FREQUENTLY ASKED QUESTIONS:

1. Q: Can a worker or group of workers request the NRB to review a particular sector?

A: Strictly speaking NO. Only the Minister is habilitated to do so. However, a joint consultative or negotiating body composed of representatives of a substantial number of workers and of employers in an industry not covered by a collective agreement, may request the Minister to refer a particular sector to the Board for prescribing minimum wage and conditions of employment.

2. Q: Can the NRB act as an Enforcement body?

A: No. The power of ‘enforcement’ of Remuneration Orders is vested with the Enforcement Division of the Ministry.

3. Q: Is there any established frequency within which Remuneration Orders are reviewed?

A: No. It is the Minister who decides which sector is to be reviewed based on the prevailing circumstances and conditions thereof.

4. Q: What is the average time frame for the review of a Remuneration Order?

A: This depends on the complexity of the sector and the number of operators therein. The bigger the sector, the more time it takes to conduct the review.

5. Q: Do information provided during the investigation remain confidential?

A: The NRB guarantees confidentiality of all information/documents obtained in the course of its investigation.
6. Q: What are the factors that are taken into consideration by the NRB when determining the level of minimum wage and conditions of employment?

A: (a) the interests of the persons immediately concerned and the community as a whole;
(b) the need to promote decent work and decent living;
(c) the need to promote gender equality and to fix wages on the basis of job content;
(d) the principles of natural justice;
(e) the need for Mauritius to maintain a favourable balance of trade and balance of payments;
(f) the need to ensure the continued ability of the Government to finance development programmes and recurrent expenditure in the public sector;
(g) the need to increase the rate of economic growth and to protect employment and to provide greater employment opportunities;
(h) the need to preserve and promote the competitive position of local products in overseas market;
(i) the capacity to pay of enterprises;
(j) the need to develop schemes for payment by results and, as far as possible, to relate increased remuneration to increased labour productivity;
(k) the need to prevent gains in the wages of workers from being adversely affected by price increases;
(l) the need to establish and maintain reasonable differentials in rewards between different categories of skills and levels of responsibility;
(m) the need to maintain a fair relation between the incomes of different sectors in the community; and
(n) the principles and best practices of good employment relations.