

Strategic Note

Mission Statement

To provide an efficient, modern, reliable and rapid means of arbitrating and settling disputes between workers or trade unions of workers and employers or trade unions of employers so as to maintain principles of good and harmonious employment relations.

Strategic Direction 2016-2019

- Foster and promote good employment relations between parties.
- Ensure the rights of aggrieved parties are restored in line with employment laws.
- Dispose of cases with celerity whilst ensuring fairness to all parties.

Main Achievements for FY 2015/16

- 124 cases (industrial & employment disputes) referred to or lodged before the Tribunal.
- 27 Awards delivered and 5 Orders made.
- A total number of 224 cases disposed of.

Key Action for FY 2016/17

Key Action	Key Performance Indicator	Target
Dealing with increasing number of disputes and applications targeting a yearly increase of 5% in the number of cases disposed of	Number of cases disposed of within statutory limit (actual 2015/16: 88)	92

Human Resource Allocation

The Tribunal has 23 funded positions for FY 2016/17.

VOTE 1-11: Employment Relations Tribunal - continued

SUMMARY OF EXPENDITURE

	Rs 000			
Details	2015/16 Provisional Actual	2016/17 Estimates	2017/18 Planned	2018/19 Planned
VOTE 1-11 TOTAL EXPENDITURE	22,172	24,200	24,500	24,800
<i>of which</i>				
Recurrent	22,172	24,200	24,500	24,800
Capital	-	-	-	-

VOTE 1-11: EMPLOYMENT RELATIONS TRIBUNAL

					Rs 000			
Item No.	Details			2015/16 Provisional Actual	2016/17 Estimates	2017/18 Planned	2018/19 Planned	
Recurrent Expenditure				22,172	24,200	24,500	24,800	
21	Compensation of Employees			14,454	16,055	16,270	16,500	
21110	Personal Emoluments	In Post Jun 16	Funded 2016/17	13,041	14,440	14,645	14,865	
.001	Basic Salary			10,848	12,040	12,220	12,425	
	President, Employment Relations Tribunal	1	1	1,917	1,968	1,968	1,968	
	Vice President, Employment Relations Tribunal	2	2	3,258	3,360	3,360	3,360	
	Registrar, Employment Relations Tribunal	1	1	364	470	485	500	
	Deputy Registrar, Employment Relations Tribunal	-	-	-	-	-	-	
	Financial Officer/ Senior Financial Officer	1	1	490	510	530	560	
	Office Management Executive	1	1	514	560	575	600	
	Office Management Assistant	1	1	221	370	385	400	
	Management Support Officer	5	5	1,241	1,260	1,300	1,340	
	Senior Shorthand Writer	1	1	514	546	546	546	
	Shorthand Writer	3	3	454	900	950	975	
	Confidential Secretary	3	3	1,247	1,333	1,339	1,367	
	Driver	1	1	165	178	182	184	
	Head Office Auxiliary	1	1	188	270	280	300	
	Office Auxiliary/Senior Office Auxiliary	2	2	275	315	320	325	
	Total	23	23					
.002	Salary Compensation			137	-	-	-	
.004	Allowances			763	870	870	870	
.006	Cash in lieu of Leave			425	510	520	520	
.009	End-of-year Bonus			869	1,020	1,035	1,050	
21111	Other Staff Costs			1,319	1,455	1,455	1,455	
.002	Travelling and Transport			1,188	1,300	1,300	1,300	
.100	Overtime			117	135	135	135	
.200	Staff Welfare			15	20	20	20	
21210	Social Contributions			93	160	170	180	

VOTE 1-11: Employment Relations Tribunal - *continued*

Rs 000

Item No.	Details	2015/16 Provisional Actual	2016/17 Estimates	2017/18 Planned	2018/19 Planned
22	Goods and Services	7,704	8,125	8,210	8,280
22010	Cost of Utilities	775	825	840	845
22030	Rent	4,836	4,840	4,840	4,840
22040	Office Equipment and Furniture	78	110	110	110
22050	Office Expenses	107	115	115	135
22060	Maintenance	575	495	505	515
22070	Cleaning Services	102	100	110	110
22100	Publications and Stationery	389	500	525	525
22120	Fees	788	900	925	950
22170	Travelling within the Republic of Mauritius	11	200	200	200
22900	Other Goods and Services	43	40	40	50
26	Grants	14	20	20	20
26210	Contribution to International Organisations	14	20	20	20
TOTAL		22,172	24,200	24,500	24,800