CIVIL SERVICE ARBITRATION TRIBUNAL

VARIATION OF AWARD

R.N. 408

Parties:

The Government General Services Union

and

The Ministry for Civil Service Affairs & Employment

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.

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) (Mr Soondress Sawmynaden)
Minister of Finance On behalf of the Federation
On behalf of the of Civil Service Unions
Government of Mauritius representing the Parties
at Annex I

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

(Hon. T.F.H. Tsang Mang Kin) (Mr Jugdish lollbeeharry)
Minister for Civil Service Affairs On behalf of Mauritius labour Congress
On Behalf of the representing the Parties
Government of Mauritius 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.
LIST OF PARTIES TO INDUSTRIAL DISPUTE

Subject mater: 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
13. The Electrical Services Division Workers’ Union
14. The Mauritius Senior Civil Servants' Association
15. Syndicat des Travailleurs Unis de la Fonction Publique
16. The Government Secondary School Teachers' Union
17. Government Office Attendants' Union
18. The Medical Laboratory Technician Association
19. The Income Tax Technical Staff Union
20. The Central Statistical Office Staff Association
21. The Civil Aviation Employees' Union
22. The Ministry of Health Laboratory Attendants' Union
23. The Primary School Inspectors' Union
24. The Companies Division Technical Officers' Union
25. The Government Professional Engineers' Association
26. Registrar General Technical Officers' Union
27. The Government General Services Union
28. The Government Veterinary Officers' Union
29. Union of Public Officers of ex- TDA Workers
30. The Cooperative Technical Staff Union
31. The Audit Department Union
32. The Ministry of Local Government Employees' Union

33. I.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

48. The Union of Finance Officers
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

LIST OF PARTIES TO INDUSTRIAL DISPUTE

Subject matter: CSAT 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

(F. Hemraj)
Assessor

(N. Deerpalsing)
Assessor

9th December, 1996