistant Rattaner Tradesman <i>formerly Cabinet Maker</i> <i>Carpenter</i> <i>Mason</i> <i>Painter</i> <i>Plumber and Pipe Fitter</i>
25 05 27	<b>Rs 8500 x 250 – 12500 x 300 – 14300</b> Maintenance Handy Worker Tradesman's Assistant

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