CIVIL SERVICE ARBITRATION TRIBUNAL

VARIATION OF AWARD

Parties:

R.N. 371

Miss N. Joonas & ors

and

Ministry of Health

R.N. 391

The Medical Laboratory Technician Association

and

Ministry of Health

Section 85(3)(a) of the Industrial Relations Act, 1973, provides that an Award may be varied by agreement.

The original awards concerned, both in relation to pay and to arrears of salary, only part of the Civil Service.

Recommendations were made regarding its extension to the whole of the Staff.

The parties have now reached an agreement to the effect that the Awards be extended to the whole of the Service.

The Parties inform the Tribunal that they have reached the following agreement and move that the Award be varied accordingly.
AGREEMENT

(CSAT Award)

BETWEEN:

On one hand

Government of Mauritius represented by the Hon. Minister of Finance and the Hon. Minister for Civil Service Affairs.

AND

On the other hand

(i) The Federation of Civil Service Unions represented by Mr Soondress Sawmynaden;

(ii) The State Employees Federation represented by Mr Radhakrisna Sadien; and

(III) The Mauritius Labour Congress represented by Mr Jugdish lollbeeharry.

It is agreed between the two parties as follows:

1. With effect from 1 November 1996 -

   (i) all officers drawing salary up to and including Rs 20,400 in a scale or at the top of a scale or at a flat rate shall be granted an allowance equivalent to three increments at the point reached in the master scale; and

   (ii) all officers drawing salary above Rs 20,400 will be paid an allowance of Rs 1,800;

   (iii) the back pay for the month of November will be paid together with the December salary and end-of-year bonus.

2. As regards arrears, 50% of the quantum recommended in the award to be payable in cash
spread over two instalments i.e. July 1997 and July 1998.

3. Consequential changes in the conditions of service will be implemented with effect from the month of November, 1996.

4. With effect from 1 November, 1996, the rates of traveling allowances will be adjusted.

5. A cash allowance in lieu of uniforms (Rs 1,500 per employee) will be paid to eligible employees for the current financial year (1996-97)

6. A central pay organisation will be set up after discussion with all parties concerned with a view to rationalising the pay determination mechanism in the country.

7. The terms of this Agreement will be extended to the whole of the Public Service.

8. In order to implement the above, both Parties agree to apply jointly to the CSAT for a variation order accordingly.

(Dr the Hon. Vasant Kumar Bunwaree) 
Minister of Finance 
On behalf of the 
Government of Mauritius

(Mr Soondress Sawmynaden) 
On behalf of the Federation of Civil Service Unions representing the Parties

(Mr Radhakrisna Sadien) 
On behalf of State Employees Federation representing the Parties at Annex II

(Hon. TF.H. Tsang Mang Kin) 
Minister for Civil Service Affairs 
On Behalf of the 
Government of Mauritius

(Mr Jugdish lollbeeharry) 
On behalf of Mauritius labour Congress representing the Parties at Annex III

7 December, 1996
It is further agreed that all pensioners to be paid a 10% increase on their present pension subject to a maximum of Rs 1,200 per month.

Annex I

LIST OF PARTIES TO INDUSTRIAL DISPUTE

Subject matter: CSAT Award

Parties represented by Federation of Civil Service Unions

1. Union of Customs and Excise Officers

2. Government Printing Workers' Union

3. The Mauritius Sugar Industry Arbitration and Control Board Technical Staff Association

4. The Medical Records Staff Power Union

5. Officers of the Enforcement Branch of the Ministry of Trade and Shipping

6. The Government Samplers Association

7. Postmen Drivers Union

8. Union of Sales Tax Revenue Officers

9. Miss N. Joonas & ors

10. Mrs S. Boolell and ors

11. Union of Post Officer Workers (Branch No.20)

12. The Government Manual Workers Union
<table>
<thead>
<tr>
<th>No.</th>
<th>Union Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>13.</td>
<td>The Electrical Services Division Workers' Union</td>
</tr>
<tr>
<td>14.</td>
<td>The Mauritius Senior Civil Servants' Association</td>
</tr>
<tr>
<td>15.</td>
<td>Syndicat des Travailleurs Unis de la Fonction Publique</td>
</tr>
<tr>
<td>16.</td>
<td>The Government Secondary School Teachers' Union</td>
</tr>
<tr>
<td>17.</td>
<td>Government Office Attendants' Union</td>
</tr>
<tr>
<td>18.</td>
<td>The Medical Laboratory Technician Association</td>
</tr>
<tr>
<td>19.</td>
<td>The Income Tax Technical Staff Union</td>
</tr>
<tr>
<td>20.</td>
<td>The Central Statistical Office Staff Association</td>
</tr>
<tr>
<td>21.</td>
<td>The Civil Aviation Employees' Union</td>
</tr>
<tr>
<td>22.</td>
<td>The Ministry of Health Laboratory Attendants' Union</td>
</tr>
<tr>
<td>23.</td>
<td>The Primary School Inspectors' Union</td>
</tr>
<tr>
<td>24.</td>
<td>The Companies Division Technical Officers' Union</td>
</tr>
<tr>
<td>25.</td>
<td>The Government Professional Engineers' Association</td>
</tr>
<tr>
<td>26.</td>
<td>Registrar General Technical Officers' Union</td>
</tr>
<tr>
<td>27.</td>
<td>The Government General Services Union</td>
</tr>
<tr>
<td>28.</td>
<td>The Government Veterinary Officers' Union</td>
</tr>
<tr>
<td>29.</td>
<td>Union of Public Officers of ex-TDA Workers</td>
</tr>
<tr>
<td>30.</td>
<td>The Cooperative Technical Staff Union</td>
</tr>
</tbody>
</table>
31. The Audit Department Union
32. The Ministry of Local Government Employees' Union
33. L.M.A. Moolna
34. R. Aumeer and R. Rambhujun
35. (i) D. Mareachealee
   (ii) A. Succaram
36. The Government labour Power Union
37. The Auditors' Union
38. O. K. Dabidin and ors
40. The Community Health. Nursing Officers' Union
41. The Nursing Association
42. D. P. Gokulsing and ors
43. D. Poligadu and ors
44. The Regional Development Staff Union
45. The Union of Professional Education Officers
46. The Nurse Educators' Union
47. The Union of Government Economists
ANNEX II

LIST OF PARTIES TO INDUSTRIAL DISPUTE

Subject matter: CSA T Award

Parties represented by State Employees' Federation

1. G.S.A. (Court Officers' Union)

2. The G.S.A. (Valuation Branch)

3. Government Servants' Association

4. The G.S.A. (Radiographers' Branch)

5. The Medical and Health Officers' Association

ANNEX III

LIST OF PARTIES TO INDUSTRIAL DISPUTE

Subject matter: CSA T Award
Parties represented by Mauritius labour Congress

1. Government Teachers' Union

2. The Agricultural Staff and Employees' Union

The Tribunal awards in terms of the agreement.

(H. Balgobin)
President

(N. Deerpalsing)
Assessor

(B. Dorasami)
Assessor

9th December, 1996