PERMANENT ARBITRATION TRIBUNAL PART

AWARD

RN 495

Mr. H. Balgobin - President
Mr. M. Serret - Member
Mr. H. Seebaluck - Member

Parties

The Federation of Young Farmers Club

and

The National Federation of Young Farmers Club

Terms of Reference

"1. Whether the workers should draw salary in the following scale with effect from July 1993 or otherwise;

(a) Secretary/Manager
12,800 x 400 - 14,000 x 500 - 15,000

(b) Administrative Officer
8,700 x 250 - 9000 x 300 - 9600 x 400 - Rs13,600

(c) Officer in Charge
6,800 x 200 - 7000 x 250 - 8250

(d) Accounts Officer
5000 x150 - 5600 x 200 - 7000 x 250 - 7500

(e) Field Officer
3900 x 100 - 4000 x 125 - 5000 x 150 - 5600 x 200 - 7000 x 250 - 7250

(f) Clerk/Typist
3500 x 100 - 4000 x 125 - 5000 x 150 - 5600 x 200 - 6600
(g) Tractor Operator
4000 x 125 - 5000 x 150 - 5600

(h) Driver
3100 x 100 - 4000 x 125 - 5000 x 150 - 5150

(i) Gangman
3200 x 100 - 4000 x 125 - 5000

(j) Cook
2900 x 100 - 4000 x 125 - 4875

(k) Messenger
2800 x 100 - 4000 x 125 - 4250

(l) Farmworker
2700 x 100 - 4000 x 125 - 4250

(m) Watchman
2625 x 75 - 2700 x 100 - 4000

(n) Labourer
2335 x 75 - 2700 x 100 - 3400

The dispute was referred by the Minister in Charge of Industrial Relations to the Tribunal for settlement in accordance with the provisions of Section 82(1)(f) of the Industrial Relations Act, 1973.

The Applicants state that the Federation is a body set up by an Act of Parliament. The Federation receives a subsidy from the Government and has other sources of revenue.

The Federation employs Field officers who deal with the "formation" of young farmers, and the creation of Young Farmers Clubs. They visit farmers and the clubs and give them advice about cultivation methods. The Field officers also negotiate with sugar estates to obtain for the Clubs the use of bare land, and also for "inter-line" use of sugar-cane plantations.

As a result the Federation is the third producer of potatoes in Mauritius.
There is also a supporting staff of one Administrative Officer, four office staff and a
driver and messenger in the office.

The Field officers and office staff are paid out of a subsidy (Rs 800,000 for the year
1994-95) granted by the Government to the Federation.

The applicants aver that following the PRB Report of 1987, the Federation granted to
the employees what was described as a "part payment"; the sum of Rs 300.00 per month was
agreed by the trade union and the Federation. It was agreed also that the difference of Rs 100
per month would be paid to the employees later.

The Federation has never paid the increase. The Federation has, every year in July,
paid the increases approved by Parliament for all employees.

Other increases of salary: Chesworth 1988 and PRB 1993 for the public service; and
by the various Remuneration orders for the private sector have not been extended to the
employees of the Federation.

The total salary bill, of the Federation annually as regards the staff in paragraph 1.4
above amounts to Rs 679,653.

The total salary bill, on the basis of the proposed salaries for the same staff would be
Rs 1,138,800 per annum inclusive of End-of-year bonus.

The total salary bill for the staff of the Centre amounted to Rs 435,168.50 at the time
of the dispute.

The total salary bill on the proposed revised salary would be approximately Rs
607,100.

The Respondent aver that the National Federation of Young Farmers' Clubs is a non
Governmental Organisation, working under the Ministry of Agriculture and Natural
Resources. It was set up in 1962 and incorporated in 1966, Act No.59 of 1966. It is governed
by a National Committee composed of the following members:

6  Members elected by the Area Committees
6 members nominated by the Ministry of Agriculture & N.R.
1  representative from the Ministry of Finance
1  representative from the Ministry of Agriculture and N.R. Secretary /Manager.

The Federation receives annually an amount of Rs 800,000 as grant in aid from the
Ministry of Agriculture and natural Resources for payment of salaries and traveling for the
staff employed by the Federation.
All the staff are recruited by the Federation on the approval of the Minister except the labourers and farmworkers.

The respondent state that there are some items of dispute which have been submitted to the Permanent Arbitration Tribunal for consideration. They are:-

(i) New Salary scale (increase of salaries) as from July 1993.
(ii) Application of five days work/week.
(iii) Refund all traveling expenses since January 1985.
(iv) Remittance of contribution to SICOM and N.P.F.
(v) Refund of outstanding sick leave and local leave.

The Federation wishes to respond to the claim submitted as follows:

Salaries

The Government has not increased the grant in aid of the Federation since July 1991.

The application of the proposed salary scale would entail consequences which are unbearable for the Federation.

(i) Actual Monthly Salaries and Travellings

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monthly salaries</td>
<td>91,962</td>
</tr>
<tr>
<td>Monthly travellings</td>
<td>10,500</td>
</tr>
<tr>
<td></td>
<td>102,462</td>
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<tr>
<td>Less government grant</td>
<td></td>
</tr>
<tr>
<td>(monthly)</td>
<td>66,600</td>
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<tr>
<td></td>
<td>35,862.00</td>
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(ii) Yearly actual and proposed salaries / travellings and contributions to pension

The Tribunal after examining comparables find that the claim for a salary increase is justified and awards a 22 % across the Board increase with effect from 1st November 1996.
(H. Balgobin)
President

(M. Serret)
Member

(H. Seebaluck)
Member

19th August, 1997