

TERMS AND CONDITIONS OF CONTRACT OF EMPLOYMENT
OF DIRECTOR, AGRICULTURAL SERVICES ON CONTRACT FROM INDIA

(i) Period	On contract basis for an initial period of one year renewable up to three (3) years.
(ii) Qualifications	At least a Master’s Degree in Agriculture or any other related fields, with a minimum of 5 years post-graduate experience at senior management level in the field of Agriculture.
(iii) Role and Responsibilities	To be responsible to the Senior Chief Executive of the Ministry of Agro-Industry and Food Security for the overall management of the Agricultural Services and the implementation of the programmes and policies in line with the goals and objectives of the Ministry.
(iv) Duties	<p>1. To be responsible for the performance of the following duties:</p> <ul style="list-style-type: none"> (a) The management and smooth running of the Agricultural Services; (b) Advising on all matters relating to agriculture, food security and food technology, livestock and veterinary and agricultural engineering; (c) Ensuring <ul style="list-style-type: none"> i. The timely execution of Government agricultural policies and projects; ii. Optimum staffing of the various Divisions; iii. That human resources are being utilised in the most efficient and effective manner; and iv. Optimal use and maintenance of all assets and infrastructure of the Division/Support Units. (d) Formulating and coordinating projects and activities under regional coordination and with international agencies; (e) Advising on the framing of appropriate agricultural legislation in line with Government policies for the agricultural sector; (f) Representing the Ministry on Boards, Committees and other related fora; (g) Advising on the introduction of new technology and modernisation of the agricultural sector for increased viability and sustainability; (h) Supervising capital development programmes of the Ministry; and (i) Devising appropriate training programmes for staff.

	<p>2. To use ICT in the performance of his duties.</p> <p>3. To perform such other duties directly related to the main duties listed above or related to the delivery of the output and results expected from the Director, Agricultural Services, in the roles ascribed to him.</p> <p>Note</p> <p>In case of a force majeure/public emergency, the Director, Agricultural Services is required to be available to provide his services to ensure business continuity either through work from home, remote working, working online or work performed through any other IT system.</p>
(v) Competencies	<p>(i) Should be IT literate;</p> <p>(ii) Should be fully aware of latest developments in the field of agro-industry and food security;</p> <p>(iii) Should possess strong administrative and managerial skills to be able to lead and motivate staff of the Agricultural Services; and</p> <p>(iv) should possess strong interpersonal and communication skills, to be able to interact effectively with multi-disciplinary teams.</p>
(vi) Salary	Rs 119,500 monthly plus salary compensation at approved rates.
(vii) Travelling Allowance/Car benefits	<ul style="list-style-type: none"> - A Government Official Car, for official and private use OR the payment of a monthly car allowance in lieu of the official car and a 100% duty exemption for the purchase of a car of up to 2000 cc together with loan facilities subject to production of a bank guarantee covering the full amount of the loan OR for those who cannot subscribe to a bank guarantee, be granted loan facilities up to a maximum of 12 months salary, subject to the conditions that they are legally bound to reimburse the outstanding loan on termination or expiry of contract. - The services of a Driver OR a monthly Driver's Allowance of Rs 9800. - Petrol Allowance of Rs 14,720 monthly OR Diesel Allowance of Rs 12,365 monthly.
(viii) Leave	21 working days of Annual Leave and Sick Leave respectively for each year of contract. Annual leave not taken may be cashed.

(ix) Passages	<ul style="list-style-type: none"> - Economy class air passages from the country of permanent residence to Mauritius and back on expiry of contract for self, spouse and up to three dependent children below the age of 21, subject to the following: <ul style="list-style-type: none"> i. If the contract is of one year duration and is renewed, passages should be granted after two years; and ii. For subsequent extension of contract, passages should be granted every two years, unless the contract is extended for a final period of less than two years. - An allowance to cover the cost of a maximum of 25 Kg of excess luggage by air, provided the cost thereof does not exceed the amount that would have been payable had a maximum of four tons (4.5 cubic metres) of baggage been transported by sea, on appointment to Mauritius and on expiry of final contract. - A Transfer grant equivalent of 5% of annual salary, to cover incidental charges, on expiry of final contract.
(x) Gratuity	An end-of-contract gratuity is payable at the rate of two months' salary on completion of 12 months' satisfactory service.
(xi) Accommodation	Free quarters will be provided if available, or a monthly rent allowance of Rs 8000 monthly for self only, or Rs 12000 monthly if accompanied by spouse and children.
(xii) Termination of Contract	<p>This contract of employment may be determined:</p> <ul style="list-style-type: none"> (a) By either party, by giving one month's notice in writing or by paying the equivalent of one month's salary to the other party; (b) Forthwith on ground of misconduct whereupon all rights and advantages accruing under this contract shall cease.

You should not disclose any official information acquired in the course of your official duties, except with the express authority of the Senior Chief Executive/Minister. This obligation shall continue after the termination of your contract.

In no circumstances shall the renewal of the contract be construed as consisting continuous employment for the purposes of the Workers' Rights Act 2019 nor shall the non-renewal of the contract entitle you to claim that you have been dismissed, whether lawfully or otherwise.