careermoves



GUIDE FOR EMPLOYERS

# Hiring executives in Mauritius

What the law asks of you when you hire at a senior level, in Mauritius or from abroad. Every point names its official source.

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Career Moves Ltd, UHY Building, Vivea Business Park, Moka, Mauritius
contact@careermoves.info

## How to read this guide

At a senior level most of the employment Act steps back and the contract does the work. This guide sets out what still applies, what you must decide for yourself, and what changes when your hire comes from abroad.

It is written from the Workers' Rights Act 2019, as amended to Act 13 of 2026 and from official permit and tax sources, and each point names where it comes from.

**This is general information, not legal advice.**


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**30 days**
the shortest notice either side can give, whatever the contract says

**10 years**
the longest period an Occupation Permit is issued for

**16 weeks**
of maternity leave on full pay, at every salary

**4 weeks**
of paternity leave in a row, at every salary

PART 1

# Senior roles and the Rs 600,000 line

The first thing to know when hiring at a senior level: most of the employment Act stops applying, and the contract takes over.

A person whose basic wage or salary is more than Rs 600,000 a year falls outside most of the Workers' Rights Act. That is Rs 50,000 a month, so many senior and executive roles sit above the line.

Workers' Rights Act 2019, section 2, definition of worker.

Above the line, the Act's rules on normal working hours, overtime, annual leave and sick leave do not apply. The contract has to set them.

Workers' Rights Act 2019, section 2, read with sections 20, 24, 45 and 46.

Some protections still apply at every salary: the rules against discrimination, equal pay for work of equal value, limits on deductions from pay, maternity and paternity leave, the rules on ending employment, the Portable Retirement Gratuity Fund and the rules on violence at work.

Workers' Rights Act 2019, section 2, listing sections 5, 26, 34, 52 and 53 and Parts VI, VIII and XI.

The end of year bonus has its own limit. It is due where the monthly basic wage is not more than Rs 100,000.

Workers' Rights Act 2019, section 54(4).

HOW CAREER MOVES HELPS

Every search starts with a brief. We learn the role, the team and what success looks like before anyone is approached.

PART 2

## Finding the person

Senior people are rarely looking. They are approached.

Recruiting for an employer in Mauritius is a licensed activity. Career Moves is licensed to recruit citizens of Mauritius, and to recruit non-citizens, for employment in Mauritius.

Ministry of Labour, list of private recruitment agencies as at 28 October 2026.

The rules against discrimination protect job applicants as well as employees. An employer may not treat an applicant less favourably on grounds that include age, sex, race, religion, marital or family status, pregnancy, place of origin or national extraction.

Workers' Rights Act 2019, section 5.

HOW CAREER MOVES HELPS

We approach people directly, in Mauritius and through our network abroad. You meet a small number of people we would stand behind.

PART 3

## The offer and the contract

With most of the Act out of the picture, a senior contract needs to be complete.

Whatever the contract says, notice to end the employment cannot be shorter than 30 days, from either side. Either side may pay in place of notice.

Workers' Rights Act 2019, section 63(4) and (5).

Where a person earning more than Rs 600,000 a year is paid a gratuity at the end of each year or each fixed-term contract, in place of a pension or for length of service, no severance allowance is due when the contract expires.

Workers' Rights Act 2019, section 69(3A).

An employer may require work from home with at least 48 hours' notice.

Workers' Rights Act 2019, section 17A(1).

Total deductions from pay may not be more than half of the pay for a pay period, and an employer may not deduct anything as a payment for obtaining or keeping the job.

Workers' Rights Act 2019, section 34(2) and (3).

HOW CAREER MOVES HELPS

The brief is the place to settle what the contract will offer. Tell us the terms you have in mind when you brief us on the role.

PART 4

## Hiring from abroad

A senior hire from outside Mauritius needs the right permit before starting.

The Occupation Permit for a professional requires a monthly basic salary of at least MUR 50,000, the same across all sectors.

Economic Development Board, Occupation Permit guidelines, read 17 November 2026.

A professional is granted the Occupation Permit for the period of the contract of employment or 10 years, whichever is shorter.

Economic Development Board, Occupation Permit guidelines, read 17 November 2026.

A non-citizen who works under a permit issued under the Non-Citizens (Employment Restriction) Act is a migrant worker under the Workers' Rights Act.

Workers' Rights Act 2019, section 2.

**HOW CAREER MOVES HELPS**

We prepare the permit and help your new hire and their family settle. Search and permit are handled by one licensed agency.

PART 5

## What your hire will ask about tax

Candidates from abroad ask about tax early. These are the bands for the income year from 1 July 2026.

Income tax rises in steps: 0% on the first MUR 500,000 of chargeable income in a year, 10% from MUR 500,001 to MUR 1,000,000, 20% from MUR 1,000,001 to MUR 12,000,000, and 35% above MUR 12,000,000.

Mauritius Revenue Authority, checked 12 September 2026.

**HOW CAREER MOVES HELPS**

These are the official bands a candidate can check for themselves. Personal tax advice is for a tax adviser.

PART 6

## Family leave and conduct at work

These duties apply to every employee, however senior.

Maternity leave is 16 weeks on full pay, with 2 more weeks for a multiple birth or a premature baby.

Workers' Rights Act 2019, section 52(1) and (1A).

Paternity leave is 4 weeks in a row, with pay after 12 months of continuous service and without pay before that.

Workers' Rights Act 2019, section 53(1) and (4).

Harassment, sexual or otherwise, assault, verbal abuse, threats and bullying of a worker are prohibited. When a case is reported, the employer must enquire into it and act within 15 days.

Workers' Rights Act 2019, section 114(1) and (4).

**HOW CAREER MOVES HELPS**

Our relocation and leadership training supports people who are new to Mauritius or stepping up to lead.

PART 7

## If it does not work out

The rules on ending employment apply at every salary, and the procedure matters as much as the reason.

An employer who gives notice must state the reason for ending the employment.

Workers' Rights Act 2019, section 63(2).

Before a dismissal for misconduct, the employer must notify the charge within 10 days of learning of it, give at least 7 days' notice of a hearing, and decide within 7 days after the employee has answered.

Workers' Rights Act 2019, section 64(2).

At the hearing the employee may be assisted by a trade union representative, a legal representative, or both.

Workers' Rights Act 2019, section 64(7).

An employee suspended while a matter is looked into is paid basic salary for the period of suspension.

Workers' Rights Act 2019, section 66(1).

After at least 12 months of continuous employment, if the Court finds a dismissal unjustified it may order severance allowance of 3 months' remuneration for every 12 months of service.

Workers' Rights Act 2019, sections 69(1) and 70(1).

The employer must give a certificate of employment within 7 days of the employment ending.

Workers' Rights Act 2019, section 68(1).

HOW CAREER MOVES HELPS

A careful search is the best protection against this part of the guide. You meet a small number of people we would stand behind.

PART 8

## Questions employers ask

**Does the Workers' Rights Act apply to executives in Mauritius?**
Only in part. A person whose basic salary is more than Rs 600,000 a year falls outside most of the Act, but the rules on discrimination, equal pay, deductions, maternity and paternity leave, ending employment, the Portable Retirement Gratuity Fund and violence at work still apply (section 2 of the Workers' Rights Act 2019).

**Are executives in Mauritius entitled to overtime pay?**
Not under the Workers' Rights Act where basic salary is more than Rs 600,000 a year. Working hours and overtime are then set by the contract (section 2, read with sections 20 and 24).

**What is the minimum notice period for a senior employee in Mauritius?**
At least 30 days from either side, whatever the contract says, or pay in place of notice (section 63 of the Workers' Rights Act 2019).

**What is the minimum salary for a professional Occupation Permit in Mauritius?**
A basic salary of MUR 50,000 a month, the same across all sectors, according to the Occupation Permit guidelines of the Economic Development Board (read 17 November 2026).

**Who can recruit executives for an employer in Mauritius?**
Recruitment is a licensed activity. Career Moves is licensed to recruit both citizens of Mauritius and non-citizens for employment in Mauritius (Ministry of Labour list of private recruitment agencies, 28 October 2026).

## Sources and what is not covered

Employment law: Workers' Rights Act 2019, as amended to Act 13 of 2026, the copy published by the Mauritius Revenue Authority at https://www.mra.mu/download/WorkersRightsAct2019.pdf. Permit points are from the Economic Development Board and tax figures from the Mauritius Revenue Authority, read on the dates shown beside each point.

Not covered in this edition: employer contribution rates, the other permit routes and the rules for each industry. A point is added only once it has been read in the law or on an official source.

## Have a senior role to fill?

Career Moves is a licensed recruitment agency in Mauritius. Tell us about the role in confidence and we will call you back.

**contact@careermoves.info**