



**2023-2024**

# **ANNUAL REPORT**

**Public Service Commission and  
Disciplined Forces Service Commission**

# Annual Report

2023-2024

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**CHAIRPERSON'S  
REVIEW**

2023-2024

## Chairperson's Review

The Public Service Commission has to compete with the private sector for the best available talent and expertise with a view to attracting highly educated people. The Commission has been increasingly facing the problem of selecting the best candidates at the top positions for technical and specialist posts due to lack of suitable candidates.

In order to ventilate the system, consideration needs to be given to open up the vacancies to candidates outside the service or even consider employment on a contractual basis. This will require a change in policy which government will have to look into, along with the institutions concerned.

All advertisements issued by the Commissions are based strictly on the prescribed schemes of service (SoS) submitted by Ministries/Departments to fill their vacancies. Candidates whose qualifications are not exactly the same as those mentioned in the schemes of service, have to submit by the closing date of the advertisement their equivalence of qualifications from the relevant authorities (Higher Education Commission or Mauritius Qualifications Authority) for their applications to be considered. However, in reality candidates are unable to submit the equivalence of their qualifications on time.

In order not to penalise such applicants, I have taken the initiative to chair a consultative committee with all stakeholders, including the Ministry of Public Service, Administrative and Institutional Reforms, the Ministry of Education, Tertiary Education, Science and Technology, the Higher Education Commission, the Mauritius Qualifications Authority to decide on a fast track basis on the eligibility of candidates whose qualifications are not exactly the same as specified in the existing scheme of service. There are at present some 2,500 schemes of service, which in some cases, date back to 1967 and need to be urgently reviewed as they do not meet the changing and more sophisticated needs of a modern public service capable to meet the challenges of an ever more demanding and faster changing environment.

Another important issue relates to discipline cases. The Director of Audit has been persistently reporting in his Report on the financial consequences of large number of officers being interdicted on full pay for long periods of time. This is a very serious and unsatisfactory situation involving quite a high level of public expenditure on interdicted public officers. According to existing Public Service Commission and Disciplined Forces Service Commission Regulations, Responsible Officers have to initiate and take action against officers in cases of indiscipline and serious offences. They subsequently seek covering approval of the Commissions which at present, do not have the right of initiative. It was proposed that Government should set up a Permanent Public Service Disciplinary Tribunal to expeditiously dispose of disciplinary cases. The Tribunal should operate under a chairperson who will be a retired Judge. Subsequently, there is an urgent need to amend Part IV of the PSC/DFSC Regulations to cater for the proposed Tribunal.

During the past decades, major transformations in the labour market has led to a shift in employment patterns. The tightening of the Mauritian labour market was associated with skills mismatches and a lowering demand for traditional employment. As for instance, for posts advertised in Financial Years 2022/2023 and 2023/2024, out of the total number of 2,091 vacancies reported, total number of applications received were 57,530 and the total number of candidates who were convened for interview were 10,379.



## Chairperson's Review (Cont'd)

Since my appointment as Chairperson of PSC/DFSC, I have challenged the traditional methods and processes existing at the Commissions in the recruitment process. I wanted to implement the Singaporean model, and in this connection, I proposed to avail the services of a Singaporean team from the Public Service Commission, Singapore to assist in the reviewing of our systems and processes.

I also planned to set up a Research and Innovation unit to adopt a modern approach in the new recruitment process through increasing use of Information Technology. After two tendering exercises, no responsive bidder was identified. Ultimately, Government was requested to expedite for appropriate expertise from India, under the technical assistance programme.

We have been striving to establish a modern e-Recruitment System in order to expedite the processing of the growing number of applications. I marketed this idea during the General Meeting of SADC Public Service Commissions Meeting held in Cape Town, South Africa in May this year. The SADC Forum did focus on the possibility of mobilising resources and exchanging experiences from mutual benefits of the SADC Public Service Commissions. I suggested working together to find an e-Recruitment System that fits all member countries as the sharing of IT licenses and software among SADC countries can reduce the exorbitant costs involved thereon.

### Disciplined Forces Service Commission (DFSC)

Statistics in respect of recent recruitment exercises conducted by the DFSC have revealed dwindling numbers of applicants for the entry grades of Police Officer and Prison Officer. There are several compelling reasons why it is becoming increasingly difficult to attract new recruits to pursue a career in both the Police and the Prisons Departments. These include lack of academically qualified candidates, stringent physical requirements and physical fitness, competitive job markets that provide better opportunities and compensation, as well as the vast range of programs available locally for younger generations to pursue their professional training in other fields of activity. Besides, the nature of the duties in terms of work-life balance makes it difficult for both departments to compete for potential new recruits.

In response to these recruitment challenges, a series of proposals have been made to stakeholders concerned regarding proposed innovative strategies that could be adopted to attract more candidates to join the Police and the Prisons Departments. These strategies are based on best practices developed by several countries to help disciplined forces recruit and retain new staff.

Notwithstanding these challenges, the DFSC has left no stone unturned, during the period under review, to provide both the Police and the Prisons Departments with the required number of new recruits, to fill existing vacancies in order to ensure at all times the law enforcement effectiveness of these organizations.

## Chairperson's Review (Cont'd)

In line with government policy to enhance effectiveness in the recruitment process and disciplinary proceedings, the PSC and DFSC have already reviewed the Regulations and the proposed amendments have been referred to the Attorney-General's Office for legal vetting. The proposed amendments aim to streamline the procedures for appointment, promotion and discipline in order to enable the Commission to better carry out the functions and duties imposed upon it under the Constitution. In addition, the proposed amendments would ensure that evolving organizational priorities effectively addressed to meet complex and wide-ranging challenges.

This report highlights the Commissions' performance and steps taken to fulfill their mandates over the period under review. The achievements outlined herein would not have been possible without the dedicated efforts and valuable contribution of all my Commissioners and Officers at the PSC and the DFSC. I seize this opportunity to extend my sincere appreciation to the two Deputy Chairpersons, the Commissioners of the PSC and of the DFSC and the Secretary and his staff for their contribution and support.

I am also grateful to Responsible Officers of Ministries and Departments and officers who have assisted the Commission as Advisers on Selection Panels for their collaboration, and to all those who have, in one way or another, contributed to enable the Commissions meet their objectives.

Last but not the least, I would like to express my sincere gratitude to all candidates for their trust in the PSC and DFSC.

It is gratifying to note that the PSC and the DFSC have lived up to their mandate. I reaffirm our commitment to uphold the values that guide our work, while ensuring that fairness, transparency and effectiveness remain vital to our decisions. We look forward to building on this progress in the coming year, to enhance our systems, processes and outcomes for the benefit of the public service and the citizens of the Mauritius.

**Vidianand Lutchmeepersad, C.S.K**  
Chairperson of the PSC and DFSC

**CHAPTER 1:**  
Public Service Commission  
and  
Disciplined Forces Service Commission

2023-2024

## 1.0 Mandate

The Public Service Commission (PSC) was established by Ordinance No. 23 of 1953, which came into force by Proclamation No. 8 of 1955 on the 11 May, 1955. From 1955 to 1967, the Commission functioned in an advisory capacity for the Governor according to the Colonial Regulations, General Orders and Secretariat Circulars. On 02 August 1967, it then assumed executive functions, under the provisions of the schedule to the Mauritius Constitution Order, 1966 (G.N. No. 7 of 1967) with constitutional responsibility for the recruitment of staff, promotion, disciplinary control and removal of persons from office.

In line with the provisions of the Constitution, the power to appoint persons to hold or act in any offices in the public service and disciplined forces (including power to confirm appointment), to exercise disciplinary control over persons holding or acting such offices and to remove such persons from office, have been vested in the Public Service Commission and Disciplined Forces Service Commission.

### VISION

To be the benchmark for Integrity, Equity and Efficiency in a dynamic Public Service.

### MISSION

To ensure that the Republic of Mauritius has a professional and efficient Public Service geared towards excellence.

### CORE VALUES

Respect for the Constitution | Transparency | Responsible attitude and efficiency

Ethical Attitude | Valuing people | Integrity and Independence

Fairness and Equity | Team spirit and Timeliness | Innovativeness and Improvement

**CHAPTER 2:**  
Organisational Structure  
and  
Decision-Making Process

2023-2024

## 2.1 Organigram of the Commissions

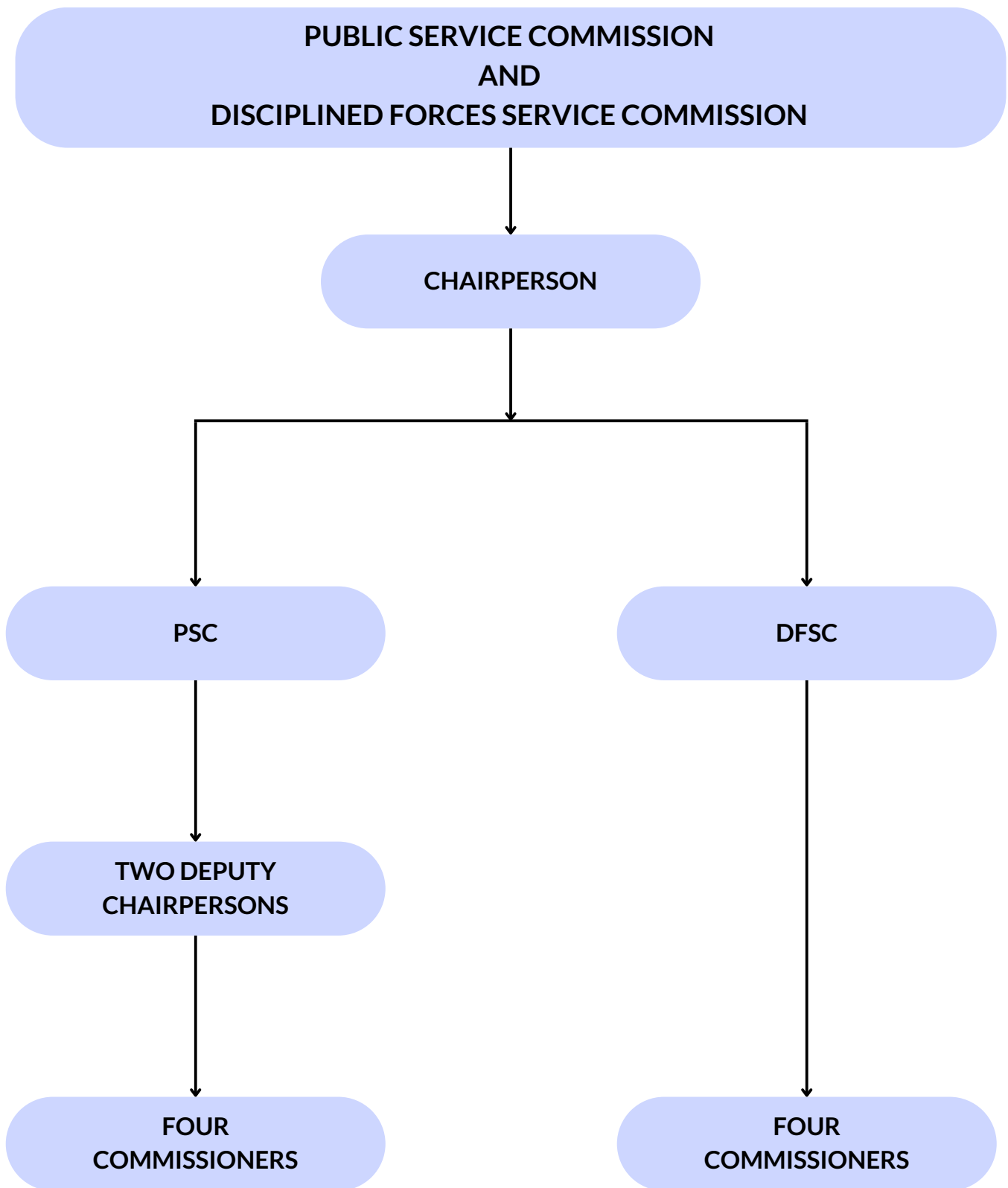


Figure 1: Organigram of the Commissions

## 2.2 Composition of The Public Service Commission

### Chairperson

Mr Vidianand LUTCHMEEPARSAD, C.S.K

### Deputy Chairpersons

Mr Anilkumar RAMKURRUN

Mr Anbanaden VEERASAMY, O.S.K

### Commissioners

Mr Antoine Hervé SYDONIE

Mr Shailendra Kumar Singh DUSOWOTH, O.S.K

Mr Abdool Hahmid SEELARBOKUS

Mr Lutchmeeparsad JHUGROO

**Mr V. Lutchmeeparsad, C.S.K**  
**Chairperson**

Mr Vidianand Lutchmeeparsad, C.S.K. was appointed as Chairperson of the Public Service Commission and Disciplined Forces Service Commission, as from 17 February 2020 to 16 February 2023 and on a second three year contract as from 17 February 2023.

Mr. Lutchmeeparsad holds a Master in Business Administration with specialization in Marketing from the University of Mauritius and is a member of the Institute of Chartered Secretaries and Administrators from UK. He also holds post graduate qualifications from universities in India, Australia and UK. He has gathered diverse experience in various fields such as Total Quality Management, Management of Change, Implementation of ISO 9000, Organisational structures, strategic management, amongst others. He has also been involved in socio cultural activities since the last 25 years. He has a long experience in Government Administration from 1988 to date. He was elected as director of the Board of SBM Holdings Ltd both in Mauritius and India in year 2015. He was also Chairman/Director on various other Boards.

Mr Lutchmeeparsad started his career as Administrative Officer at the Prime Minister's Office (Establishment Division) in the year 1988. Thereafter, he has served the then Ministry of Health and Quality of Life for 10 years as Administrative Officer and Principal Assistant Secretary. He has served the then Ministry of Public Infrastructure, Land Transport and Shipping for 17 years.

He spent five years at the then Ministry of Finance and Economic Development. He was Officer-in-Charge of Apollo Bramwell Hospital. He has also served the then Ministry of Housing and Lands as Senior Chief Executive.



**Mr Anilkumar RAMKURRUN**  
**Deputy Chairperson**

**Appointed on a first contract from 24 November 2015 to 23 November 2018 and  
a second contract on 24 November 2018 to 23 November 2021 and  
Re-appointed for a three year contract in November 2021**

**Qualifications:** BSc (Hons) Banking Studies from the University of Mauritius.

**Experience:** Court Officer, Judicial Department

Manager in the Banking and Currency Department, Bank of Mauritius.

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**Mr Anbanaden VEERASAMY, O.S.K**  
**Deputy Chairperson**

**Appointed on a first contract from 24 November 2018 to 23 November 2021 and  
Re-appointed for a three year contract in November 2021**

**Qualifications:** Diploma in Public Administration and Management

Master degree in Business Administration with specialisation in Human Resource /  
Knowledge Management

**Experience:** 20 years in a senior management position as Deputy Permanent Secretary and  
Permanent Secretary in several Ministries.

Chairperson and Member of a number of public sector bodies as well as Director  
of some private and public companies.

**Mr Antoine Hervé SYDONIE**  
**Commissioner**

**Appointed on a first contract from 17 February 2020 to 16 February 2023 and  
Re-appointed for a three year contract in February 2023**

**Qualifications:** Diploma in Hotel Management

Diploma in Business Management

Master of Business Administration

MQA Certified Trainer in Management

**Experience:** Executive Manager at Sun Resorts Ltd

Former Commissioner of DFSC from October 2016 to 16 February 2020.

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**Mr Shailendra Kumar Singh DUSOWOTH, O.S.K**  
**Commissioner**

**Appointed on a first contract from 17 February 2020 to 16 February 2023 and  
Re-appointed for a three year contract in February 2023**

**Qualifications:** BA in Economics

MA in Business Administration

Post Graduate Certificate of Education

**Experience:** High Commissioner of Mauritius to Malaysia

Ambassador of Mauritius to Madagascar

Chairman of the Petroleum Pricing Committee

Former Commissioner of DFSC from October 2016 to 16 February 2020

**Mr Abdool Hahmid SEELARBOKUS**  
**Commissioner**  
**Appointed in June 2022**

**Qualifications:** BA (Hons) in Administration,  
MBA (Majoring in Human Resources Management)

**Experience:** Former Assistant Secretary in the Civil Service  
Managing Director, Personnel and Human Resource Development, MBC  
Group Human Resources Manager at Illovo Group (Mauritius), Mon Tresor Mon Desert Ltd  
and Omnicane Management Consultancy Ltd

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**Mr Lutchmeeparsad JHUGROO**  
**Commissioner**  
**Appointed in August 2022**

**Qualifications:** Teacher's Diploma  
Diploma in Educational Management

**Experience:** Primary School Teacher  
Deputy Head Master  
Head Master

## 2.3 Public Service Commission

### 2.3.1 Background

The Public Service Commission was established in August 1967 and assumed its executive powers under the provisions of the Schedule to the Mauritius Constitution Order, 1966.

### 2.3.2 Powers of the Commission

Section 89(1) of the Constitution vests the Public Service Commission (PSC) with the power to appoint persons to hold or act in any offices in the public service, to exercise disciplinary control over persons holding or acting in such offices and to remove such persons from office.

In accordance with Section 89(2) of the Constitution, the PSC may delegate any of its powers, subject to conditions and by directions in writing, to any Commissioner of the Commission or to any public officer.

Sections 118(1) and 118(3) of the Constitution empower the Commission to make Regulations for regulating and facilitating the performance of its functions and for regulating its procedure.

Since the inception of the Public Service Commission Regulations in 1967, some minor amendments have been made thereto during the period 1972 to 1998. However, major amendments were brought to the Regulations in 2010 by G.N. 177/2010 when provision was made, *inter-alia*, for 'Disciplinary Control through Statutory Disciplinary Body' in its new Part IVA. This was mainly with a view to enabling Statutory Bodies like the Medical Council to investigate into allegations of medical negligence and other minor offences.

In exercising its powers of appointment and promotion and in accordance with its regulations, the PSC, *inter-alia*–

- has regard to the maintenance of the high standard of efficiency necessary in the public service;
- takes into account qualifications, experience, merit and suitability for the office in question before seniority in the case of public officers;
- consults with or seeks the advice of any other person/s; and
- determines the procedure to be followed in dealing with applications for appointment in the public service.

Section 118(4) provides that, subject to Section 91A, in the exercise of its functions, the PSC shall not be subject to the direction or control of any other person or authority.

The Commission has the power to adopt its own internal guidelines and procedures, allowing it to seek advice from any competent person with the relevant experience to assist the Commissioners, whenever required.

### 2.3.3 Objectives

The objectives of the PSC are to:

- ensure that the public service is staffed with qualified officers possessing appropriate talents and skills for efficient and timely delivery of quality services;
- ensure that impartiality and integrity are applied for appointment and promotion based on merit – combining qualifications, experience, merit and suitability;
- build and maintain work ethics, high standards and confidence in the public service;
- perform its duty of recruitment without fear or favour, without any external pressure or interference, and within strict norms of confidentiality;
- process with impartiality all applications received from candidates with a view to determining their eligibility to participate in the selection exercise to assess their suitability;
- assess all cases of promotions, transfers and reversions;
- examine cases of indiscipline; and
- agree to schemes of service proposed by the Ministry of Public Service, Administrative and Institutional Reforms (MPSAIR).

### 2.3.4 Scope

PSC is the recruiting institution for Ministries/Departments and Offices of the Republic of Mauritius, including the Offices of the President and Vice President, Judiciary, Director of Public Prosecutions, Electoral Commissioner, Employment Relations Tribunal, Equal Opportunities Tribunal, National Assembly, National Audit, Ombudsperson for Children and of the Rodrigues Regional Assembly.

The vital function of the Commission is to ensure that the Republic of Mauritius has a professional, non-partisan and representative public service. PSC is responsible for safeguarding the principles and values that underlie professionalism and integrity of the public service.

In addition, the Commission also considers cases forwarded by Responsible Officers of Ministries/Departments pertaining to appointment, promotion, filling of vacancies under delegated powers, discipline and agreement of schemes of service in the public service as well as training/scholarship related to promotion.

In pursuance of its functions, the Commission stands guided by the established procedures stipulated in the PSC Regulations, as subsequently amended, providing the legal framework to discharge its duties in the best interest of the public service.

## **2.3.5 Functions**

### **2.3.5.1 Processing of Applications**

Since early 2018, the PSC is using the Oracle system to expedite the processing of applications. Candidates are able to apply online and they receive acknowledgement on their personal e-mail address. A Help Desk Unit is also available at the Commission to assist members of the public/serving officers to submit their applications online.

### **2.3.5.2 Recruitment Process**

The recruitment process follows specific internal guidelines and procedures as established by the Commission. Following the prescription of the scheme of service for any post, it is the responsibility of Responsible Officers of Ministries/Departments to report vacancies to the Commission.

For posts calling for applications from the general public, an advertisement is released in the press and is also posted on the website of the PSC. For posts to be filled among serving officers, a Circular Note advertising the vacancies is issued to Ministries/Departments and same is posted on the website of the PSC.

### 2.3.5.3 Appointment

All first appointments to pensionable posts in the public service are on twelve months' probation. Following a selection exercise, serving officers are appointed in a temporary capacity for a period of six months and are subsequently appointed in a substantive capacity, subject to their being favourably reported upon.

### 2.3.5.4 Transfer and Reversion

The Commission has the power to approve:

- the permanent transfer of a public officer to serve in another Ministry/Department/approved service; and
- the reversion of an officer appointed in a temporary capacity to his previous substantive post.

### 2.3.5.5 Appeal / Judicial Review

Candidates who feel aggrieved following a decision of the Commission pertaining to an appointment exercise or to a disciplinary action, may appeal before the Public Bodies Appeal Tribunal (PBAT) or to the Supreme Court for a Judicial Review of the decision of PSC and/or its determination of any case by the PBAT.

### 2.3.5.6 Processing of Disciplinary Cases

The PSC Regulations provide for the procedures to be followed where disciplinary action is being contemplated against public officers. Disciplinary action is initiated by the respective Responsible Officer who recommends the punishment to be inflicted on the public officer under report. The following punishments that can be inflicted upon a public officer under report are:

- Dismissal;
- Retirement in the interest of the public service;
- Reduction in rank or seniority;
- Stoppage of increment;
- Deferment of increment;
- Suspension from work without pay, ranging from one (1) to four (4) days;
- Severe reprimand; and
- Reprimand.

## 2.4 Composition of the Disciplined Forces Service Commission

**Chairperson**

Mr Vidianand LUTCHMEEPARSAD, C.S.K

**Commissioners**

Mr Deywanund BHOGUN

Mr Georges Henry JEANNE

Mr Anirood PURSUNON

Mr Tamanah APPADU



**Mr Deywanund BHOGUN**  
**Commissioner**

**Appointed on a first contract from 17 October 2016 to 16 October 2019 and  
a second contract on 17 October 2019 to 16 October 2022 and  
Re-appointed for a three year contract on 21 November 2022**

**Qualifications:** Graduate in Political Science

**Experience:** Educator since 1977 in a private institution in the fields of Economics, English and  
English Literature

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**Mr Georges Henry JEANNE**  
**Commissioner**

**Appointed on a first contract from 17 October 2020 to 16 October 2023 and for a second  
contract of 3 years from 17 February 2023**

**Qualifications:** Bachelor of Arts (Hons)

**Experience:** Former Senior Chief Executive

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**Mr Anirood PURSUNON**  
**Commissioner**

**Appointed on a first contract from 17 October 2020 to 16 October 2023 and for a second  
contract of 3 years from 17 February 2023**

**Qualifications:** MSc Public Sector Management

**Experience:** Former Permanent Secretary

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**Mr Tamanah APPADU**  
**Commissioner**

**Appointed on a first contract from 17 October 2020 to 16 October 2023 and for a second  
contract of 3 years from 17 February 2023**

**Qualifications:** Diploma in Public Administration and Management  
MSc Public Sector Management

**Experience:** Former Permanent Secretary

## 2.5 Disciplined Forces Service Commission (DFSC)

### 2.5.1 Background

The Police Service Commission was established in 1959. Subsequently, in 1997, following an amendment to the Constitution of Mauritius, the Disciplined Forces Service Commission (DFSC) replaced the Police Service Commission and performed its functions not only to the Mauritius Police Force, but also to the Mauritius Fire and Rescue Service and the Mauritius Prison Service. With a view to offering the highest standards of service in respect of the three Disciplined Forces, its mission is as follows:-

***“To ensure that the Republic of Mauritius has a professional and efficient Disciplined Forces Service geared towards excellence.”***

### 2.5.2 Powers of the Commission

Section 91 of the Constitution vests the DFSC with the power to appoint persons, to hold or act in any office in the disciplined forces, including power to confirm appointments, to exercise disciplinary control over persons holding or acting in such offices and to remove such persons from office.

Section 118(1) of the Constitution empowers the Commission to make regulations for regulating and facilitating its functions and Section 118(4) provides that the Commission shall not be subject to the direction or control of any other person or authority in the exercise of its functions.

The powers and responsibilities which are vested in the DFSC are in respect of members of the disciplined forces. In line with Section 111 of the Constitution, a Disciplined Force means:

- a naval, military or air force;
- the Police Force;
- the Mauritius Fire and Rescue Service; or
- the Mauritius Prison Service.

### 2.5.3 Objectives

The objectives of the DFSC are to:

- ensure that the Republic of Mauritius has a professional and efficient disciplined forces service;
- identify and enlist persons of specified educational attainments, with the drive and skill for efficient performance;
- safeguard the impartiality and integrity of the Commission regarding appointments and promotions in the Disciplined Forces and to ensure that these are based on merits; and
- take disciplinary action with a view to maintaining ethical standards, encouraging good governance and safeguarding public confidence in the Disciplined Forces.

### 2.5.4 Scope and Functions

The DFSC is the recruiting agency for the Mauritius Police Force, the Mauritius Prison Service and the Mauritius Fire and Rescue Service. It is also responsible for appointing the Director General and the Deputy Director General of the National Security Service.

In line with the strategy of achieving a professional and efficient disciplined forces, the DFSC has come up with a new set of requirements for prospective candidates wishing to join the Mauritius Police Force, the Mauritius Prison service or the Mauritius Fire and Rescue service. In that respect, the basic academic prerequisite for an eligible candidate is the Cambridge School Certificate, with at least a pass in English Language, French Language, and Mathematics or Principles of Accounts.

Regarding physical requirements, while male candidates should be 1m70 cm in height, with a chest of 84 cm, female candidates should be 1m 63 cm high with a Body Mass Index ranging between 18.50 and 27.50. To ensure their eligibility as candidates, they are required to undergo a medical examination and other tests including interviews by the DFSC. The same recruitment procedure is applied to candidates domiciled in Rodrigues.

Candidates selected are initially appointed for a year in a temporary capacity while undergoing theoretical, practical and on the job training in all aspects of the work prescribed for the grade. Upon satisfactory performance and clearance of all tests, they are subsequently considered for appointment to the corresponding grade whenever vacancies occur.

Regarding disciplinary action, the Commission works closely with the Responsible Officer, who makes recommendations according to the existing regulations.

Punishment inflicted to the Officers in the Disciplined Forces are, *inter-alia*:

- Suspension;
- Reprimand;
- Retirement in the public interest;
- Dismissal; and
- Interdiction.

## 2.6 The PSC and DFSC Secretariat

The PSC and DFSC Secretariat is headed by the Secretary, who is supported by a pool of officers.

All recommendations made by the different Ministries/Departments, including the Rodrigues Regional Assembly, are scrutinised by the Secretariat to ensure that these are in line with rules, regulations and established procedures.

## 2.7 Senior Staff

### Secretary, Public Service Commission and Disciplined Forces Service Commission

The following Permanent Secretary was assigned duties of Secretary, Public Service Commission and Disciplined Forces Service Commission:

Mr. P. PIRTHEE

#### Deputy Permanent Secretary

Mrs. M. D. JHUGROO

Mr. N. LUTCHMADOO

#### Assistant Permanent Secretary

Mrs. T. D. MOORUT

Mrs. J JOOMUN-MOHIT (until 22 April 2024)

Mrs. U. SOHAR-BOOLAKY (as from 23 April 2024)

Mr. L. NEKITSING (as from 03 July 2023)

#### Manager, ICT

Mr. D. S. KHOODY

#### Manager, Human Resources

Mrs. L. APPAYYA (Retired on 26 April 2024)

Mr. K. AUBEELUCK

Mrs. K. RAWOTEEA

Mr. T. RAMLOCHUND (Retired on 19 April 2024)

Mrs. K. LUXIMON (as from 14 August 2023)

Mrs. M.N.B.A. PRAYAG (as from 06 May 2024)

Mrs. S. GUNESIE (Appointed MHR as from 10 August 2023)

Mrs. D. RAJANAHA (as from 06 May 2024) - Assigned duties of MHR

#### Assistant Manager, Human Resources

Mrs. S.D. SOOBEN-PONNUSAWMY (until 20 December 2023)

Mrs. G. VEERAMAHA-RAMASAWMY

Mrs. M. GUNGAH

Mrs. S. LUCKOO

Mr. A. BISSESSUR

Mrs. J. CANAYE

Mrs. H. BHURTUN

Mrs. D. T. EMRITH

Mrs. M. MUNBODH

Mrs. A. B. PEERALLY

Mr. P. SEEKUNT

Mrs. S. D. OOMAJEE

Mrs. K. DAYAL-BAGHA (as from 11 August 2023)

#### Assistant Manager, Financial Operations

Mrs. M. PURBHOONAUTH

#### Assistant Manager, Procurement and Supply

Mr. J. PANDOO (until 05 October 2023)

Mrs. L. GANGADEEN LUTCHMUN (as from 06 October 2023)

#### Legal Officer

Mrs. N. D. CHOORAMUN-CHOO LUN

## 2.8 Organigram of the PSC and DFSC

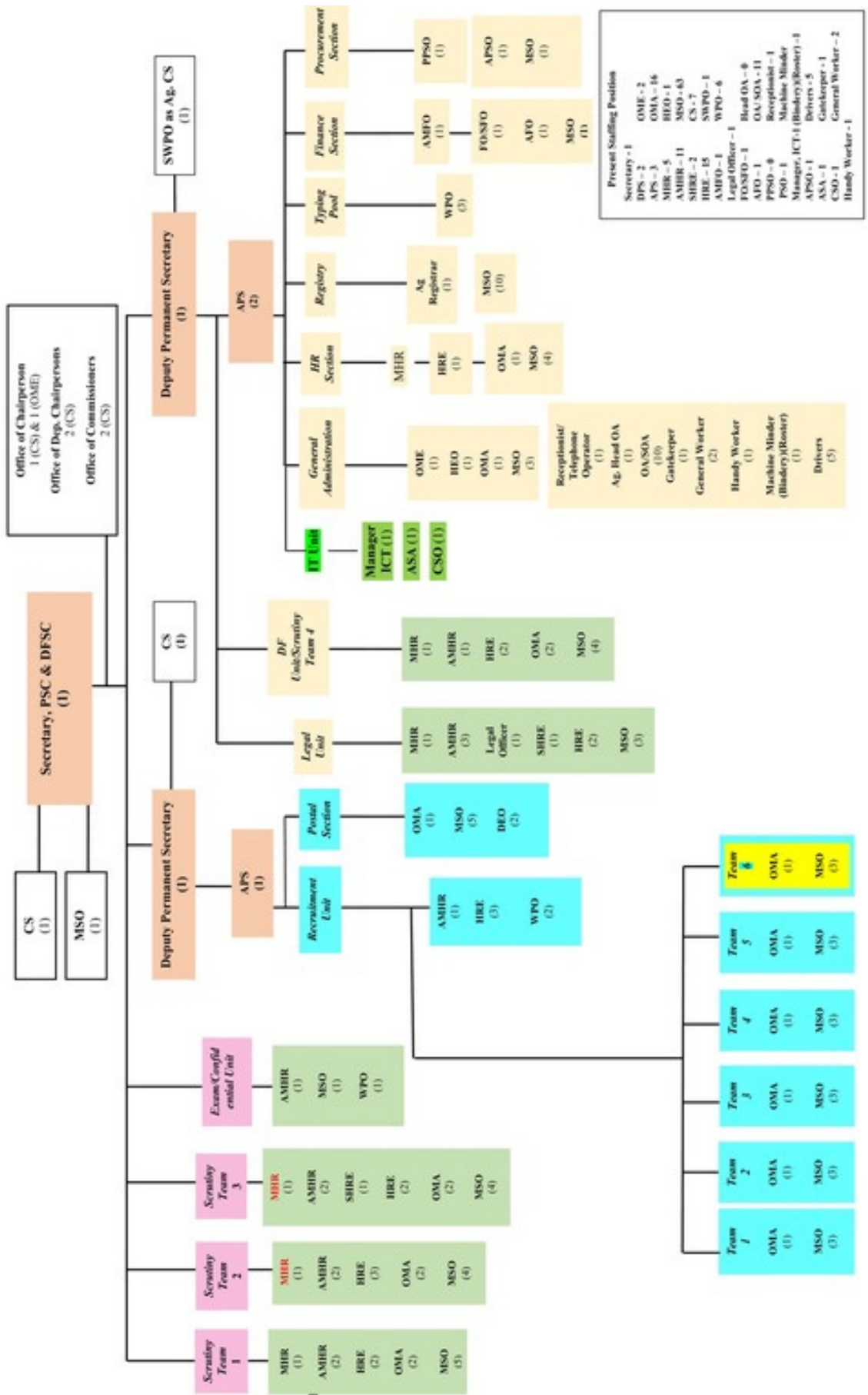


Figure 2: Organisational Chart of the PSC & DFSC Secretariat

## 2.9 Gender Statement

With regard to gender distribution at the Office of the Commission, out of 191 officers in post at the end of Financial Year 2023-2024, there were 49 male officers, representing 25.65% and 142 female officers, representing 74.35% of the personnel as depicted in the chart below.

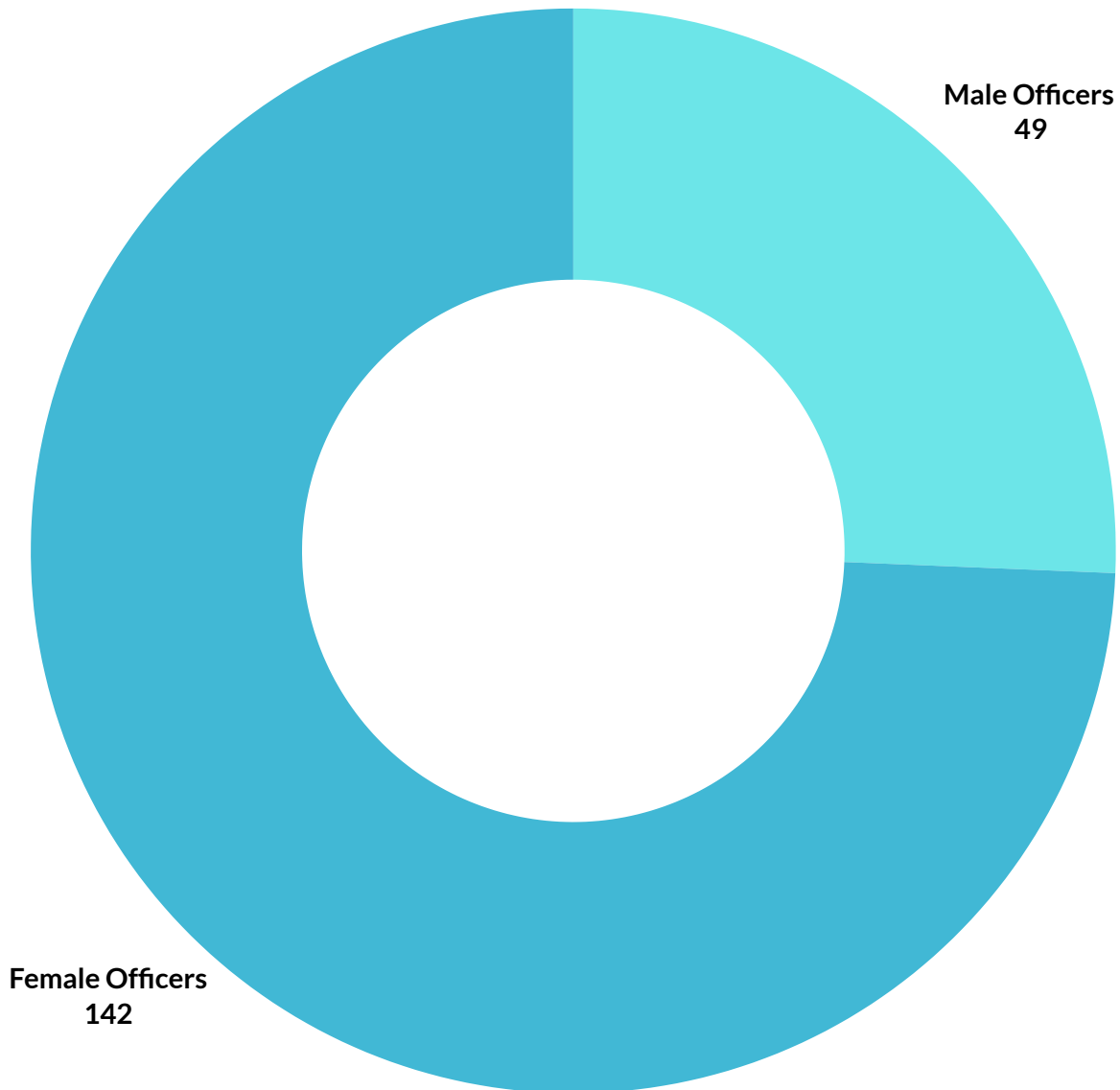


Figure 3: Gender Distribution

**CHAPTER 3:**  
Achievements and Challenges

2023-2024



## 3.1 Achievements

### 3.1.1 Recruitment in the Public Service

One of the core activities of the Commissions is to recruit the most suitable candidates for the public service. The Commissions have the duty and responsibility to ensure that recruitment and promotion within the public service are done in an equitable and impartial manner, free from patronage and discrimination and based on the principle of merit and fairness. The members of the Commissions discharge their responsibilities without fear and favour.

### 3.1.2 Vacancies Filled

9,310 vacancies have been filled and a breakdown of the figures with respect to the two (2) modes of filling of vacancies namely: by Selection and by Promotion is as detailed hereunder:-

	Selection	Promotion	Total
Reported Vacancies	3,673	3,860	7,533
Vacancies Filled*	5,497	3,813	9,310

*\*Inclusive of vacancies which were reported in the previous Financial Years*

Table 1: Filling of vacancies

### 3.1.3 Advertisements Issued and Number of Applications Received

47,862 applications were received in respect of 278 posts advertised during the year under review.

The highest number of applications received was as follows :

Post	Number of Vacancies	Number of Applications
Management Support Officer	176	6,015
School Clerk	29	3,853
Health Records Clerk	54	2,842
Trainee Primary School Educator - Kreol Morisien	36	1,663
Community Health Care Officer	10	1,332
Trainee Nurse	114	1,233
Office Management Assistant	16	996
Trainee Primary School Educator (Hindi)	20	818
Human Rights Officer	1	804
Statistical Officer/Senior Statistical Officer	11	793

Table 2 : Highest number of applications received (post-wise)

### 3.1.4 Examinations carried out by the Commissions

The Commissions conducted examinations for the following posts: -

SN	Post	Ministry / Department	Date of Examination	Number of Candidates convened
1	Work Oriented Examination for appointment as Assistant Inspector of Works	Rodrigues Regional Assembly (Public Infrastructure)	26 August 2023	2
2	Police Inspector/Woman Police Inspector	Mauritius Police Force	26 August 2023	903
3	Police Sergeant/Woman Police Sergeant	Mauritius Police Force	25 November 2023	6,793
4	Job Survey Officer	Pay Research Bureau	27 January 2024	97
5	Word Processing Operator	Rodrigues Regional Assembly (Central Administration)	06 February 2024	12
6	Work Oriented Examination for appointment as Assistant Inspector of Works	Rodrigues Regional Assembly (Public Infrastructure)	22 February 2024	2
7	Qualifying Examination for the post of Examiner/Senior Examiner of Accounts	National Audit Office	23 March 2024	2
8	Word Processing Operator	Ministry of Public Service, Administrative and Institutional Reforms	28 & 29 May 2024	170

Table 3: Examinations conducted

### 3.1.5 Interviews and Candidates Convened

18,122 candidates were convened for interviews carried out for 218 posts.

### 3.1.6 Number of Vacancies Filled

A breakdown on the mode of filling of vacancies is given in the table below: -

Mode of filling of vacancies	Financial Year 2022/ 2023	Financial Year 2023 / 2024
Selection	2,382	5,497
Promotion	1,263	3,813
Under Delegated Power	1,279	1,191
<b>TOTAL</b>	<b>4,924</b>	<b>10,501</b>
Number of vacancies reported	4,988	8,724

Table 4: Mode of filling of vacancies for Financial Years 2022/23 and 2023/24

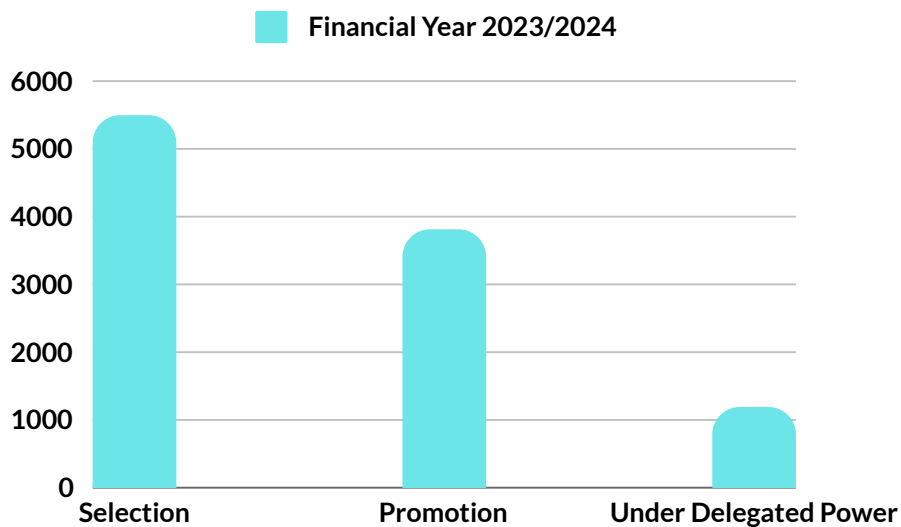


Figure 4: Mode of filling of vacancies for Financial Year 2023/24

### 3.1.7 Difficulties encountered in the filling of vacancies by the Commissions

During the Financial Year 2023/2024, the Commissions encountered several major difficulties in the filling of vacancies such as: -

- Delay by Responsible Officers of Ministries/Departments in submitting Performance Appraisal Forms/Ad hoc Report, Report on Fitness for Promotion on candidates and PSC Form 22 ;
- Missing signature of Appraiser on Performance Appraisal Forms ;
- Multiple applications received from candidates ;
- Delay for Clearances ;
- Incorrect filling of PSC Form 1 (Report of Vacancy) and PSC Form 2 (Promotion) ;
- Complex Schemes of Service for certain posts, including diverse fields of studies at university level ; and
- Non submission of equivalence of qualifications by candidates.

### 3.1.8 Acting Appointment and Assignment of Duties

Acting Appointment is made where an officer is, for any reason, unable to perform the functions of his office. In specific circumstances where an acting appointment cannot be made, the Responsible Officer may, in accordance with that regulation, recommend that an officer be assigned the duties of a higher office.

The Public Service Commission has, under section 89 (2) of the Constitution, delegated to Responsible Officers, in specific cases, the power to make Acting Appointment and Assignment of Duties in their Ministry/Department in respect of grades under their responsibility. All other cases are submitted to the Commissions for approval. The table below specifies the number of Acting Appointments/Assignments of Duties approved during the year under review.

Number of Acting Appointment / Assignment of Duties Approved	Financial Year 2023 / 2024
PSC	954
DFSC	699
<b>TOTAL</b>	<b>1,653</b>

Table 5: Number of Acting Appointment/Assignment of Duties

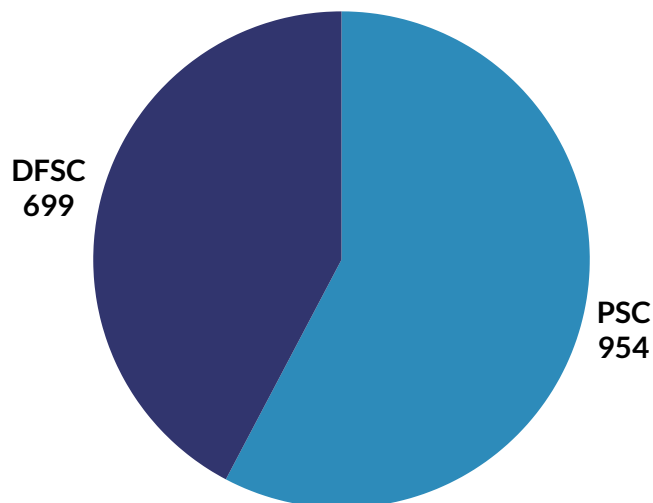


Figure 5: Number of Acting Appointment/Assignment of Duties

### 3.1.9 Retirements approved by the Commissions

During the Financial Year under review, 290 officers had retired on the following grounds, with the approval of the PSC and DFSC :

Grounds of Retirement	PSC	DFSC	Number of retirement approved
Length of Service	Nil	109	109
Age as a special case	49	1	50
Marriage	57	12	69
Medical	24	7	31
Others (Special Case)	15	Nil	15
In the interest of the public service	Nil	7	7
Mobility of manpower	9	Nil	9
<b>TOTAL</b>	<b>154</b>	<b>136</b>	<b>290</b>

Table 6: Approved retirements

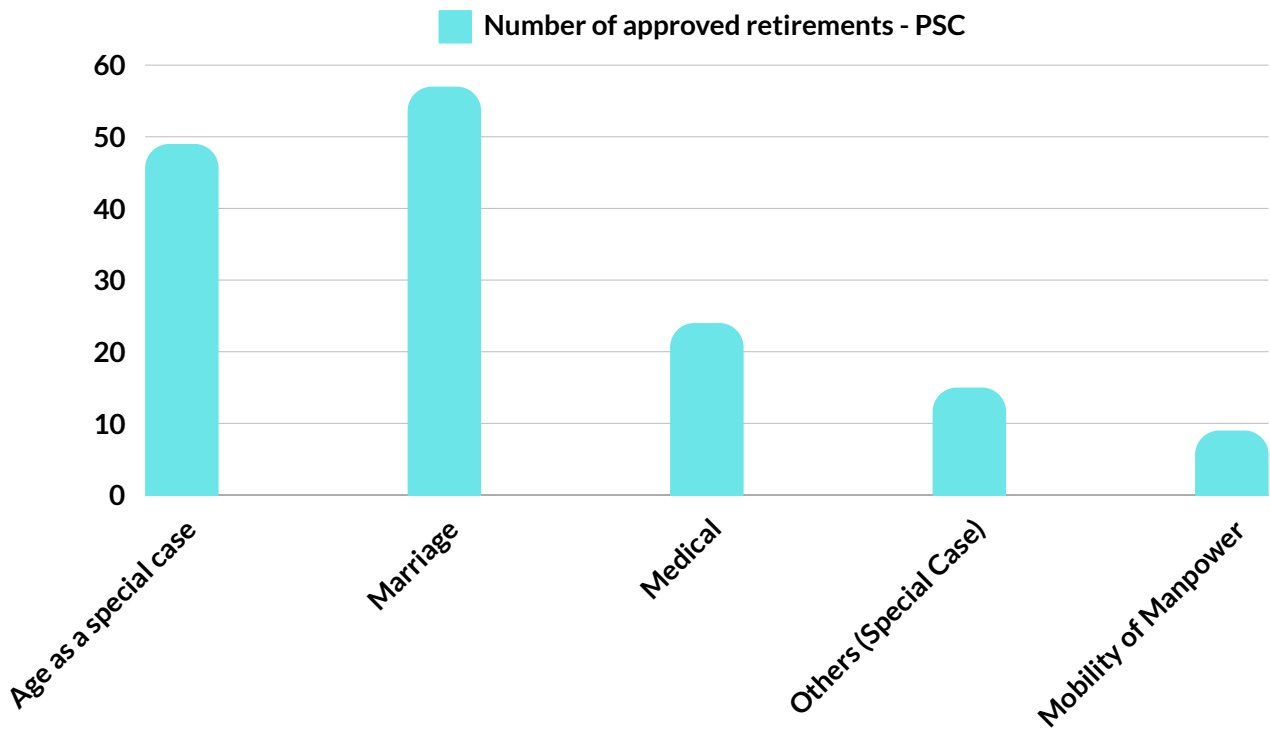


Figure 6: Retirement approved by the PSC

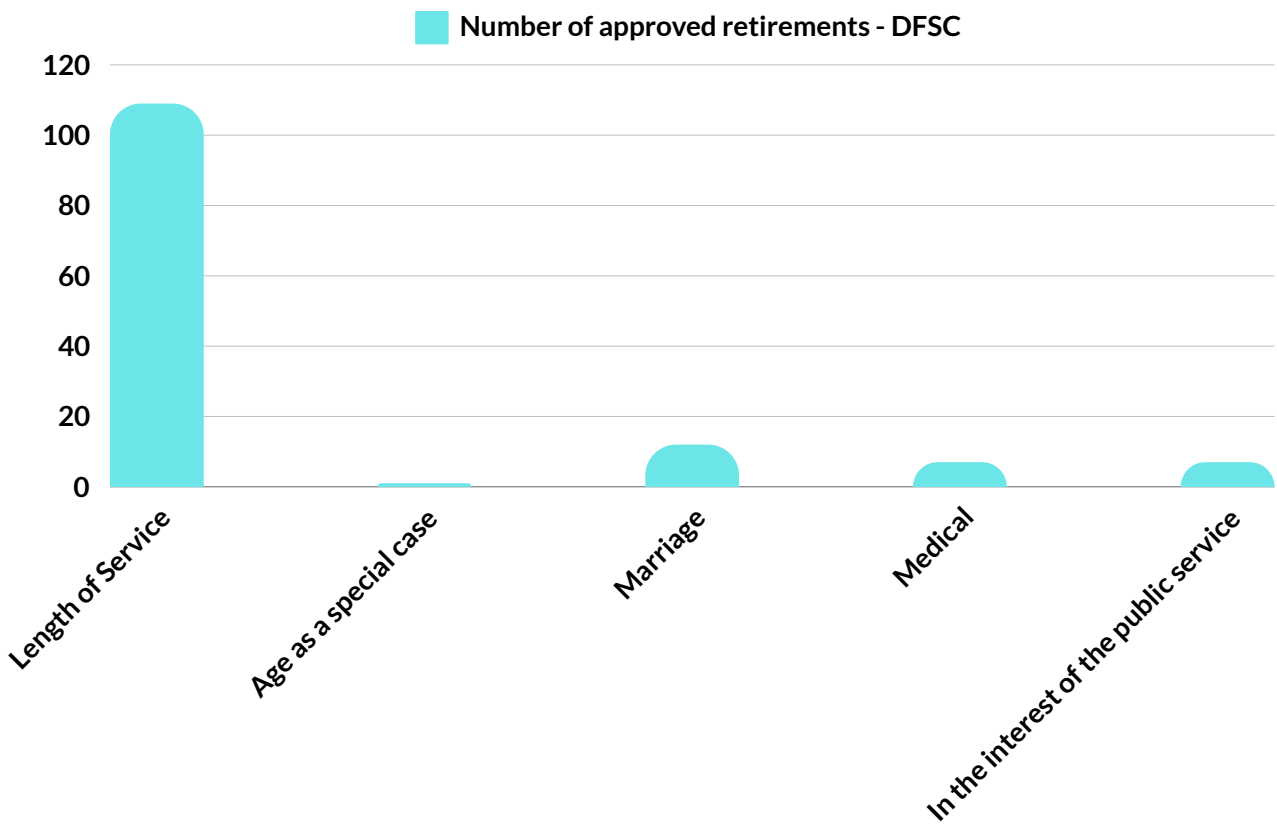


Figure 7: Retirement approved by the DFSC



### 3.1.10 Scheme of Service

There is a Scheme of Service for each established post in the public service on the basis of which appointment/promotion is made. The Commissions have to agree upon the scheme of service before it is prescribed by the Ministry of Public Service, Administrative and Institutional Reforms.

The number of Schemes of Service agreed upon by the PSC and the DFSC is shown in the table below:

Commissions	Number of Schemes of Service
PSC	87
DFSC	3
<b>TOTAL</b>	<b>90</b>

Table 7: Number of Schemes of Service agreed upon

Details on the Schemes of Service agreed upon by the Commissions are at Appendices 7 to 9.

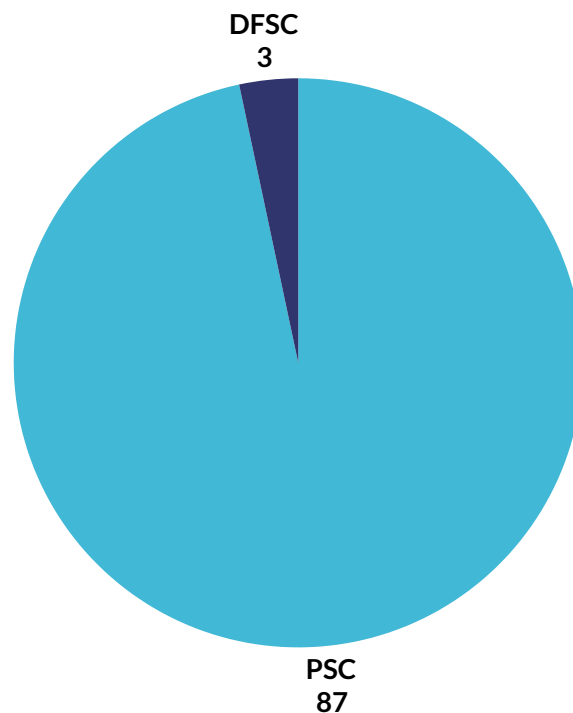


Figure 8: Scheme of Service agreed upon

### 3.1.11 Delegation of Power

The Public Service Commission is empowered, under Section 89(2) of the Constitution, to delegate to Responsible Officers, the power, *inter-alia*, to appoint public officers. Delegation of power is generally granted on request and under well-defined conditions and criteria in respect of grades falling in the Workmen's Group.

Delegation of power is also granted in respect of employment on contract, especially in cases where due to lack of qualified candidates, vacancies cannot be filled in the normal manner or for short-term projects. Responsible Officers are also granted delegation of power to recruit persons on a sessional or part-time basis.

During the Financial Year 2023/2024, Responsible Officers have recruited 1,191 Officers under Delegated Power.

### 3.1.12 Appointments Made

The Public Service Commission and Disciplined Forces Service Commission have made 1,056 appointments during the year under review as per below breakdown. Details are at **Appendices 10, 11 and 12.**

Commissions	Number of appointments
PSC	150
DFSC	906
<b>TOTAL</b>	<b>1,056</b>

Table 8: Appointments made

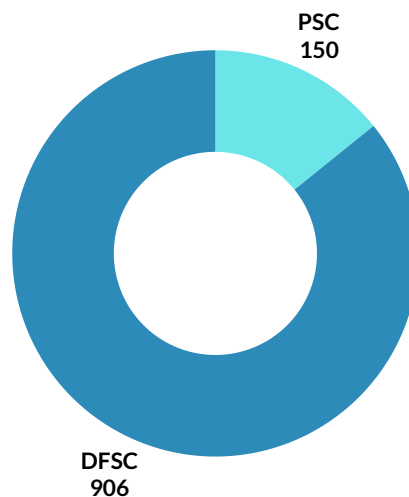


Figure 9: Appointment made

### 3.1.13 Discipline

The Commissions have the constitutional power to exercise disciplinary control over all public officers. It is the responsibility of the Commissions to exercise such power in all fairness over each accused officer within the parameters laid down in the PSC and the DFSC Regulations.

Disciplinary actions initiated by the Public Service Commission under the PSC Regulations are as per below figures.

PSC Regulations	Number of Disciplinary Cases
<b>Under Regulations 31(1)</b>	
Interdiction	17
<b>Under Regulation 35(3)</b>	
Reinstatement	2
<b>Under Regulation 36</b>	
No Disciplinary Action	8
Reprimand	12
Severe Reprimand	7
Suspension from work without pay (1-4 days)	1
Retirement in the interest of the Public Service	3
Stoppage of increment	1
Dismissal	2

Table 9: Disciplinary actions initiated by the PSC

<b>Under Regulation 39</b>	
Retirement in the interest of public service	2
<b>Under Regulation 43</b>	
Post declared vacant	25
<b>TOTAL</b>	<b>80</b>

Table 9: Disciplinary actions initiated by the PSC (Cont'd)

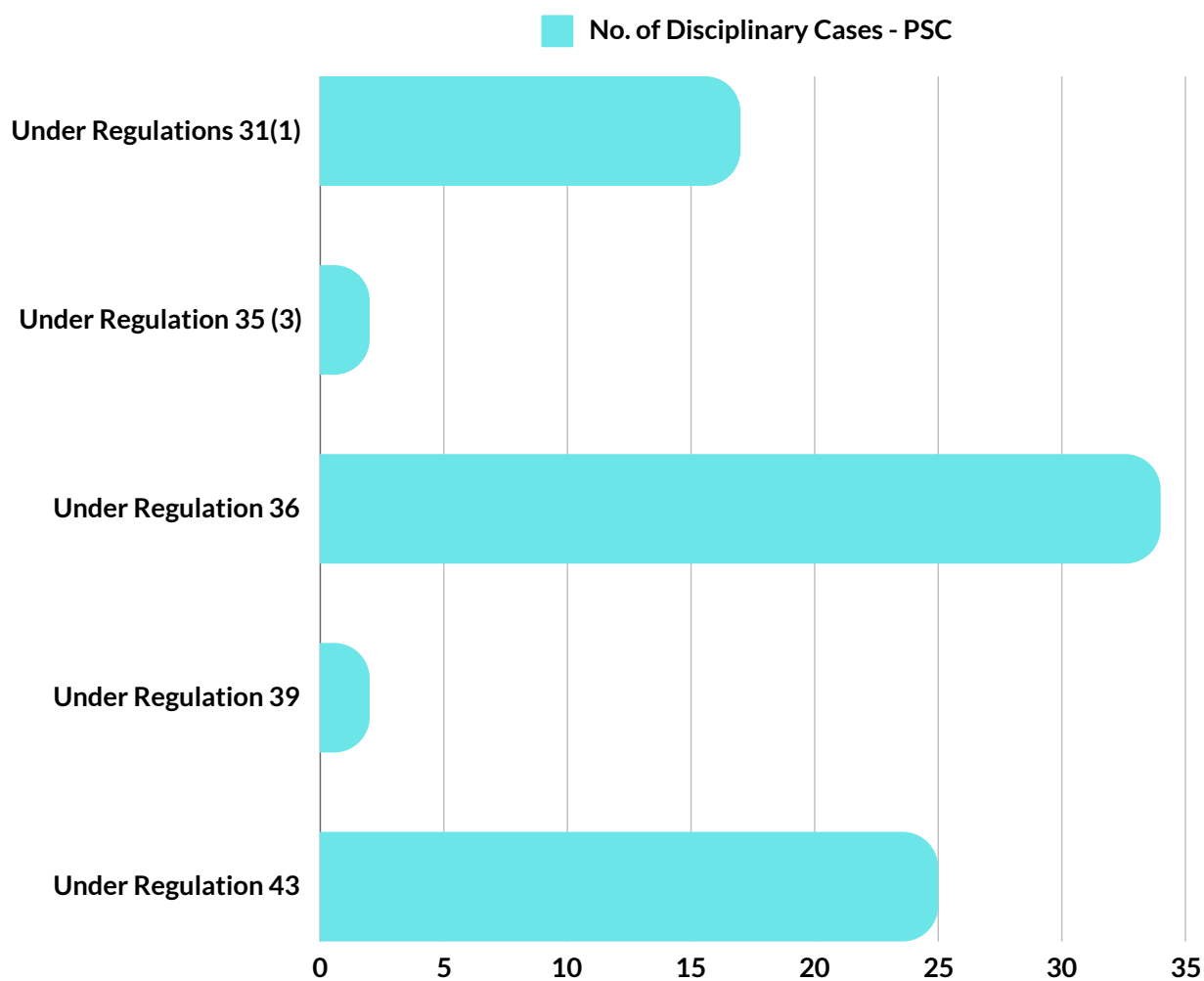


Figure 10: Disciplinary actions initiated by the PSC

Disciplinary actions initiated by the Disciplined Forces Service Commission under the DFSC Regulations.

<b>DFSC Regulations</b>	<b>Number of Disciplinary cases</b>
Summary Dismissal (Reg 39)	20
Reprimand (Reg 33)	17
Severe Reprimand (Reg 33)	3
Suspension from work without pay (Reg 33)	3
Termination of appointment	4
Dismissal following conviction [Reg 33(1)]	1
Reinstatement	29
Training ceased	3
Others	1
No of Interdiction	50
Remain under Interdiction	4
<b>TOTAL</b>	<b>135</b>

Table 10: Disciplinary actions initiated by the DFSC

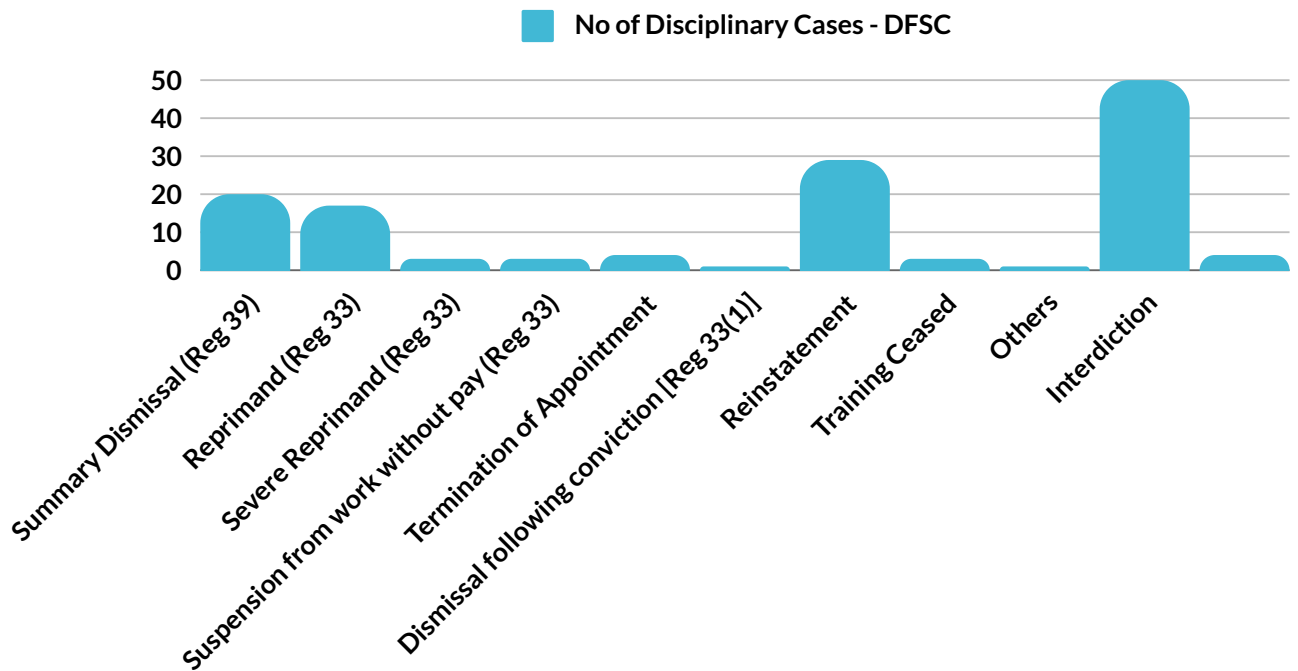


Figure 11: Disciplinary actions initiated by the DFSC

### 3.1.14 Confirmation

In accordance with Regulations, all first appointments to pensionable offices are on twelve months' probation.

The Public Service Commission has delegated to Responsible Officers the power to confirm officers in their office on completion of the probationary period. However, in cases where officers cannot be confirmed on account of valid reasons which might entail the extension of probationary period, the matter is referred to the Commission. No such type of recommendation has been received from the Responsible Officers during the period under review.

The Disciplined Forces Service Commission has approved the confirmation of 424 officers as shown below :-

SN	Department	Number of approved confirmation
1	Mauritius Police Force	392
2	Mauritius Prison Service	21
3	Mauritius Fire & Rescue Service	11
<b>TOTAL</b>		<b>424</b>

Table 11 : Confirmation approved by the DFSC

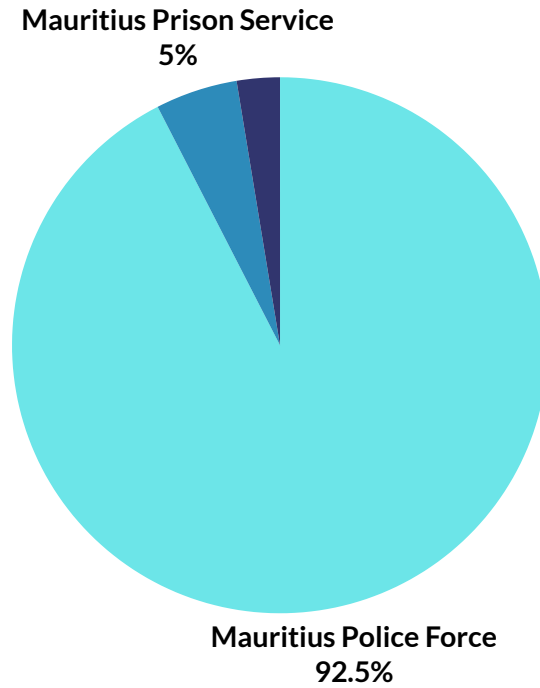


Figure 12: Confirmation approved by the DFSC

### 3.1.15 Transfer

The Commissions approve temporary/permanent transfer to an organisation defined as approved service, or an institution having legal existence, and between Ministries/ Departments. 86 transfers were approved by the Public Service Commission and 9 transfers were approved by the Disciplined Forces Service Commission as detailed below :-

Transfer	PSC	DFSC
<b>To Approved Service:</b>		
Temporary Transfer	3	Nil
Permanent Transfer	31	7
<b>Between Ministries:</b>		
Temporary Transfer	50	Nil
Permanent Transfer	2	2
<b>TOTAL</b>	<b>86</b>	<b>9</b>

Table 12: Transfers approved

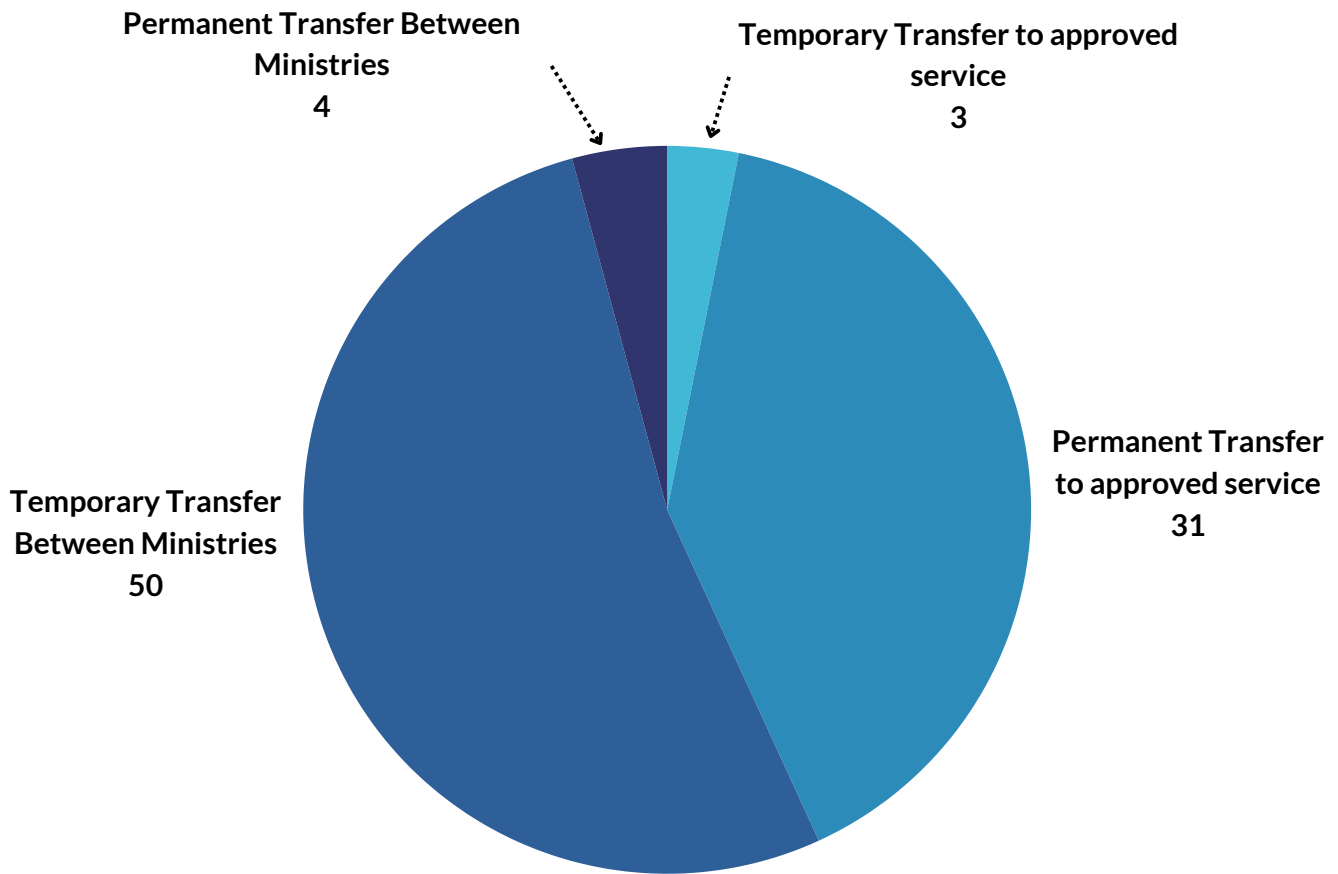


Figure 13: Transfers approved

### 3.1.16 Reversion

The Commissions often have to consider applications for reversion from officers already holding a substantive appointment in a post in the public service and who subsequently apply for and are offered a temporary appointment in another grade. These officers may not adapt to their new work environment and prefer to return to their previous posts. The number of reversions approved by the Commissions are as detailed below:

Commissions	Number of Reversions
PSC	55
DFSC	Nil

Table 13: Reversions approved



### 3.1.17 Grievance Procedures

Any aggrieved officer may appeal, in writing, to the Commission, against decisions of Responsible Officers to inflict upon them punishments under the Regulations. Any officer who feels aggrieved by any disciplinary measure may appeal for redress to the Public Bodies Appeal Tribunal (PBAT) and/or the Supreme Court.

#### A. Position regarding cases entered before the Public Bodies Appeal Tribunal

Following the proclamation of the Public Bodies Appeal Tribunal Act 2008 in June 2009, any public officer who feels aggrieved by a decision of the Public Service Commission pertaining to an appointment exercise or to a disciplinary action taken against him, may appeal to the Public Bodies Appeal Tribunal (PBAT). Such appeals should be made within 21 days of the date of notification of the decision of the PSC under section 3(2) of PBAT Act 2008.

(1) No appeal shall lie to the PBAT where the appeal relates to :

**either** (a) an appointment made following an invitation of applications for a post by way of public advertisement;

**or** (b) a decision taken by the PSC after consultation with, or with the concurrence of the Hon. Prime Minister.

(2) Decisions of the Disciplined Forces Service Commission are not subject to appeal before the PBAT. Aggrieved members of any Disciplined Force may appeal to the Supreme Court.

The table below gives an indication regarding the outcome of the number of cases lodged before PBAT:

Status of cases	Number of cases
New	30
Withdrawn	36
Set Aside	12
Struck out	1
Commission's decision quashed	6
Dismissed	2
Cases carried forward	<b>15</b>

Table 14: Cases lodged before the PBAT

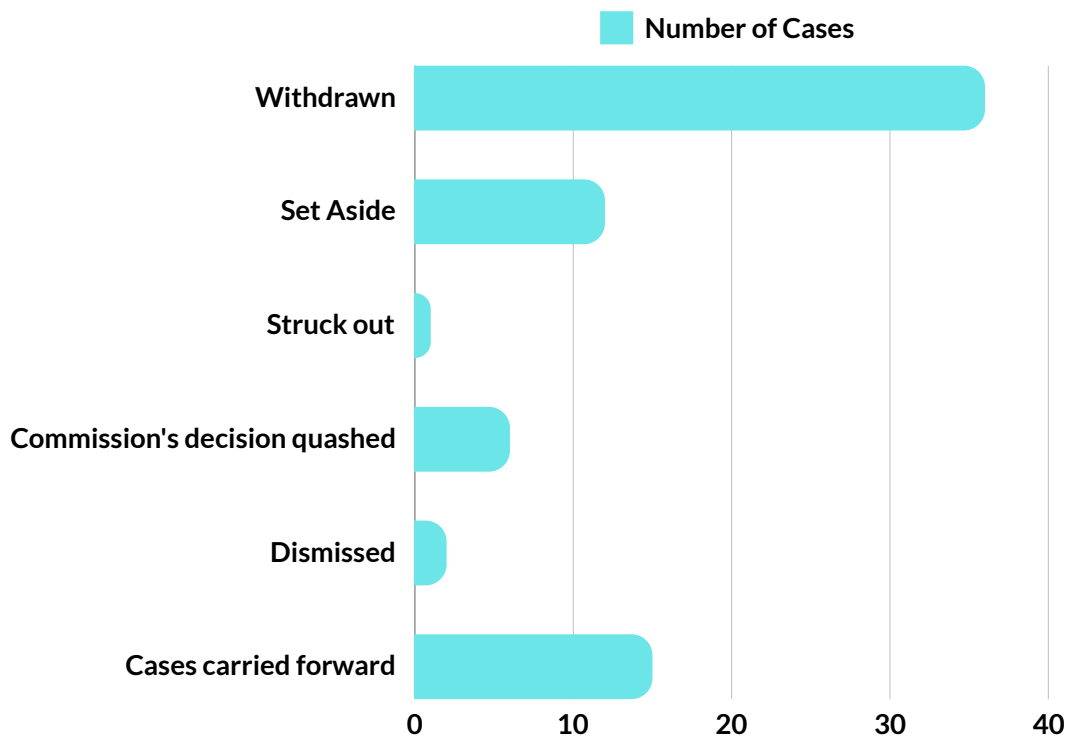


Figure 14: Cases lodged before the PBAT

Officers aggrieved by any decision of the Public Service Commission and the Disciplined Forces Service Commission or the PBAT may seek redress by applying for a Judicial review to the Supreme Court.

The table below gives an indication of the outcome regarding the number of cases lodged before the Supreme Court.

Status of cases	Number of cases
New	26
Set aside	22
Withdrawn	3
Quashed	1
No action required	3
Carried forward	43

Table 15: Cases lodged before the Supreme Court

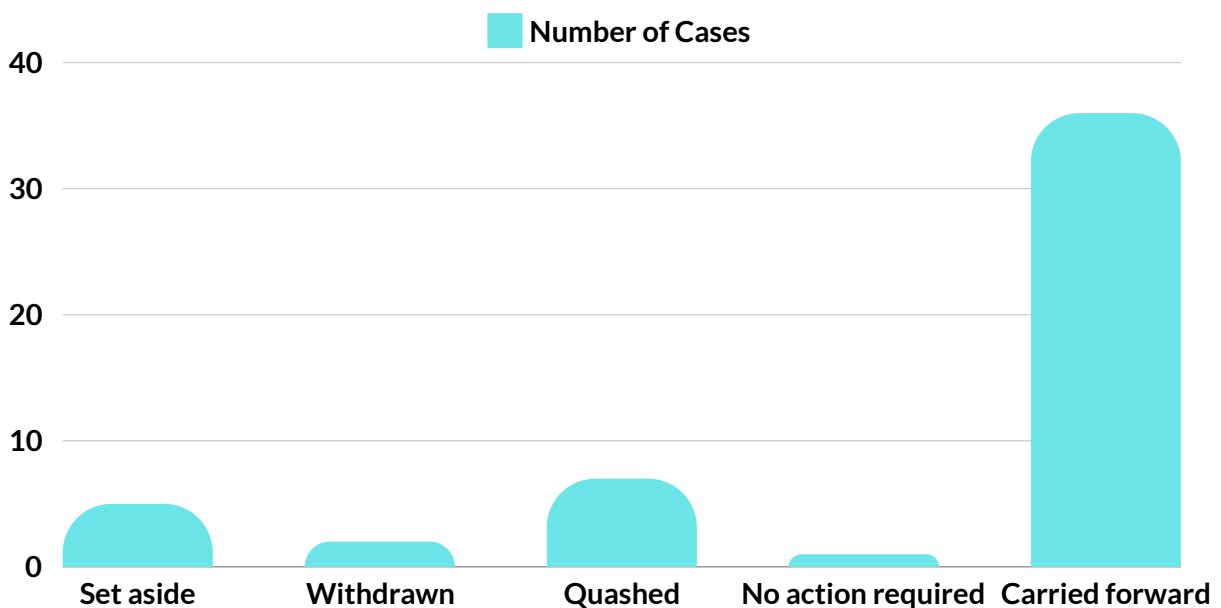


Figure 15: Cases lodged before the Supreme Court

### 3.2 Status on implementation of key action

During the Financial Year under review, Government adopted five Key Performance Indicators (KPIs), relating to:

1. Utilisation of at least 90% of training budget by Ministries and Departments;
2. Implementation of Phase III of the e-HR;
3. Compliance of buildings housing Public Officers with Fire Safety Requirements;
4. Filling of at least 70% of Vacancies; and
5. Implementation of at least 75% of the recommendations contained in the Corruption Risk Assessment Report.

The performance of this Office in respect of the five Key Performance Indicators is as follows:

MONITORING OF KEY PERFORMANCE INDICATORS		
SN	Key Performance Indicator	Achievement as at 30 June 2024
1.	Utilisation of at least 90% of training budget by Ministries and Departments	100%
2.	Implementation of Phase III of the e-HR	100%
3.	Compliance of buildings housing Public Officers with Fire Safety Requirements	100%
4.	Filling of at least 70% of Vacancies	100%
5.	Implementation of at least 75% of the recommendations contained in the Corruption Risk Assessment Report	100%

Table 16: Monitoring of key performance indicators

### 3.3 Risk Management and Good Governance

In keeping with good governance, this Office devised appropriate measures, such as the Audit Committee, the Anti-Corruption Committee, the Risk Management Committee and the Safety and Health Committee.

#### 3.3.1 Audit Committee

The Audit Committee (AC), which is an integral element of public accountability and governance, was set up with a view to ensuring that this Office complies with its legal and fiduciary responsibilities and contributes to maintaining sound control systems and promoting good governance.

Composition of the Audit Committee during Financial Year 2023-2024

AUDIT COMMITTEE		
Membership	Name	Designation
Chairperson	Mrs. M. Jhugroo	Deputy Permanent Secretary
Member	Mrs. J. Joomun-Mohit <i>(up to April 2024)</i>	Assistant Permanent Secretary
Member	Mr. L. Nekitsing <i>(as from May 2024)</i>	Assistant Permanent Secretary
Member	Mr. S. Jahajeeah	Office Management Executive
Secretary	Mrs. Y. Li-Gooljar	Office Management Assistant

Table 17: Composition of Audit Committee

## 3.3 Risk Management and Good Governance (Cont'd)

### 3.3.2 Anti-Corruption Committee

An Anti-Corruption Committee has been set up at this Office to identify, assess corruption risks and recommend on measures to mitigate or eliminate such risks. The Committee has the responsibility to develop and coordinate the implementation of the Anti-Corruption Policy. It also sets priorities, provide advice when issues, including ethics, arise and communicate the policy to all levels of management and staff.

### 3.3.3 Risk Management Committee

A Risk Management Committee has been set up at this Office for the implementation and monitoring of risk management. The roles and responsibilities of the Risk Committee include the preparation of a risk management implementation strategy and plan, Risk Register and identification of capacity building needs, amongst others.

### 3.3.4 Safety and Health Committee

A Safety and Health Committee has been set up to, amongst others:

- (i) promote cooperation to achieve and maintain safe and healthy working conditions;
- (ii) discuss occupational accidents, dangerous occurrences and occupational diseases and make recommendations to management; and
- (iii) make recommendations to management on training requirements and educational programs.

### 3.4 SADC Public Service Commission Meeting – May 2024

The Chairperson, Mr. V. Lutchmeeparsad, CSK and the Secretary, Mr. P. Pirthee of the Public Service Commission attended a preliminary exploratory meeting of the Southern African Development Community (SADC) Public Service Commissions (PSC) on 14 May 2024 in Cape Town, South Africa.



The objectives of the meeting were to, inter-alia, :

- (i) discuss possible means of collaboration extend mutual support between the Public Service Commissions of the SADC Region; and
- (ii) prepare for the upcoming annual meeting of the AAPSCOM.

During that meeting, the need for greater collaboration and sharing of best practices were identified and It was agreed that Public Service Commissions in the South African Regions, should play a crucial role in strengthening public service institutions, professionalising the public service, and building capacity to respond to modern challenges.

It was further agreed that establishing a formal SADC PSC Forum would facilitate engagement, information sharing, and working towards common regional objectives, and enabling PSCs to speak in a united voice, having greater influence in continental and international forums.

#### **Intervention of Mr. V. Lutchmeeparsad, CSK, Chairperson of the PSC, Mauritius**

Mr V. Lutchmeeparsad, Chairperson of the PSC, Mauritius intervened on various issues regarding the Public Sector and the best practices implemented with a view to streamline processes, encourage creativity, improve the quality of work and driving efficiency, focusing mainly on -

#### **(i) e-Recruitment System:**

- (a) to implement an e-Recruitment System among member countries; and
- (b) Sharing IT licenses and software to reduce costs.

## 3.4 SADC Public Service Commission Meeting – May 2024 (Cont'd)

### (ii) Harmonisation among Public Service Commissions in the SADC PSC Forum:

1. Sharing of resources and experience among Commissions.
2. Developing linkages and network with international and regional bodies for the promotion of best practices in the public service all over South Africa; and
3. Learning from each other to save costs.

### (iii) New Methods for conducting Interviews

1. Change in interviewing mode and process from traditional face-to-face to more interacting ways wherein Candidates are examined on short videos/films on relevant topics, e.g. from Harvard, World Bank etc. played before the conduct of their interviews and on real world issues and developments and not just academic questions; and
2. On line interviews were being discussed, taking into consideration the security aspect.

### (iv) Scheme of Service

In view of changes in the appellations of various diploma and degree courses being conducted by universities, both locally and overseas, the existing Schemes of Service for various grades which do not reflect, as such, the new courses have to be reviewed and harmonised to give opportunity to more qualified candidates to apply and to join the public sector.

### (v) Legal Unit

(a) It is the practice for the Commission to seek advice and avail of the services of State Counsels from the Attorney General's Office on all legal matters, including the drafting of Statements of Defence/Affidavits;

(b) A Legal Unit has been created at the Commission to deal with all legal issues in respect of Public Bodies Appeal Tribunal /Court cases. An Officer with legal background has been recruited to lead the Unit. The recruitment of an Attorney at law to reinforce the unit is also being looked into.





### 3.4 SADC Public Service Commission Meeting – May 2024 (Cont'd)

#### (vi) Research and Innovation Unit

A Unit would be set up to assist the Commission in service delivery mainly with regard to the conduct of interviews in a shorter time frame and to continuously strengthening the quality of the recruitment exercise. The Unit will be mainly responsible for -

- (a) devising innovative, effective and modern methods and techniques for carrying out interviews in line with leading practices;
- (b) conducting assessments, including preparation of interviews, setting up of examination questions and marking of scripts in line with international best practices; and
- (c) assessing skills mismatch in the Public Sector and proposing amendments to Schemes of Service, in consultation with relevant Ministries and Departments.

#### (vii) Capacity building

It is a fact that because of salary, conditions of service and lack of incentives, highly qualified and skilled labour are leaving the Public Sector for the private sector. These people could have enhanced the productivity and development of the public sector. There is, therefore, a need to attract and retain such type of officers and prevent a brain drain in the country.



**CHAPTER 4:**  
Financial Performance

2023-2024

## 4.1 Financial Highlights

### VOTE 1-7: Public Service Commission and Disciplined Forces Service Commission

Main Economic Categories	Rs 000
Compensation of Employees	111.40
Good and services	21.22
Grants	0.05
Acquisition of Non-Financial Assets	4.42

Table 18: Actual Expenditure

The figures below provide an illustration of total expenditure incurred by the Public Service Commission and Disciplined Forces Service Commission.

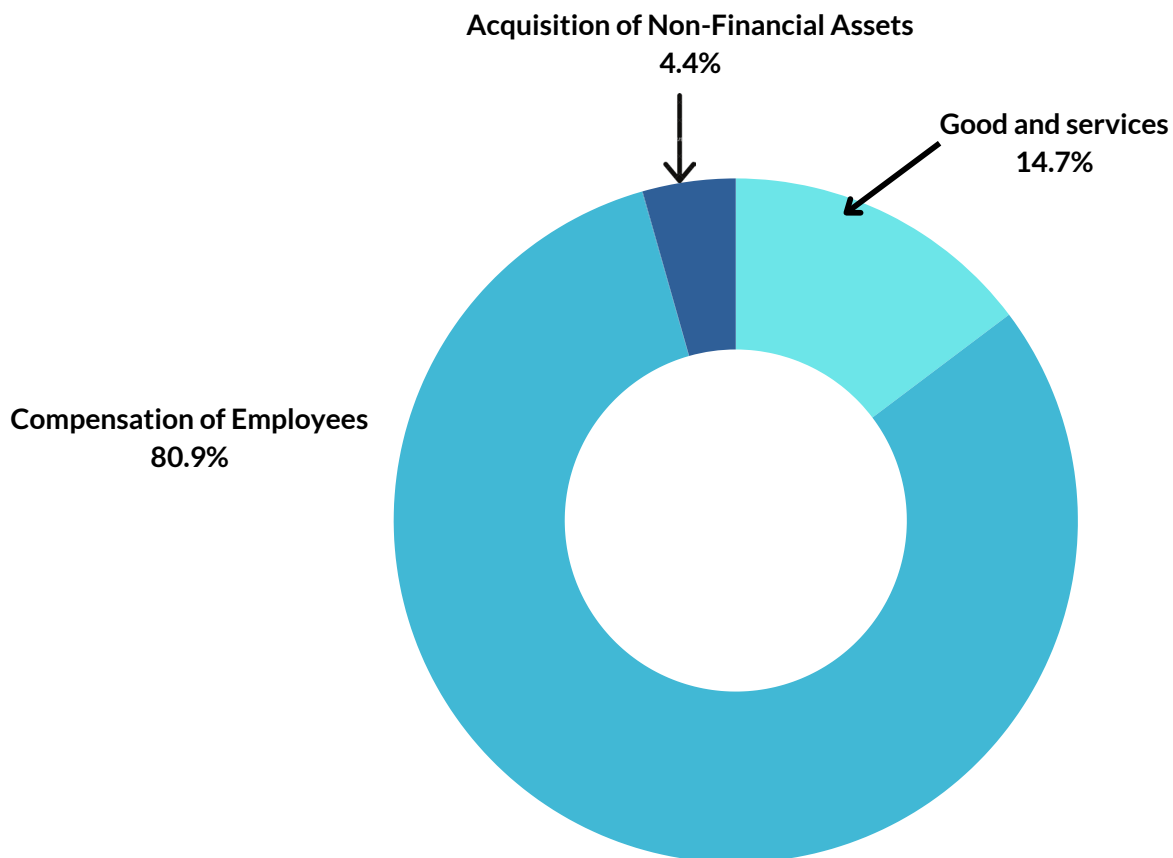


Figure 16: Actual Expenditure

## 4.2 Analysis of Expenditure

The Actual expenditure incurred during the financial year under review is as follows:

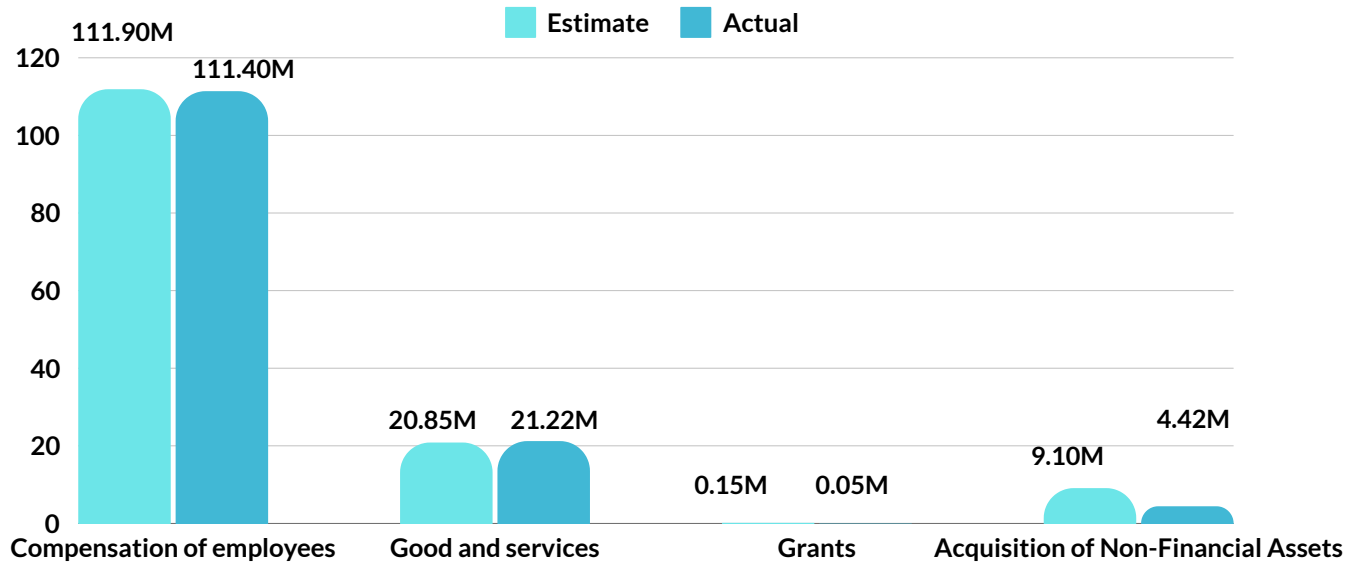


Figure 17: Analysis of Expenditures incurred

**CHAPTER 5:**  
Welfare of Staff

2023-2024

The The PSC and DFSC Staff Welfare Association, established in 1993, is affiliated to the Public Officer's Welfare Council (POWC). The motto of the Association is to generate enthusiasm among staff for a sound and productive working environment through various social and leisure activities.

The role of the Association is to link a smooth condition of work through their team spirit so as the Commissions can meet their target and achievements.

## 5.1 Composition of the PSC and DFSC Staff Welfare Association

SN	Name of Officer	Job Title	Designation
1	Mrs. Jeehan JOOMUN-MOHIT	Assistant Permanent Secretary	President
2	Mr. Gawtam SOOKAL	Driver	Vice-President
3	Mr. Balram SAMLALL	Human Resource Executive	Secretary
4	Mrs. Vidya PERIAG	Confidential Secretary	Treasurer
5	Mrs. Indraneel BIDESSIE-POTHUNNAH	Human Resource Executive	Executive Member
6	Mrs. Sunghmitra NOBUTSING-SAGAR	Office Management Assistant	Executive Member
7	Mr. Ravi URJOON	Office Management Assistant	Executive Member
8	Miss. Viksha NARAYYA	Management Support Officer	Executive Member
9	Mrs. Matesswaree PURBHOONAUTH	Assistant Manager Financial Operations	Auditor
10	Miss. Luvshini PEECHEN	Management Support Officer	Auditor

Table 19: Composition of PSC and DFSC Staff Welfare Association

## 5.2 Activities

SN	Activities	Period
1	Hiking Le Morne Brabant	September 2023
2	Dental Screening	October 2023
3	Civil Service Kermesse	December 2023
4	Team Building at Anelia Hotel	December 2023
5	Officialising our Polo Shirt with PSC & DFSC Staff Welfare Association Logi	February 2024
6	Women's Day	March 2024
7	Republic Day	March 2024
8	Bras D'Eau Trail	May 2024
9	Mid Year Dinner	June 2024

Table 20: Activities organised by the PSC and DFSC Staff Welfare Association



**Team Building Exercise**



## APPENDIX 1:

### Vacancies filled by Selection by the Public Service Commission

Ministries / Departments	Number of Vacancies filled
<b>Office of the President</b>	
Assistant Maintenance Officer	1
<b>National Assembly</b>	
Assistant Hansard Editor	1
Assistant Hansard Reporter and Sub Editor	4
Clerk Assistant, National Assembly	2
<b>Sub Total</b>	<b>7</b>
<b>The Judiciary</b>	
Court Usher	5
Court Officer	50
Court Transcriber	12
Law Library Assistant	2
<b>Sub Total</b>	<b>69</b>
<b>Civil Aviation Department</b>	
Aeronautical Information Officer	8
Flight Data Officer	3
Trainee Air Traffic Control Officer	1
Aviation Security Officer	1
Trainee Engineer (Airworthiness- Air Frame and Power Plant)	3
<b>Sub Total</b>	<b>16</b>

<b>Ministries / Departments</b>	<b>Number of Vacancies filled</b>
<b>National Audit Office</b>	
Assistant Director of Audit	2
Deputy Director of Audit	1
Deputy Head, Examiner of Accounts Cadre	1
Auditor	4
<b>Sub Total</b>	<b>8</b>
<b>Prime Minister's Office</b>	
Assistant Permanent Secretary	18
Deputy Permanent Secretary	23
Probation Officer	2
Co-ordinator, Security Matters	3
Research Development Officer/Senior Research Development Officer	1
Conference and Social Functions Officer	1
Migration Analyst	1
<b>Sub Total</b>	<b>49</b>
<b>Office of the Electoral Commissioner</b>	
Principal Electoral Officer	1
Electoral Officer	4
<b>Sub Total</b>	<b>5</b>

<b>Ministries / Departments</b>	<b>Number of Vacancies filled</b>
<b>Rodrigues, Outer Islands and Territorial Integrity</b>	
Forensic Support Officer	4
Assistant Commissioner of Probation and After Care	1
<b>Sub Total</b>	<b>5</b>
<b>Mauritius Meteorological Services</b>	
Trainee Meteorologist	3
<b>Sub Total</b>	<b>3</b>
<b>Office of the Director of Public Prosecutions</b>	
Legal Support Officer/Senior Legal Support Officer	1
<b>Sub Total</b>	<b>1</b>
<b>Attorney General's Office</b>	
Legal Research Officer/Senior Legal Research Officer	3
<b>Sub Total</b>	<b>3</b>
<b>Finance, Economic Planning and Development</b>	
Deputy Director, Financial Operations	1
Deputy Director (Procurement and Supply)	2
Deputy Financial Secretary	1
Lead Analyst	35
Analyst/ Senior Analyst	2
<b>Sub Total</b>	<b>41</b>

<b>Ministries / Departments</b>	<b>Number of Vacancies filled</b>
<b>Corporate and Business Registration Department</b>	
Manager XBRL	1
<b>Sub Total</b>	<b>1</b>
<b>Registrar-General's Department</b>	
Assistant Registrar-General	2
<b>Sub Total</b>	<b>2</b>
<b>Treasury</b>	
Accounting Technician	9
Assistant Accountant General	1
<b>Sub Total</b>	<b>10</b>
<b>Education, Tertiary Education, Science and Technology</b>	
Deputy Rector	2
Rector	7
Inspector, Specialised Schools/ Day Care Centres	1
Senior Educator (Secondary)	44
Assistant Supervisor (Oriental Languages)-Marathi	1
Headmaster	70
Trainee Primary School Educator - General Purpose	450
Trainee Primary School Educator - Tamil	20

Ministries / Departments	Number of Vacancies filled
Trainee Primary School Educator - Telegu	20
Trainee Primary School Educator - Arabic	25
Trainee Primary School Educator - Marathi	10
Trainee Primary School Educator - Modern Chinese	1
Trainee Primary School Educator - Urdu	15
Trainee Primary School Educator - Hindi	20
Trainee Primary School Educator - Kreol Morisien	36
Educator (Secondary) - English	34
Educator (Secondary) - French	48
Educator (Secondary) - Chemistry	14
Educator (Secondary) - Music (Western)	8
Educator (Secondary) - Music (Instrumental) - Sitar	6
Educator (Secondary) - Classical Dance - Bharat Natyam	5
Educator (Secondary) - Telegu	8
Educator (Secondary) - Classical Dance - Kuchipudi	4
Educator (Secondary) - Drama	4
Educator (Secondary) - Music (Instrumental) Mridangam	2
Educator (Secondary) - Indian Music (Vocal) Carnatic	3
Educator (Secondary) - Design and Communications & Design and Technology	25
Educator (Secondary) - Arts/Arts and Design	7

Ministries / Departments	Number of Vacancies filled
Educator (Secondary) - Urdu	14
Educator (Secondary) - Tamil	18
Educator (Secondary) - Indian Music (Vocal) - Hindustani	8
Educator (Secondary) - Islamic Studies	20
Educator (Secondary) - Travel and Tourism	22
Educator (Secondary) - Kreol Morisien	18
Educator (Secondary) - Mathematics	44
Educator (Secondary) - Biology	25
Educator (Secondary) - Social Studies/Social and Modern Studies	10
Educator (Secondary) - Hinduism	9
Educator (Secondary) - Classical Dance Kathak	4
Educator (Secondary) - Hindi	20
Educator (Secondary) - Music Instrumental Tabla	6
Educator (Secondary) - Physical Education	3
Educator (Secondary) - Home Economics - Fashion and Textile/Design and Textile	6
Educator (Secondary) - Marathi	5
Educator (Secondary) - Economics	5
Educator (Secondary) - Business/Business Entrepreneurship Education	33
Educator (Secondary) - Sociology	40

<b>Ministries / Departments</b>	<b>Number of Vacancies filled</b>
Educator (Secondary) - Computer Science	25
Educator (Secondary) - Arabic	18
Educator (Secondary) - Accounting	13
Educator (Secondary) - Physics	22
Educator (Secondary) - Home Economics - Food and Nutrition/Food Studies	15
Assistant Inspector of Works	2
Assistant Supervisor (Oriental Languages) - Urdu	3
Assistant Supervisor (Oriental Languages) - Hindi	4
Assistant Supervisor (Oriental Languages) - Telugu	2
Assistant School Superintendent	8
School Inspector	24
Administrator (Education)	3
<b>Sub Total</b>	<b>1,339</b>
<b>Information Technology, Communication and Innovation</b>	
Computer Support Officer/Senior Computer Support Officer (on roster)	37
Assistant Systems Analyst/Senior Assistant Systems Analyst	24
<b>Sub Total</b>	<b>61</b>
<b>Tourism</b>	
Tourism Planning Executive	4
<b>Sub Total</b>	<b>4</b>

Ministries / Departments	Number of Vacancies filled
<b>Financial Services and Good Governance</b>	
Lead Analyst, Anti-Money Laundering/Combating Financing of Terrorism	2
Lead Financial and Governance Analyst	2
<b>Sub Total</b>	<b>4</b>
<b>Health and Wellness</b>	
Specialist/Senior Specialist (Paediatrics)	3
Specialist/Senior Specialist (General Medicine)	2
Specialist/Senior Specialist (Neurosurgery)	1
Specialist/Senior Specialist (Rheumatology)	2
Specialist/Senior Specialist (Tuberculosis & Chest Diseases)	2
Specialist/Senior Specialist (General Surgery)	3
Specialist/Senior Specialist (Obstetrics and Gynaecology)	4
Specialist/Senior Specialist (Physical Medicine)	1
Specialist/Senior Specialist (Ophthalmology)	1
Specialist/Senior Specialist - Nephrology	1
Specialist/Senior Specialist - Diabetology and Endocrinology	1
Director, Health Services	2
Director, Nursing	1
Deputy Director, Laboratory Services	1



Ministries / Departments	Number of Vacancies filled
National HIV/AIDS Co-ordinator	1
Healthcare Technologist	1
Medical and Health Officer/ Senior Medical and Health Officer	128
Dental Surgeon/Senior Dental Surgeon	3
Trainee Medical Imaging Technologist	22
Catering Officer	6
Blood Bank Officer	2
Public Health and Food Safety Inspector	13
Specialist/Senior Specialist (Endocrinology/Diabetology)	1
Principal Community Health Care Officer	1
Supervisor, Operations Support Services (on shift)	4
Principal Nurse Educator	1
Community Health Development Motivator	2
Senior Medical Imaging Assistant	3
Trainee Medical Laboratory Technologist	25
Occupational Therapist/Senior Occupational Therapist	1
Hospital Administrator	1
Regional Nursing Administrator	5
Dental Assistant	34

Ministries / Departments	Number of Vacancies filled
Welfare Assistant	3
Permanencier/Senior Permanencier	6
Emergency Physician	26
Biomedical Engineer/Senior Biomedical Engineer (Health)	3
Biomedical Engineering Technician	7
Specialist (Dental Services) - Oral Surgery	2
Specialist (Dental Services) - Orthodontics	1
Head, School of Nursing	1
E.E.G Technician	3
E.C.G Technician (Female)	6
Medical Social Worker/Senior Medical Social Worker	9
Health Records Officer	4
Nursing Administrator (Female)	6
National Dialysis Coordinator	1
Nursing Administrator (Male)	7
Community Physician	13
Nursing Supervisor (Female)	13
AIDS Physician	1
Hospital Administrative Assistant	1

<b>Ministries / Departments</b>	<b>Number of Vacancies filled</b>
Specialist/Senior Specialist (General Surgery)	1
Health Records Clerk	66
Specialised Health Care Assistant (Health Promotion)	10
Neonatal and Pediatric Respiratory Therapist	1
Nursing Supervisor (Male)	14
Scientific Officer/Senior Scientific Officer, Vector Biology and Control Division	1
Specialist/Senior Specialist (Radiotherapy and Radiation Medicine/Clinical Oncology)	1
Medical Imaging Assistant (on shift)	15
<b>Sub Total</b>	<b>501</b>
<b>Labour, Human Resource Development and Training</b>	
Deputy Director, Labour and Industrial Relations	2
Deputy Director, National Employment Department	1
Inspector of Associations	7
Employment Counselling Officer	24
Transcriber	3
Occupational Safety and Health Officer/Senior Occupational Safety and Health Officer	7
Labour and Industrial Relations Officer	6
<b>Sub Total</b>	<b>50</b>

Ministries / Departments	Number of Vacancies filled
<b>Land Transport and Light Rail</b>	
Chief Road Transport Inspector	1
Technical Officer (Civil Engineering)	5
Assistant Transport Planner	1
Traffic Warden (on roster)	10
Trainee Technical Design Officer	1
Technical Officer (Electrical and Electronics)	1
Engineer/Senior Engineer (Civil)	2
<b>Sub Total</b>	<b>21</b>
<b>Blue Economy, Marine Resources, Fisheries and Shipping</b>	
Head, Mauritius Maritime Training Academy	1
Assistant Director (Fisheries)	3
Technical Officer (Competent Authority)	1
Technical Officer (Fisheries)	13
Marine Information Officer	1
Maritime Officer	3
Assistant Controller, Fisheries Protection Service	2
Fisheries Protection Officer	11
Scientific Officer/Senior Scientific Officer (Fisheries)	9
<b>Sub Total</b>	<b>44</b>

<b>Ministries / Departments</b>	<b>Number of Vacancies filled</b>
<b>National Infrastructure and Community Development</b>	
<b>National Infrastructure Division</b>	
Assistant Quantity Surveyor	2
Engineer/Senior Engineer (Civil)	6
Technical and Mechanical Officer	3
Trainee Technical Design Officer	2
Quantity Surveyor/Senior Quantity Surveyor	1
Electrical Engineer/Senior Electrical Engineer, Energy Services Division	5
Materials Testing Officer	2
Architect/Senior Architect	4
<b>Sub Total</b>	<b>25</b>
<b>Environment, Solid Waste Management and Climate Change</b>	
Deputy Director of Environment	1
Project Officer/Senior Project Officer (Solid Waste Management)	4
<b>Sub Total</b>	<b>5</b>
<b>Social Integration, Social Security and National Solidarity</b>	
<b>Social Security and National Solidarity Division</b>	
Assistant Commissioner, Social Security	5
Disability Empowerment Officer/Senior Disability Empowerment Officer	4

<b>Ministries / Departments</b>	<b>Number of Vacancies filled</b>
Assistant Commissioner, Social Security	1
Deputy Social Welfare Commissioner	1
Social Security Officer	4
<b>Sub Total</b>	<b>15</b>
<b>Social Integration Division</b>	
Monitoring and Evaluation Officer	1
<b>Sub Total</b>	<b>1</b>
<b>Energy and Public Utilities</b>	
Hydrological Officer	1
Deputy Director, Water Resources	1
Hydrological Technician	1
Technical Officer	3
Radiation Protection Officer	3
Engineer/Senior Engineer (Planning/Maintenance)	2
<b>Sub Total</b>	<b>11</b>
<b>Housing and Land Use Planning</b>	
Survey Technician	14
Surveyor	1
Principal Housing Development Officer	1

<b>Ministries / Departments</b>	<b>Number of Vacancies filled</b>
Development Control Officer	1
Trainee Surveyor	20
<b>Sub Total</b>	<b>37</b>
<b>Gender Equality and Family Welfare</b>	
Social Welfare Officer	1
Coordinator	2
Family Welfare and Protection Officer	9
Family Counselling Officer	1
<b>Sub Total</b>	<b>13</b>
<b>Foreign Affairs, Regional Integration and International Trade</b>	
Second Secretary	13
Principal Industrial Property Officer	1
<b>Sub Total</b>	<b>14</b>
<b>Youth Empowerment, Sports and Recreation</b>	
Assistant Director of Youth Affairs	1
Senior Coach	1
Coach	7
Sports Officer	1
Youth officer	3
<b>Sub Total</b>	<b>13</b>

<b>Ministries / Departments</b>	<b>Number of Vacancies filled</b>
<b>Local Government and Disaster Risk Management</b>	
Recovery Programme Officer (Engineering)	1
Assistant Inspector of Works	1
<b>Sub Total</b>	<b>2</b>
<b>Commerce and Consumer Protection</b>	
Deputy Director, Legal Metrology Services	1
Consumer Affairs Officer	15
Principal Analyst (Trade)	1
Legal Metrology Officer	5
Head, Consumer Affairs Unit	1
Legal Metrologist	1
<b>Sub Total</b>	<b>24</b>
<b>Public Service, Administrative and Institutional Reforms</b>	
Director, Public Sector Business Transformation Bureau	1
Human Resource Executive	19
Safety and Health Officer/Senior Safety and Health Officer	3
Management Analyst/Senior Management Analyst	1
Confidential Secretary	33
Deputy Director, Human Resource Management	1



<b>Ministries / Departments</b>	<b>Number of Vacancies filled</b>
Word Processing Operator	28
Management Support Officer	1,500
Office Management Assistant	38
<b>Sub Total</b>	<b>1,624</b>
<b>Office of the Ombudsperson for Financial Services</b>	
Secretary, Ombudsperson for Financial Services	1
Head of Legal and Investigations	1
Investigations Officer	4
<b>Sub Total</b>	<b>6</b>
<b>Government Information Service</b>	
Information Officer	4
Publicity/Documentation Officer	2
<b>Sub Total</b>	<b>6</b>
<b>Forensic Science Laboratory</b>	
Forensic Scientist/ Senior Forensic Scientist	2
<b>Sub Total</b>	<b>2</b>
<b>Government Printing Department</b>	
Print Finishing/Book Binding Operator (On roster)	4
<b>Sub Total</b>	<b>4</b>

<b>Ministries / Departments</b>	<b>Number of Vacancies filled</b>
<b>Agro-Industry and Food Security</b>	
Principal Veterinary Officer	1
Agricultural Superintendent	5
Agricultural Support Officer/ Senior Agricultural Support Officer	8
Forest Conservation and Enforcement Officer	32
<b>Sub Total</b>	<b>46</b>
<b>Civil Status Division</b>	
Civil Status Officer	4
<b>Sub Total</b>	<b>4</b>
<b>Pay Research Bureau</b>	
Job Survey Officer	7
<b>Sub Total</b>	<b>7</b>
<b>Equal Opportunities Commission</b>	
Investigator, Equal Opportunities Commission	1
<b>Sub Total</b>	<b>1</b>
<b>Central Procurement Board</b>	
Deputy Chief Executive, Central Procurement Board	1
<b>Sub Total</b>	<b>1</b>

<b>Ministries / Departments</b>	<b>Number of Vacancies filled</b>
<b>Industrial Development, SMEs and Co-operatives (Co-operatives Division)</b>	
Deputy Registrar of Co-operatives Societies	1
Accreditation Manager	1
Industrial Analyst	2
<b>Sub Total</b>	<b>4</b>
<b>Valuation Development</b>	
Property Valuation Inspector	10
<b>Sub Total</b>	<b>10</b>
<b>Arts and Cultural Heritage</b>	
Theatre Superintendent	1
Archivist	1
Archives Officer/Senior Archives Officer	2
Culture Officer	1
<b>Sub Total</b>	<b>5</b>
<b>TOTAL</b>	<b>4,125</b>

## APPENDIX 2:

### Vacancies filled by Selection by the Disciplined Forces Service Commission

Ministries / Departments	Number of Vacancies filled
<b>Mauritius Fire and Rescue Service</b>	
Firefighter (Male)	90
Firefighter (Female)	6
<b>Sub Total</b>	<b>96</b>
<b>Mauritius Prison Service</b>	
Prisons Psychologist/Senior Prisons Psychologist	1
Woman Assistant Commissioner of Prisons	1
Woman Prisons Officer/Senior Woman Prisons Officer	14
Prisons Officer/Senior Prisons Officer	146
Prisons Catering Administrator	1
Prisons Health Service Officer (Male)	4
Assistant Commissioner of Prisons (Trades)	1
<b>Sub Total</b>	<b>168</b>
<b>Mauritius Police Force</b>	
Commanding Officer	1
Police Medical Officer/ Senior Police Medical Officer	1
Inspector of Police	74

<b>Ministries / Departments</b>	<b>Number of Vacancies filled</b>
Woman Police Inspector	5
Police Constable	547
Woman Police Constable	105
Police Sergeant	200
Woman Police Sergeant	16
<b>Sub Total</b>	<b>949</b>
<b>TOTAL</b>	<b>1,213</b>

## APPENDIX 3:

### Vacancies filled by Selection at the Rodrigues Regional Assembly

Ministries / Departments	Number of Vacancies filled
Trainee Technical Design Officer	1
Physiotherapy Assistant	1
Inspector of Associations	1
Confidential Secretary	2
Statistical Officer	1
Technician (Light and Sound)	1
Trainee Primary School Educator (Kreol Morisien)	4
Support Teacher	2
Fisheries Protection Officer	9
Medical Imaging Assistant	2
Inspector (Health and Food Safety)	1
Disability Empowerment Officer/Senior Disability Empowerment Officer	1
Assistant Housing Officer	1
School Clerk	2
Plant and Equipment Manager	1
Analyst (Trade)	1
Telephonist	4

Ministries / Departments	Number of Vacancies filled
Office Management Executive	3
Occupational Safety and Health Officer/Senior Occupational Safety and Health Officer	1
Employment Officer	1
Public Health Nursing Officer	2
Scientific Officer (Fisheries)	1
Flight Data Officer	2
Family Welfare and Protection Officer	3
Sports Officer	1
Forest Conservation and Enforcement Officer	9
Medical and Health Officer/ Senior Medical and Health Officer	3
Environment Officer	1
Health Care Assistant/Senior Health Care Assistant (General)	15
Technical Officer (Fisheries)	1
Industrial Analyst	1
Technical Officer (Civil Engineering)	1
Word Processing Operator	2
Management Support Officer	44
Trainee Assistant Inspector of Works	6
Specialist/Senior Specialist - Internal Medicine	1
Probation Officer	2
Architect/Senior Architect	1
<b>Sub Total</b>	<b>136</b>

Ministries / Departments	Number of Vacancies filled
<b>Rodrigues Regional Assembly (DFSC)</b>	
Prisons Welfare Officer	1
Prisons Officer/Senior Prisons Officer	18
Woman Prisons Officer/Senior Woman Prisons Officer	4
<b>Sub Total</b>	<b>23</b>
<b>TOTAL</b>	<b>159</b>



## APPENDIX 4:

### Vacancies Filled by Promotion by the Public Service Commission

Ministries / Departments	Number of Vacancies filled
<b>Health and Wellness</b>	
Higher Health Records Clerk	6
Senior Public Health and Food Safety Inspector	1
Senior Public Health Nursing Officer	3
Senior Specialised Nurse (Diabetes)	3
Senior Speech and Hearing Therapy Assistant	1
Senior Pharmacy Technician	7
Senior Emergency Physician	1
Senior Health Engineering Officer	1
Mason	1
Consultant-in-Charge (General Medicine)	1
Consultant-in-Charge (Radiology)	3
Consultant-in-Charge (Radiotherapy)	1

Ministries / Departments	Number of Vacancies filled
Charge Nurse (Male)	14
Pharmacy Stores Manager	6
Regional Pharmacy Technician	2
Regional Dental Superintendent	1
Ward Manager (Male)	42
Ward Manager (Female)	29
Ward Manager (Psychiatric)(Male)	1
Principal Pharmacist	2
Principal Health Records Officer	3
Principal Medical Imaging Technologist	3
Principal Medical Laboratory Technologist	7
Senior Medical Imaging Technologist	3
Senior Dental Assistant	4
Senior Catering Officer	2
Consultant-in-Charge (Anaesthesia)	3

Ministries / Departments	Number of Vacancies filled
Consultant-in-Charge (General Surgery)	2
Consultant-in-Charge (ENT)	2
Consultant-in-Charge (Psychiatry)	1
Consultant-in-Charge (Paediatrics)	1
Chief Medical Laboratory Technologist	1
Chief Medical Laboratory Technician	1
Principal Dental Assistant	1
Principal Pharmacy Technician	3
Principal Nuclear Medicine Technologist	1
Charge Nurse (Female)	58
Assistant Catering Officer	2
Senior Midwife (on shift)	2
Carpenter	1
<b>Subtotal</b>	<b>250</b>

<b>Ministries / Departments</b>	<b>Number of Vacancies filled</b>
<b>Central Procurement Board</b>	
Assistant Manager, Central Procurement	2
<b>Subtotal</b>	<b>2</b>
<b>Registrar's General Department</b>	
Principal Registration Officer/Chief Registration Officer	4
<b>Subtotal</b>	<b>4</b>
<b>Registrar's General Department</b>	
Chief Court Officers/Court Managers	6
Principal Court Officer	17
Principal Court Usher	1
Senior Court Usher	2
Senior Court Officer	20
Senior Registrars/Regional Court Administrators	4
<b>Subtotal</b>	<b>50</b>

Ministries / Departments	Number of Vacancies filled
<b>Industrial Development, SMEs and Co-operatives (Co-operatives Division)</b>	
Principal Industrial Analyst	1
Senior Hydrological Technician	2
Divisional Co-operative Officer	1
Senior Co-operative Officer	1
Senior Industrial Analyst	2
<b>Subtotal</b>	<b>7</b>
<b>Finance, Economic Planning and Development</b>	
Director (Procurement & Supply)	1
Director, Financial Operations	1
Assistant Manager, Internal Control	2
Chief Compliance Officer	2
Principal Compliance Officer	2
<b>Subtotal</b>	<b>8</b>

Ministries / Departments	Number of Vacancies filled
<b>Prime Minister's Office</b>	
<b>Rodrigues, Outer Island, Territorial Integrity</b>	
Commissioner of Probation and After Care	1
Deputy Commissioner of Probation and After Care	1
Assistant Superintendent, Rehabilitation Youth Centre	1
Chief Officer, Rehabilitation Youth Centre	2
Principal Officer, Rehabilitation Youth Centre	1
Senior Officer, Rehabilitation Youth Centre	1
Principal Probation Officer	5
Senior Probation Officer	1
<b>Subtotal</b>	<b>13</b>
<b>Forensic Science Laboratory</b>	
Chief Forensic Technologist	1
Principal Forensic Technologist	1
<b>Subtotal</b>	<b>2</b>

<b>Ministries / Departments</b>	<b>Number of Vacancies filled</b>
<b>Civil Status Division</b>	
Senior Civil Status Officer	2
<b>Subtotal</b>	<b>2</b>
<b>Statistics, Mauritius</b>	
Principal Statistician	2
Principal Statistical Officer	1
<b>Subtotal</b>	<b>3</b>
<b>Government Information Service</b>	
Senior Publicity/Documentation Officer	1
<b>Subtotal</b>	<b>1</b>
<b>Valuation Department</b>	
Chief Property Valuation Inspector	4
Principal Property Valuation Inspector	6
Lead Government Valuer	1
Senior Property Valuation Inspector	7

<b>Ministries / Departments</b>	<b>Number of Vacancies filled</b>
Senior Government Valuer	1
<b>Subtotal</b>	<b>19</b>
<b>Labour, Human Resource Development and Training</b>	
Director, Labour and Industrial Relations Officer	1
Principal Occupational Safety and Health Officer	1
Assistant Director, Labour and Industrial Relations Officer	1
Principal Labour and Industrial Relations Officer	1
<b>Subtotal</b>	<b>4</b>
<b>Labour Division</b>	
Senior Inspector of Associations	1
Senior Employment Counselling Officer	1
<b>Subtotal</b>	<b>2</b>
<b>Housing and Land Use Planning</b>	
Deputy Chief Surveyor	1
Principal Survey Technician	2



<b>Ministries / Departments</b>	<b>Number of Vacancies filled</b>
Senior Survey Technician	4
<b>Subtotal</b>	<b>7</b>
<b>Education, Tertiary Education, Science and Technology</b>	
Senior Library Officer	3
Senior Librarian	1
Principal School Inspector	1
Senior School Inspector	1
Senior Physical Education Organiser	1
Head, Library Cadre	1
Senior/Head School Caretaker	23
Senior ICT Laboratory Auxiliary	1
Deputy Head Teacher (Oriental Languages)	11
Deputy Head Teacher (Oriental Languages)-Tamil	1
Deputy Headmaster	254
Deputy Head, Specialised School	2
<b>Subtotal</b>	<b>300</b>

Ministries / Departments	Number of Vacancies filled
<b>Social Integration, Social Security and National Solidarity</b>	
Commissioner, Social Security	4
Deputy Commissioner, Social Security	8
Principal Social Security Officer	23
Senior Social Security Officer	20
Senior Organising Officer, Recreation Centre	1
<b>Subtotal</b>	<b>56</b>
<b>Foreign, Regional Integration and International Trade</b>	
First Secretary	4
<b>Subtotal</b>	<b>4</b>
<b>Commerce and Consumer Protection</b>	
Senior Consumer Affairs Officer	1
Senior Analyst	1
Principal Consumer Affairs Officer	1
<b>Subtotal</b>	<b>3</b>

Ministries / Departments	Number of Vacancies filled
<b>Agro-Industry and Food Security</b>	
Chief Forest Conservation and Enforcement Officer	3
Divisional Forest Officer	2
Principal Scientific Officer	1
Senior Park Ranger	2
Park Rangers	4
Foreman	1
Park Ranger (National Parks and Conservation Service)	2
Senior Veterinary Officer	2
Senior Scientific Officer	2
Senior Gardener/Nursery Attendant	1
Senior Agricultural Superintendent	2
Senior Forest Conservation and Enforcement Officer	11
Senior Agricultural Policy and Programme Development Officer	1
Workshop Supervisor	1
<b>Subtotal</b>	<b>35</b>

Ministries / Departments	Number of Vacancies filled
<b>Arts and Cultural Heritage</b>	
<b>National Archives</b>	
Chief Archives Officer	1
Principal Culture Officer	1
Principal Archives Officer	1
Secretary, Firm Classification Board	1
<b>Subtotal</b>	<b>4</b>
<b>National Infrastructure and Community Development</b>	
Lead Engineer	1
Chief Blacksmith	1
Chief Panel Beater	1
Inspector of Works	3
Chief Technical Design Officer	1
Principal Technical Design Officer	1
Senior Technical Design Officer	1
Senior Technical Officer	1
Chief Motor/Diesel Mechanics	4
<b>Subtotal</b>	<b>14</b>

Ministries / Departments	Number of Vacancies filled
<b>National Development Unit</b>	
Senior Regional Development Officer	1
<b>Subtotal</b>	<b>1</b>
<b>National Infrastructure Division</b>	
Chief Inspector of Works	1
Chief Electrician	1
Chief Fitter	1
Chief Welder	1
Chief Plant Mechanic	1
Lead Mechanical Engineer	1
Lead Engineer	1
Principal Technical Officer (Civil Engineering)	1
Senior Traffic Warden (on roster)	1
Senior Regional Development Officer	1
Senior Inspector of Works	2
<b>Subtotal</b>	<b>12</b>

<b>Ministries / Departments</b>	<b>Number of Vacancies filled</b>
<b>Electrical Services Division</b>	
Director, ESD	1
<b>Subtotal</b>	<b>1</b>
<b>Public Service, Administrative and Institutional Reforms</b>	
Manager, Human Resources	7
Assistant Manager, Human Resources	9
Office Management Executive	8
Senior Human Resource Executive	16
Senior Word Processing Operator	9
Head Office Auxiliary	4
Office Supervisor	35
<b>Subtotal</b>	<b>88</b>
<b>Civil Aviation Department</b>	
Chief Officer	3
Senior Flight Data Officer	2
Senior Engineer (Airworthiness Airframe and Power Plant)	1
<b>Subtotal</b>	<b>6</b>

Ministries / Departments	Number of Vacancies filled
<b>National Audit Office</b>	
Chief Examiner of Accounts	3
Deputy Chief Examiner of Accounts	1
Head, Examiner of Accounts Cadre	1
Principal Auditor	4
Senior Auditor	5
<b>Subtotal</b>	<b>14</b>
<b>Land Transport and Light Rail</b>	
<b>National Land Transport Authority</b>	
Principal Road Transport Inspector	5
Senior Road Transport Inspector (on roster)	4
<b>Subtotal</b>	<b>9</b>
<b>Traffic Management and Road Safety Unit</b>	
Senior Technical Officer (Civil Engineering)	1
<b>Subtotal</b>	<b>1</b>

<b>Ministries / Departments</b>	<b>Number of Vacancies filled</b>
<b>Information Technology, Communication and Innovation</b>	
Data Entry Supervisor	1
Lead Programme Manager	1
Senior Systems Analyst	3
Senior Data Entry Officer	1
<b>Subtotal</b>	<b>6</b>
<b>Gender Equality and Family Welfare</b>	
Social Welfare Commissioner	1
Senior Culture Officer	1
Senior Social Welfare Officer	1
<b>Subtotal</b>	<b>3</b>
<b>Tourism</b>	
Senior Tourism Planning Executive	1
<b>Subtotal</b>	<b>1</b>



<b>Ministries / Departments</b>	<b>Number of Vacancies filled</b>
<b>Government Printing Department</b>	
Head Printing Assistant (on roster)	1
Production Supervisor (on roster)-Printing Store Department	1
Production Supervisor (on roster)-Press Section	1
Production Supervisor (on roster)-Binding Section	1
Assistant Production Supervisor (on roster)	2
<b>Subtotal</b>	<b>6</b>
<b>Accountant General Department</b>	
Deputy Accountant-General	1
<b>Subtotal</b>	<b>1</b>
<b>Police Department (PSC)</b>	
Chief Catering Administrator	1
<b>Subtotal</b>	<b>1</b>

<b>Ministries / Departments</b>	<b>Number of Vacancies filled</b>
<b>Blue Economy, Marine Resources, Fisheries &amp; Shipping</b>	
Principal Fisheries Protection Officer	3
Senior Fisheries Protection Officer	11
Senior Technical Officer (Fisheries)	3
Senior Technical Officer (Competent Authority)	1
<b>Subtotal</b>	<b>18</b>
<b>Mauritius Meteorological Service</b>	
Director, Mauritius Meteorological Service	1
<b>Subtotal</b>	<b>1</b>
<b>The Attorney General's Office</b>	
Chief Legal Secretary	1
<b>Subtotal</b>	<b>1</b>

Ministries / Departments	Number of Vacancies filled
<b>Environment, Solid Waste Management and Climate Change</b>	
Divisional Environment Officer	1
<b>Subtotal</b>	<b>1</b>
<b>National Assembly</b>	
Deputy Clark, National Assembly	1
<b>Subtotal</b>	<b>1</b>
<b>Energy and Public Utilities</b>	
Inspector (Water Resources Unit)	1
<b>Subtotal</b>	<b>1</b>
<b>Total</b>	<b>964</b>

## APPENDIX 5:

### Vacancies Filled by Promotion by the Disciplined Forces Service Commission

Ministries / Departments	Number of Vacancies filled
<b>Disciplined Forces Service Commission</b>	
<b>Mauritius Fire and Rescue</b>	
Deputy Chief Fire Officer	1
Senior Station Fire Officer	5
Sub Fire Officer	9
<b>Subtotal</b>	<b>15</b>
<b>Mauritius Prison Service</b>	
Head, Prisons Health Service	1
Assistant Superintendent of Prisons	11
Assistant Superintendent of Prisons (Industries)	1
Principal Prisons Officer	8
Prisons Officer/Senior Prisons Officer	13
Principal Prisons Officer (Works)	1
Principal Woman Prisons Officer	1
<b>Subtotal</b>	<b>36</b>

Ministries / Departments	Number of Vacancies filled
<b>Mauritius Police Force</b>	
Inspector of Police	3
Police Corporal	844
Sub-Inspector of Police	26
Woman Sub-Inspector of Police	4
Police Sergeant	1821
Woman Police Sergeant	26
Woman Police Corporal	33
Subtotal	2757
<b>Total</b>	<b>2808</b>

## APPENDIX 6:

### Vacancies Filled by Promotion by the Rodrigues Regional Assembly

Ministries / Departments	Number of Vacancies filled
<b>Rodrigues Regional Assembly (PSC)</b>	
Deputy Head Master	9
Chief Panel Beater	1
Head, Employment Services	1
Senior Employment Officer	1
Manager, Financial Operations	1
Assistant Manager, Financial Operations	1
Agricultural Superintendent	1
Mechanical Workshop Superintendent	1
Officer-in-Charge, Labour and Industrial Relations	1
Senior Surveyor	1
Senior Social Security Officer	1
Senior Human Resource Executive	2
Senior Forest Conservation and Enforcement Officer	1
Principal Fisheries Protection Officer	7

Ministries / Departments	Number of Vacancies filled
<b>Rodrigues Regional Assembly (PSC)</b>	
Principal Social Security Officer	1
Ward Manager (Male)	3
Charge Nurse (Male)	2
Higher Health Records Clerk	3
Principal Forest Conservation and Enforcement Officer	1
<b>Subtotal</b>	<b>39</b>
<b>Rodrigues Regional Assembly (DFSC)</b>	
Principal Prisons Officer	1
Assistant Superintendent of Prisons	1
<b>Subtotal</b>	<b>2</b>
<b>Total</b>	<b>41</b>

## APPENDIX 7:

List of Schemes of Service agreed upon by the Public Service Commission

Ministries / Departments	Number of Vacancies filled
<b>Education, Tertiary Education, Science and Technology</b>	
Director, Quality Assurance	2
Chief Technical Officer	1
Discipline Master	1
Library Auxiliary/Senior Library Auxiliary	1
School Superintendent	1
<b>National Infrastructure and Community Development</b>	
Laboratory Auxiliary	1
<b>Energy Services Division</b>	
Chief Plant Mechanic (on shift)	1
Chief Electrician (on shift)	1
Plant Mechanic (on shift)	1
Electrician (on shift)	1
<b>National Infrastructure Division</b>	
Chief Technical Design Officer	1
Handy Worker (Special Class)	1



<b>Ministries / Departments</b>	<b>Number of Vacancies filled</b>
<b>Office of the President</b>	
Gardener/Nursery Attendant	1
Driver (on roster-day and night)	1
Handy Worker (Special Class)	1
<b>Statistics Mauritius</b>	
Principal Statistician	1
Principal Statistical Officer	1
Statistician/Senior Statistician	1
Statistical Officer/Senior Statistical Officer	1
<b>Information Technology, Communication and Innovation</b>	
Programme Manager, ITSU	1
Technician Manager	1
Assistant Manager (CERT-MU)	1
Information Security Specialist (CERT-MU)	1
Senior Receptionist/Telephone Operator	1
Data Protection Officer/Senior Data Protection Officer	1
Computer Support Officer/Senior Computer Support Officer	1

<b>Ministries / Departments</b>	<b>Number of Vacancies filled</b>
<b>PSC/MPS</b>	
Swimming Pool Attendant	1
Psychologist	1
Range Warden	1
<b>Prime Ministry's Office</b>	
Head, Citizen Support Unit	1
Citizen Support Officer	1
Senior Citizen Support Officer	1
<b>Defence, Home Affairs &amp; External Communications</b>	
Conference and Social Functions Officer	1
<b>Finance, Economic Planning &amp; Development</b>	
Chairperson, Assessment Review Committee	1
Vice Chairperson, Assessment Review Committee	1
Deputy Financial Secretary	1
Director, Economic and Finance	1
Financial Operations Officer/ Senior Financial Operations Officer	1
<b>Social Integration, Social Security and National Solidarity</b>	
Higher Social Security Officer	1

<b>Ministries / Departments</b>	<b>Number of Vacancies filled</b>
<b>Social Integration Division</b>	
Head, Technical Unit	1
<b>Public Service, Administrative and Institutional Reforms</b>	
Confidential Secretary	1
<b>Judiciary</b>	
Law Librarian/Senior Law Librarian	1
<b>Health and Wellness</b>	
Neonatal and Paediatric Respiratory Therapist	1
Chief Health Promotion and Research Coordinator	1
Principal Nuclear Medicine	1
Principal Government Analyst	1
Higher Health Records Clerk	1
Senior Health Records Clerk	1
Health Records Clerk	1
Trainee Nurse	1
<b>Local Government and Disaster Risk Management</b>	
Driver (Heavy Vehicles above 5 tonnes)	1
Gardener/Nursery Attendant	1

<b>Ministries / Departments</b>	<b>Number of Vacancies filled</b>
<b>Industrial Development, SMEs and Cooperatives</b>	
Registrar, Cooperative Societies	1
<b>Gender Equality and Family Welfare</b>	
Monitoring and Evaluation Officer	1
<b>Attorney-General's Office</b>	
Chief Legal Secretary	1
Chief Legal Assistant	1
Assistant Legal Secretary	1
Principal Legal Assistant	1
Senior Legal Assistant	1
Legal Secretary	1
Legal Assistant	1
Regulatory Office	1
Registrar (Legal Assistant Cadre)	1
<b>Civil Aviation Department</b>	
Deputy Director of Civil Aviation	1
Senior Engineer (Airworthiness Air Frame and Power Plant)	1
Aviation Telephonist	1

Ministries / Departments	Number of Vacancies filled
Aviation Telephone Supervisor	1
<b>Office of Ombudsman</b>	
Senior Investigation Officer	1
Investigation Officer	1
<b>Art and Cultural Heritage</b>	
<b>National Archives</b>	
Chief Archives Officer	1
Principal Archives Officer	1
<b>Financial Services and Good Governance</b>	
Director, Anti Money Laundering/Combatting Financing of Terrorism	1
<b>Total</b>	<b>73</b>

## APPENDIX 8:

List of Schemes of Service agreed upon by the Disciplined Forces Service Commission

Ministries / Departments	Number of Vacancies filled
<b>Mauritius Police Force</b>	
Band Constable	1
<b>Total</b>	<b>1</b>

## APPENDIX 9:

List of Schemes of Service agreed upon for the Rodrigues Regional Assembly

Ministries / Departments	Number of Vacancies filled
<b>Rodrigues Regional Assembly</b>	
Senior Human Resource Executive	1
Human Resource Executive	1
Scientific Officer	1
Senior Health Laboratory	1
Principal Forest Conservation and Enforcement Officer	1
Principal Fisheries Protection Officer	1
Biomedical Engineer/ Senior Biomedical Engineer (Health)	1
Electrician (on shift)	1
Court Officer	1
Desalination Plant Operator (on shift)	1
Plumber and Pipe Fitter	1
Pathological Laboratory Technician	1
Assistant Manager, Financial Operations	1
Senior Cook	1
<b>Sub Total</b>	<b>14</b>

<b>Ministries / Departments</b>	<b>Number of Vacancies filled</b>
<b>Rodrigues Regional Assembly (DFSC)</b>	
Officer-in-Charge (Fire and Rescue Service)	1
Divisional Fire Officer	1
Sub Total	2
<b>Total</b>	<b>16</b>

## APPENDIX 10:

### Appointments made by the Public Service Commission

Ministries / Departments		Number of Appointment made
<b>Finance, Economic Planning and Development</b>		
Analyst/Senior Analyst		1
<b>Treasury</b>		
Accounting Technician		4
<b>Office of the Director of Public Prosecutions</b>		
Legal Support Officer/Senior Legal Support Officer		1
<b>Prime Minister's Office</b>		
Registrar of Civil Status		1
Head, Citizen Support Unit		1
Senior Citizen Support Officer		1
Citizen Support Officer		22
Officer, Rehabilitation Youth Centre		3
<b>Civil Aviation Department</b>		
Flight Data Officer		1
<b>National Infrastructure and Community Development</b>		
<b>National Infrastructure Division</b>		
Engineer/Senior Engineer (Civil)		1



<b>Ministries / Departments</b>	<b>Number of Vacancies filled</b>
<b>Energy Services Division</b>	
Technician, ESD	3
<b>Labour, Human Resource Development and Training</b>	
Labour and Industrial Relations Officer	5
<b>Commerce and Consumer Protection</b>	
Senior Consumer Affairs Officer	1
Principal Consumer Affairs Officer	1
Principal Analyst (Trade)	1
<b>Police Department</b>	
Catering Supervisor	3
<b>Prison Department</b>	
Prison Psychologist	1
<b>Art and Culture Heritage</b>	
Secretary, Film Classification Board	1
<b>Health and Wellness</b>	
Nursing Officer	3
Clinical Psychologist	3
Health Sterile Services Supervisor	2
Director, Nursing	2

Ministries / Departments	Number of Vacancies filled
<b>Energy Services Division</b>	
Midwife	3
Welfare Assistant	1
Blood Bank Officer	1
Physiotherapist/Senior Physiotherapy	1
Hospital Administrator	2
Specialist/Senior Specialist in the field of Psychiatry	1
Nursing Administrator (Female)	2
Trainee Speech and Hearing Therapy Assistant	1
Specialist/Senior Specialist in the field of Dermaology	1
Regional Nursing Administrator	1
Psychiatry Rehabilitation and Welfare Officer (Male)	5
Biomedical Engineering Technician	3
Nuclear Medicine Technologist	1
Specialist/Senior Specialist in the field of Cardiology	1
Specialist/Senior Specialist in the field of General Surgery	1
Disability Empowerment Officer/Senior Disability Empowerment Officer	1
Public Health Nursing Officer	28
Occupational Therapist/Senior Occupational Therapist	1
Clinical Scientist/Senior Clinical Scientist (Biochemistry)	1
Gardener/Nursery Attendant	1
<b>Total</b>	<b>119</b>

## APPENDIX 11:

Appointment made by the Disciplined Forces Service Commission

Ministries / Departments	Number of Vacancies filled
<b>Mauritius Fire and Rescue Service</b>	
Firefighter	46
Sub Fire Officer	1
Station Fire Officer	10
<b>Mauritius Police Force</b>	
Inspector of Police	2
Commanding Officer, SMF	1
Woman Police Constable	230
Police Constable	609
<b>Mauritius Prison Service</b>	
Superintendent of Prisons/Senior Superintendent of Prisons	1
Woman Assistant Commissioner of Prisons	1
Assistant Commissioner of Prisons (Trades)	1
Principal Prisons Officer	2
Assistant Commissioner of Prisons	2
<b>Total</b>	<b>906</b>

## APPENDIX 12:

### Appointment made in the Rodrigues Regional Assembly

Ministries / Departments	Number of Vacancies filled
<b>Rodrigues Regional Assembly</b>	
Nursing Officer	24
Senior Assistant Systems Analyst	1
Assistant Inspector of Works	2
Confidential Secretary	1
Primary School Educator	1
Medical Imaging Assistant	2
<b>Total</b>	<b>31</b>

# Annual Report

2023-2024



**Public Service Commission  
&  
Disciplined Forces Service Commission**

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