

**TERMS AND CONDITIONS OF CONTRACT OF
EMPLOYMENT OF VETERINARY OFFICER**

- (i) Qualifications:** Should be fully registered as Veterinary Surgeon in accordance with the Legislation in force and registrable with the Mauritius Veterinary Council.
- (ii) Period of contract:** One year and renewable
- (iii) Duties:** To be responsible to the Head of the Division through the immediate supervisor for the performance of the following duties:
- (i) treatment of sick animals;
 - (ii) veterinary applied research and diagnostics;
 - (iii) prevention of animal diseases;
 - (iv) artificial insemination, pregnancy assessments and attending to infertility cases;
 - (v) maintenance of quarantine stations;
 - (vi) meat inspection at abattoirs and other meat processing plants;
 - (vii) inspection of imported animals and animal products;
 - (viii) inspection and certification of export of animals, animal products and fish;
 - (ix) certification and inspection of food items of animal origin meant for human and animal consumption;
 - (x) active participation in Government projects and programmes dealing with animal welfare including sterilization of dogs and cats;
 - (xi) supervision of the work of Laboratory Technologists, Technical Officers and Technical Assistants;
 - (xii) enforcement of appropriate legislations in force; and
 - (xiii) to perform such other duties as may be assigned.

Note:

Will be required to work after normal working hours, at night, during week ends and public holidays.

- (iv) Salary:** Will draw a flat salary in the range of Rs 26400 to Rs 40000.

Entry point will depend on post registration experience.

(v) Travelling Allowance:

- (a) A monthly travelling allowance of Rs 8480 is payable both for attending duty and for official travelling by own car or mileage at the rate of Rs 5.00 per km for both official purposes and for attending duty together with a car allowance of Rs 2880 a month.
- (b) Loan facilities equivalent to a maximum of 18 months' salary at 7.5% interest rate per annum are granted. The loan is refundable in 84 monthly instalments for the first purchase of a car with petrol engine of up to 1500 cc on which 100% customs duty would be remitted.

When applying for a loan, adequate security should be furnished to cover the full amount of the loan contracted.

In case no bank guarantee is available, loan facilities would be granted up to a maximum of 12 months salary at interest rate of 7.5% per annum refundable in 48 monthly instalments, subject to the conditions that they are legally bound to reimburse, forthwith, the outstanding loan on termination and expiry of contract.

- (c) Proportionate duty is payable if the contract expires or is terminated or if the car is sold within four years as from the date of purchase thereof.

(vi) Extra Duty Allowance:

The normal working hours are:-

- (a) From 9.00 a.m to 3.30 p.m on weekdays;
- (b) From 9.00 a.m to noon on Saturdays.

Will be required to be on call after normal working hours, on a roster basis, to provide an after office hours service to deal with emergency cases, against payment of an allowance as follows:-

- (i) **Weekdays – 3.30 p.m to 9.00 a.m the next day: Rs340**

**Saturdays - Noon to 6.00 p.m : Rs160
6.00 p.m. to 9.00 a.m. the following day: Rs270**

**Sundays & Public Holidays:
9.00 a.m to 5.00 p.m: Rs220
5.00 p.m to 9.00 a.m the following day:
Rs300**

- (ii) An allowance of Rs165.- per hour when attending work while on call subject to the following maxima:

Weekdays: Rs845

Saturdays: Rs1015

Sundays & Public Holidays: Rs1350

- (vii) Leave:**
- (a) Will be eligible for sick leave at the rate of 21 working days for every year of contract. Such leave not taken will not be convertible into cash.
 - (b) Will also be eligible for a combination of casual/annual/vacation leave at the rate of 21 working days for every year of contract which may be taken on and off to cater for brief absences.

Such leave not taken may be cashed at the end of each year of contract or may be accumulated.

(viii) Passages: In accordance with regulations in force. However, no passage benefits will be earned during 21 days casual, annual and vacation leave whether taken or cashed.

(ix) Gratuity: An end-of-contract gratuity is payable at the rate of two months' salary on completion of 12 months' satisfactory service.

(x) Termination of Contract: This contract of employment may be determined:

- (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.