

## **HIGHLIGHTS OF CABINET MEETING - FRIDAY 19 DECEMBER 2025**

1. Cabinet has taken note of the recommendations made by the Pay Research Bureau (PRB) in its 2026 Report on Pay and Grading Structures and Conditions of Service in the Public Sector (Civil Service, Parastatal and other Statutory Bodies, Local Authorities and Rodrigues Regional Assembly) and Private Secondary Schools.

The Bureau has had wide consultations with all stakeholders in the preparation of its report. It has, when making its recommendations, remained mindful of national affordability while paying regard to the need for a fair and reasonable pay for Public Sector employees. The Bureau has also considered, inter alia, the following -

- (a) the necessity to ensure that the starting salary of the lowest paid is not less than the National Minimum Wage and addressing the relativity distortion where necessary;
- (b) the monetary value of the array of non-monetary benefits that form part of the total remuneration package which accrue to public sector employees;
- (c) the recruitment and retention of the right mix of employees who are motivated to deliver high-quality public services;
- (d) the key principles of compensation including equity, transparency, competitiveness and employee performance; and
- (e) the loss in purchasing power.

The salary ratio of the General Worker to the Permanent Secretary which was 1:6.2 in the 2021 PRB Report, is at around 1:5.4 in the 2026 PRB Report. Moreover, the salary ratio of the General Worker to the Senior Chief Executive now works out to 1:6.7. The average weighted salary increase on gross salary December 2025 is 15.3%, compared to 7.95% in the 2021 Report.

### **Recommended 2026 Salary for Selected Grades -**

| <b>Grade</b>               | <b>2021 Basic Salary</b> |            | <b>2026 Basic Salary</b> |            |
|----------------------------|--------------------------|------------|--------------------------|------------|
|                            | <b>Initial</b>           | <b>Top</b> | <b>Initial</b>           | <b>Top</b> |
| Senior Chief Executive     |                          | 163,250    |                          | 206,000    |
| Permanent Secretary        |                          | 132,000    |                          | 166,000    |
| Educator (Secondary)       | 27,400                   | 62,700     | 37,290                   | 77,750     |
| Technical Officer          | 21,850                   | 47,675     | 31,365                   | 60,600     |
| Nursing Officer            | 19,525                   | 44,800     | 29,215                   | 57,400     |
| Police Constable           | 18,650                   | 38,400     | 27,905                   | 50,100     |
| Management Support Officer | 18,925                   | 37,450     | 28,225                   | 49,000     |
| Tradesman                  | 15,745                   | 28,225     | 24,545                   | 38,215     |
| General Worker             | 10,250                   | 21,150     | 17,975                   | 30,615     |

The recommendations contained in the Report inclusive of salary compensation payable as from 01 January 2026 and the interim allowance of 5% integrated in salary, are estimated to cost Government around Rs10.9 billion yearly.

Given the challenging current economic and fiscal context, Cabinet has decided that the Report will have to be implemented in two phases, that is, 50 per cent as from January 2026 and 100 per cent as from January 2027.

The Report is available on the websites of the Pay Research Bureau, the Government Information Service and the Ministry of Public Service and Administrative Reforms.

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2. Cabinet has agreed to the fixed-quantum subsidy scheme under the Price Stabilisation Fund being extended to two additional essential commodities, namely canned mackerel/pilchards and adult diapers, and to the introduction of a fixed subsidy on anti-hypertensive, cardiovascular and anti-diabetic medicines, for medicines retailing at Rs100 or above. The fixed subsidy will be provided as follows -

- (a) Rs10 per can of canned mackerel/pilchards;
- (b) Rs50 per 10 adult diapers; and
- (c) Rs50 per box of anti-hypertensive, cardiovascular and anti-diabetic medicine.

The effective date for the measures has been set to 15 January 2026.

Cabinet has further agreed to the implementation of the above subsidies in Rodrigues.

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3. Cabinet has taken note of the appointment of Mr Kunal Naik as part-time Chairperson of the National Agency for Drug Control. Dr F. Sulliman, Director of the National Agency for Drug Control will hold a meeting with Mr Naik on Saturday 20 December 2025.

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4. Cabinet has taken note that former Chief Justice Y. K. J. (Bernard) Yeung Sik Yuen, GOSK has been designated as Chairperson of the Constitutional Review Commission.

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5. Cabinet has taken note that an Inter-Ministerial Committee on the Strategy for Port Development will be set up under the chair of the Deputy Prime Minister, comprising the -

- (a) Minister of Agro-Industry, Food Security, Blue Economy and Fisheries;
- (b) Minister of Social Integration, Social Security and National Solidarity;

- (c) Minister of Financial Services and Economic Planning;
- (d) Minister of Labour and Industrial Relations;
- (e) Minister of Industry, SME and Cooperatives;
- (f) representatives of the Mauritius Ports Authority;
- (g) representatives of the Cargo Handling Corporation Ltd;
- (h) representatives of the private sector, namely the Mauritius Chamber of Commerce and Industry, Business Mauritius and the Mauritius Export Association.

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6. Cabinet has agreed to the promulgation of the Merchant Shipping (Manning of Tugs and Certification of Tug Personnel) Regulations 2025 to provide for a dedicated regulatory framework governing the manning of tug and certification of tug personnel. The Regulations will, inter alia, -

- (a) ensure the safe and efficient operation of tugs within the Port and territorial waters of Mauritius by establishing clear requirements for the manning, training and certification of tug personnel;
- (b) set mandatory standards for minimum safe manning levels, prescribe procedures for the issuance of Certificates of Competency and Proficiency and outline responsibilities for companies operating tugs;
- (c) require the owner of the tug to ensure that a tug is manned by certified tug personnel who should receive regular and continuous training, including towing operations;
- (d) outline offences regarding persons who are assigned on tugs and do not hold the appropriate qualification, competence or experience as well as make it an offence for a company or tug master to allow any function or have any capacity on a tug to be performed by a person who does not possess the appropriate certificate and training; and
- (e) enhance maritime safety, protect the marine environment and uphold professional standards in tug operations within the port sea of Mauritius.

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7. Cabinet has agreed to the promulgation of the Non-Citizens (Employment Restriction) Exemptions (Amendment) Regulations 2025 to allow the issue of Certificates of Exemption to German nationals coming to Mauritius under the Working Holiday Programme.

Under the Working Holiday Programme, young Mauritians and Germans aged between 18 and 31 years would be able to travel to Germany and Mauritius respectively for holiday and take up employment as an incidental activity for the purpose of supplementing their travel funds and to gather work experience.

The Working Holiday Programme is an opportunity for Mauritian youth to expand their knowledge, widen their horizon as well as enhance their chances of employment abroad.

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8. Cabinet has taken note that the National Protocol for Heavy/Torrential Rain for Mauritius, which will be applicable to both the public and private sector, is being finalised. The private sector is being invited to follow suit on measures that may be implemented for the public sector, pending the finalisation of the National Protocol for Heavy/Torrential Rain for Mauritius.

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9. Cabinet has taken note that, in the context of the pipe replacement project being implemented by the Ministry of Energy and Public Utilities under the Indian Line of Credit, a Consultant has been appointed. The project comprising the replacement of 115 km of pipes will be implemented in two phases. Phase 1 comprising the replacement of 43.6 km of pipes at a cost of Rs1.08 billion will be implemented in 2026 in the following regions -

- (a) from Deux Frères to Petit Sable;
- (b) Beau Bassin/Rose Hill;
- (c) from Trou aux Biches to Pointe aux Piments; and
- (d) Georges Guibert - Floreal and Laterals.

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10. Cabinet has agreed to the promulgation of the Information and Communication Technologies (Amendment of Schedule) Regulations 2025 and the Information and Communication Technologies (Licensing and Fees) (Amendment) Regulations 2025. The purpose of these Regulations is to provide for a new category of licence, namely the Mobile Number Portability Service Provider Licence and to cater for the fees payable by a Mobile Number Portability Service Provider.

The Mobile Number Portability system will allow consumers to retain their existing mobile numbers when transferring from one service provider to another.

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11. Cabinet has taken note that in accordance with section 87 of the Constitution of the Republic of Mauritius, the Prime Minister has advised the President of the Republic of Mauritius to appoint Mr Rabin Gungoo as High Commissioner of the Republic of Mauritius to the Mauritius High Commission, Kuala Lumpur, Malaysia with residence in Kuala Lumpur.

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12. Cabinet has agreed to the Ministry of Gender Equality and Family Welfare signing a “Protocole d’Accord” with Expertise France, with the objective of formalising the collaboration between the parties within the framework of the “Lumin’îles Regional Programme”.

Lumin’îles is a cooperation platform supported by the “Agence Française de Développement” that helps island countries improve public policies and institutions through studies, expertise and capacity building. It aims at empowering women and is being implemented in Mauritius, Madagascar and the Comoros.

Through this Agreement, Mauritius will benefit, inter alia, from -

- (a) targeted technical assistance and capacity-building initiatives in key areas relating to gender equality, childcare development, and the welfare of women and children;
- (b) coordinated implementation of activities aimed at addressing challenges faced by women, particularly those relating to childcare; and
- (c) reinforced evidence-based policymaking through improved availability and use of gender-disaggregated and childcare-related data.

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13. Cabinet has taken note of the main outcomes of the 16<sup>th</sup> round of negotiations between the European Union (EU) and the Eastern and Southern Africa (ESA-5) (Comoros, Madagascar, Mauritius, Seychelles and Zimbabwe) on the deepening of the Interim EPA (iEPA) and the 10<sup>th</sup> Meeting of the EPA Implementation Committee, held in Seychelles.

Discussions focused on the outstanding issues in the various chapters of the Agreement, namely Trade in Services, Investment Liberalisation and Digital Trade, Customs and Trade Facilitation, Rules of Origin, Trade and Sustainable Development, Dispute Settlement, Institutional Provisions and General and Final Provisions. As a way forward, both the EU and ESA-5 agreed to exchange information with a view to resolving all remaining issues, which are not major stumbling blocks, by 31 December 2025.

With regard to the 10<sup>th</sup> Meeting of the EPA Implementation Committee, both Parties reviewed their status of implementation of tariff liberalisation, assessed the trade performances under the iEPA and identified trade barriers, amongst others. They agreed to continue exchanging information on these matters. The meeting also examined and concluded discussions on the Concept Note on the Joint Monitoring and Evaluation Framework for the iEPA.

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14. Cabinet has taken note that pursuant to the meeting held in Japan between the Prime Minister and Mr Ishiba, the former Prime Minister of Japan on 20 August 2025, the Government of Japan has informed, through its Embassy in Mauritius, that Japan is agreeable to discussions being initiated for a Bilateral Investment Promotion and Protection Agreement with the Government of Mauritius.

A comprehensive assessment of factors, including the prospects for future expansion of Japanese Investment in Mauritius and the request of Japanese business circles will be required.

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15. Cabinet has taken note that on 12 December 2025, a first local confirmed case of Chikungunya was notified in a 68 year-old Mauritian lady. On 15 December 2025, another local case was confirmed in a 59-year old Mauritian lady.

All public health response measures, including contact tracing, fever survey, fogging and larviciding were promptly initiated and are ongoing.

In addition, a multisectoral technical meeting at the level of the Ministry of Health and Wellness was held on 17 December 2025, emphasising amongst others, strengthening intersectoral coordination, aligning response activities, and ensuring timely implementation of preventive, surveillance, vector-control, and risk-communication measures.

Ongoing entomological surveillance is being conducted in the affected and surrounding areas to monitor vector density and guide targeted control measures. Sensitisation and risk-communication campaigns through radio and television has already been initiated over the past two weeks to enhance public awareness on Chikungunya prevention. The situation is being closely monitored through enhanced epidemiological, entomological and laboratory surveillance.

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16. Cabinet has taken note of the outcome of the recent participation of the Minister of Agro-Industry, Food Security, Blue Economy and Fisheries in the Blue Justice Conference held in Copenhagen, Denmark and the International Sugar Organisation (ISO) Seminar held in London, United Kingdom.

The Blue Justice 2025 Conference held under the theme “United in Action Against Fisheries Crime”, aimed at reaffirming Member States’ commitment to combat illegal, unreported and unregulated fishing and transnational organised crime in the global fishing industry. During his intervention, the Minister seized the opportunity to underline Mauritius’ efforts to address maritime crime through the implementation and strengthening of legal frameworks and monitoring systems.

The ISO Seminar was held in under the theme of “Sugar: So Much More Than a Sweetener”. Speakers at the ISO conference highlighted the rapid decline in global prices below production costs in most producing countries as surprising and worrying. The Minister participated in an “intergovernmental panel” jointly with Baroness Gloria Hooper, Member of the House of Lords and Executive Director of ISO, Mr José Orive. During his intervention, he highlighted the prompt decisions and actions taken by the Mauritian Government with the implementation of the Multi Annual Adaptation Sugar Strategy Action Plan 2006-2015 in July 2006 after the announcement of a 36% reduction by the EU in the price of sugar.

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17. Cabinet has taken note of the outcome of the recent mission of the Minister of Energy and Public Utilities to Morocco, where he participated in the 19<sup>th</sup> World Water Congress. The Congress which was held under the theme “Water in a Changing World: Innovation and Adaptation”, featured -

- (a) a Ministerial Roundtable on the theme “Accelerating SDG 6 in a changing world” with the aim of accelerating progress toward SDG 6 by 2030 and achieving water security as a system interacting with a larger Nexus of Water, Energy, Food, Health and Ecosystem; and
- (b) an exhibition showcasing innovative and cutting-edge water technologies, and promoting best practices in water governance.

The Minister also had bilateral meetings with the Minister of Equipment and Water of Morocco, the Deputy Minister of Agriculture and Forestry of Türkiye as well as the President of the World Water Council.

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18. Cabinet has taken note of the outcome of the recent participation of the Minister of Foreign Affairs, Regional Integration and International Trade in the 120<sup>th</sup> Session of the Council of Ministers of the Organisation of African, Caribbean and Pacific States (OACPS) held in Brussels.

The Council met in the context of a severe financial crisis affecting the Organisation, arising mainly from low level of payment of assessed contributions by Member States, mismanagement of funds by the previous management which resulted in the European Commission decision to scale back its contribution and limiting it to funding a few activities linked to the implementation of the Samoa Partnership Agreement.

In his general statement to the Council, the Minister recalled the vital role played by the Organisation since its inception in supporting the socio-economic development of African, Caribbean and Pacific States, including Mauritius. He underscored the need to rethink the strategic vision of the OACPS with a view to achieving tangible impacts. Mauritius was commended for its decision to ratify the

Samoa Partnership Agreement. The instrument of Ratification will soon be submitted to the European Council which is the depositary Organisation.

In the margins of the Council, the Minister had bilateral discussions with the Secretary-General of the OACPS and had meetings with, inter alia, the European Commission.

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19. Cabinet has taken note that the Minister of Foreign Affairs, Regional Integration and International Trade participated virtually in an extraordinary meeting of the SADC Council of Ministers and Summit of SADC Heads of State and Government held on 17 December 2025.

During his intervention, at the Extraordinary Summit, the Minister informed that Mauritius aligns itself with the initiatives of the SADC aimed at restoring peace, stability and constitutional normalcy in Madagascar. The Extraordinary Summit, inter alia, -

- (a) reaffirmed its commitment to remain engaged with the political and security situation in Madagascar until an elected government is established through electoral processes;
- (b) approved the report of the chairperson of the SADC Organ; and
- (c) mandated the undertaking by March 2026 of shuttle diplomacy missions by the SADC Panel of Elders and SADC Mediation Reference Group, with the support of the SADC Secretariat to engage the Government of Madagascar on the national inclusive dialogue, the reforms process and the holding of elections.

The Extraordinary Summit appointed HE Mr Hichilema, President of Zambia as the Deputy Chairperson of SADC.

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20. Cabinet has taken note of the outcome of the recent mission of the Minister of Land Transport to Riyadh, Kingdom of Saudi Arabia, in the context of the CoMotion Global Summit 2025.

The Minister took part as a guest speaker in the panel discussion on Public–Private Partnerships in mobility including physical infrastructure and digital services. The session explored how governments and private partners can build effective governance structures that support not only the delivery of assets but also the integration of technologies such as payment systems and data platforms.



Strategic opportunities for future Public–Private Partnerships engagement in Mauritius were also discussed during the Summit, including the integration of solar photovoltaic systems to power transport infrastructure, the development of additional urban terminals, and the implementation of a nationwide cashless ticketing system aligned with global best practices and digital transformation trends.

In the margins of his mission, the Minister also held a series of bilateral meetings focused on the transport challenges faced by Mauritius and the opportunities for cooperation with Saudi authorities and institutions.

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21. Cabinet has taken note of the outcome of the recent participation of the Minister of Industry, SME and Cooperatives in the Fourth Edition of the African Startup Conference, which was held in Algiers, Algeria.

The Minister intervened during the Ministerial Summit whereby he welcomed the African Union (AU) report on African best practices for building startup ecosystems and acknowledged strong models emerging from Tunisia, Senegal, Rwanda, Algeria, Egypt, and South Africa. He noted with satisfaction that in the report on 'Tax Framework for Startups, Innovation and R&D in Africa: A Comprehensive Analysis', Mauritius is cited as a leading African example in terms of its sophisticated tax framework for innovation through gradual policy evaluation.

During his intervention, the Minister highlighted that Mauritius would explore opportunities which reflect Mauritius' interest in continued regional collaboration and alignment with African best practices. The Minister also intervened during the Plenary session of Champions–Government Summit, which presented a unique dialogue format connecting high-growth startups with policymakers.

In the margins of the conference, the Minister had fruitful bilateral meetings with, inter alia, the Minister of Knowledge Economy, Startups and Micro-enterprises of the People's Democratic Republic of Algeria, the Minister of Small and Medium Enterprise Development of the Republic of Zambia and the Minister for Industry and Enterprise of the Republic of Seychelles.

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22. Cabinet has taken note of the outcome of the recent participation of the Junior Minister, Ministry of Environment, Solid Waste Management and Climate Change in the Seventh Session of the United Nations Environment Assembly (UNEA 7) held in Nairobi, Kenya. The theme set for UNEA 7 was "Advance sustainable solutions for a resilient planet".

At the High-Level Segment, the Junior Minister made a statement wherein she laid emphasis on the implementation of the United Nations Environment Programme (UNEP)'s Medium-Term Strategy 2026-2029 and to continued partnerships with UNEP and friendly nations to unlock finance, technology and capacity-building.

The Assembly considered a diversity of Resolutions, from safeguarding coral reefs and soundly managing minerals and metals critical for the energy transition, to developing sustainable solutions through sport.

The Mauritian delegation also attended the following side events -

- (i) Improving Global Environmental Governance to Jointly Build a Clean and Beautiful World organised by the China mission in Nairobi;
- (ii) Ministerial Breakfast Meeting of African Ministers of Environment; and
- (iii) Critical Energy Transition Minerals: Empowering women for a responsible, just and equitable minerals sector.

Bilateral meetings were also held with several senior officials.

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23. Cabinet has taken note of the -

- (a) reconstitution of the Board of Trustees of the Trade Union Trust Fund with Mr Sateedanand Jeewooth as part-time Chairperson; and
- (b) appointment of Dr (Mrs) Marie Christinne Clarisse as Director of the Conservatoire National de Musique François Mitterrand Trust Fund.

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