



Republic of Mauritius

ANNUAL REPORT 2015



**PUBLIC SERVICE COMMISSION
AND THE
DISCIPLINED FORCES SERVICE COMMISSION**

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An orange button with rounded corners and a subtle gradient, featuring the word "MESSAGE" in a black, italicized serif font. The button is layered on top of two other identical buttons, creating a 3D effect.

MESSAGE



**How wonderful it is that
nobody need wait a single
moment before starting to
improve the world.**

Anne Frank

MESSAGE OF THE CHAIRPERSON

It is a privilege for me as the Chairperson of the Public Service Commission and the Disciplined Forces Service Commission to be associated with the 2015 edition of this Annual Report. The elapsed year has been the opportunity for us to further fuel the robust system of efficiency and good governance of both Commissions so that we can significantly contribute to the vision of the Government when it comes to recruitment.

The workload at the level of both Commissions has increased considerably over the years, notably due to a surge in the number of Mauritians of diverse age groups and horizons opting for jobs in the Public Service. During the year under review, 171 advertisements have been issued as a result of which 79,376 applications have been received and processed. In line with the highly competitive nature of our selection process, the Commission has also conducted 6 examinations for 9,158 candidates. Additionally 10,883 candidates have been convened for interview/verification of documents.

Over and above, the Public Service Commission and Disciplined Forces Service Commission have approved 1,222 appointments and 975 promotions, determined 225 cases of discipline and also agreed to the prescription of 211 Schemes of Service. I am glad to announce that 2,145 posts have been filled during the year 2015.

The question of meritocracy is high on the agenda of the Government, which is committed to conducting business on the principles of discipline, transparency, accountability and exemplary governance. The Commissions' role is pivotal in the realisation of this objective as it implies, amongst others, a transparent and merit-based recruitment and appointment policy to ensure



**Mrs N. BOODHOO, OSK
Chairperson**

the prevalence of meritocracy in our society. Such a configuration has drawn even more public attention to the effectiveness of our *modus operandi* and to our commitment to impartiality.

Along with the Commissioners, we have viewed such a situation in which we have to adapt to the ever increasing demands of a fast changing society as an opportunity to acquire valuable experience, notably by adopting a proactive, customer-centric strategy, based on openness and the adoption of high ethical standards.

I can assure our stakeholders that on the strength of such a spirit of optimism and confidence, both Commissions deliver their respective mandates in a fair and equitable manner, without fear and favour. I am particularly attached to the imperative that the Commissions must always be ready to boldly stand up for an impartial Civil Service recruited on merit, not simply because that is our legal responsibility. We deeply believe it is the best basis for an effective Government.

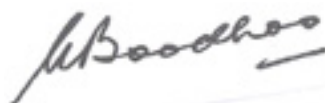
In addition, no effort is being spared to enhance the level of customer service at the Commissions. We are constantly on the lookout for opportunities to improve our customer service. Training in customer care and customer service is being dispensed to our officers involved in ushering duties and at the reception end. With the coming into operation of the newly constructed building, six interviewing panels are in a position to operate simultaneously, thus enabling the completion of selection exercises in a timely manner.

We have reviewed our communication strategy, so as to create a positive link between the Commissions and their various stakeholders. We have also embarked on an important image-building campaign, whereby press communiqués are released on a regular basis to provide the public with information regarding the number of vacancies filled and promotions carried out. In this digital era, it is also a must for the Commissions to be in line with new trends, particularly if we aspire to communicate effectively to the widest possible audience. In this perspective, our website and on-line application system are being revamped to provide to our customers, *inter-alia*, trouble-free on-line applications, as well as to ventilate updated information.

On another note, I take this opportunity to convey our appreciation to the personnel of the Attorney-General's Office in providing legal services to us, to the Ministry of Education and Human Resources, Tertiary Education and Scientific Research for the facilities extended in the conduct of examinations and the Police Department for logistics support. My heartfelt thanks also go to all Responsible Officers for their continuous support, and to the senior staff of Ministries and Departments who served as Advisers on selection panels.

I hereby also express my appreciation for the work of the Deputy Chairpersons and the Commissioners to spread best practice in selection exercises. I have always believed that this ought to be a vital part of the Commission's work and thanks to their support, we are making things happen at this level.

I have a special word of thanks for the Secretary of the Commissions, Mr. S. Ragen, who is leaving no stone unturned in providing the Commissions with dedicated and unflinching support. Last but not least, my appreciation goes to all staff members of the Commissions for their commitment and willingness to go the extra mile to enable us to meet our objectives.



Mrs N. BOODHOO, OSK
Chairperson

Public Service Commission
and
Disciplined Forces Service Commission

“Not everything that can be counted counts.
Not everything that counts can be counted.”

Albert Einstein

MESSAGE OF THE SECRETARY

I have assumed duty at the Commission on 25 January 2016 and it gives me immense pleasure to be associated with the publishing of this edition of the 2015 Annual Report of the Public Service Commission and Disciplined Forces Service Commission.

The different levels of constraints experienced have neither hindered our focus, our diligence nor our output. A word of appreciation therefore goes to the members as well as to the former Secretary in delivering the Commissions' strategic objectives for the year 2015.



Robin Sharma rightly said: "Small daily improvements over time lead to stunning results." Currently, new ways of thinking, improving of operations in each section, reviewing and re-engineering of work processes and ISO standards are being put in place to meet and even exceed the demands of customers as well as create long term value for the country. This is totally in line with our mandate, the Government's Economic Mission Statement 2030 and the promotion of good governance in all spheres of activities.

All individuals and institutions should work towards addressing development challenges of the country. Additionally, all goals and objectives should be aligned to make Mauritius a more prosperous and stable democratic State.

A handwritten signature in black ink, appearing to read 'S. Ragen', written over a light blue background.

Mr S. RAGEN
Secretary

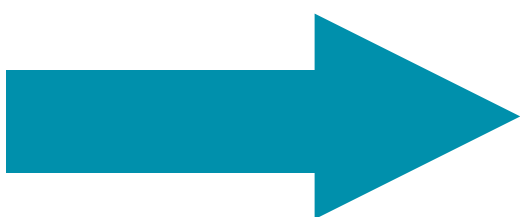
Public Service Commission
and
Disciplined Forces Service Commission

"A customer is the most important visitor on our premises, he is not dependent on us. We are dependent on him. He is not an interruption to our work. He is the purpose of it. He is not an outsider in our business. He is part of it. We are not doing him a favor by serving him. He is doing us a favor by giving us an opportunity to do so."

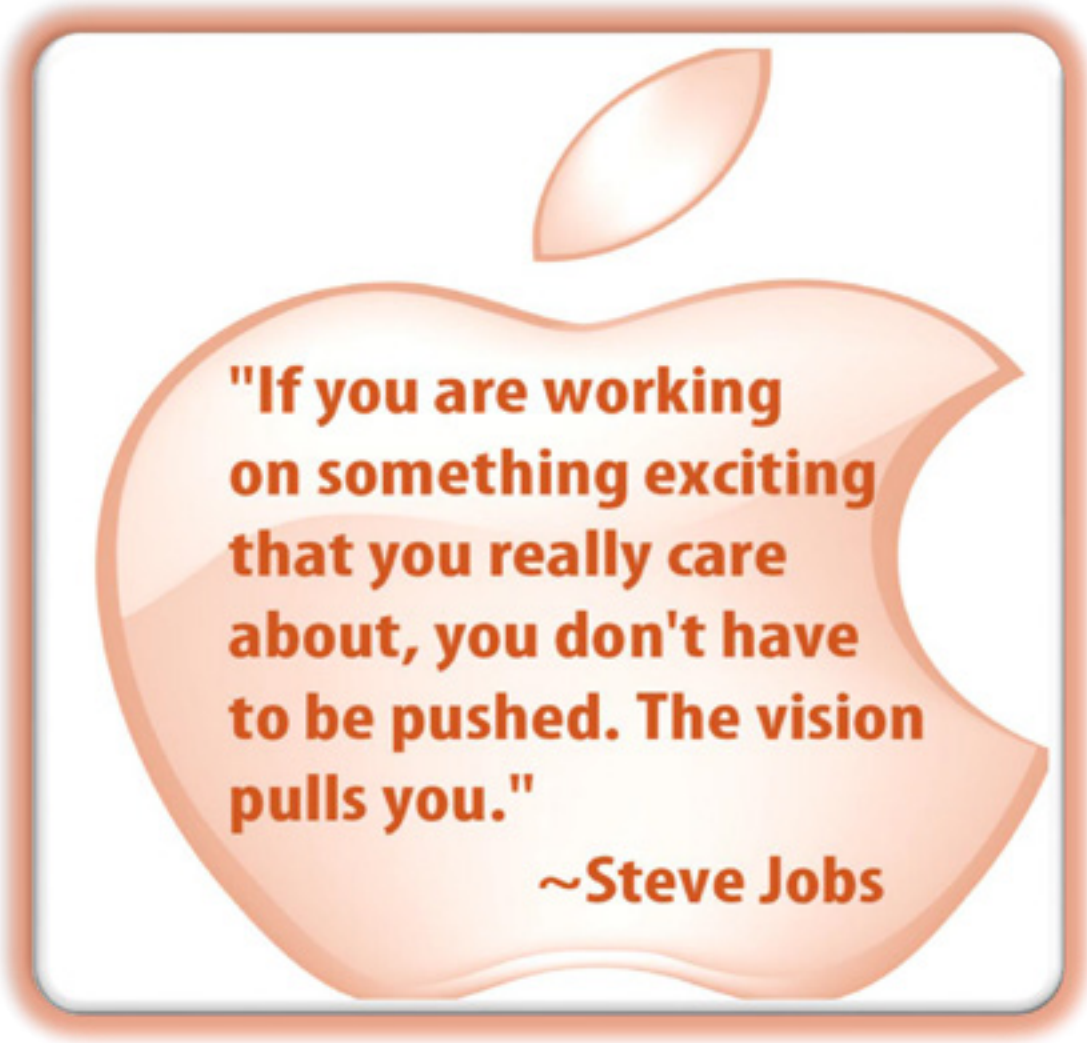
Gandhi

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CHAPTER ONE



*VISION AND MISSION,
OBJECTIVES AND
CORE VALUES*



**"If you are working
on something exciting
that you really care
about, you don't have
to be pushed. The vision
pulls you."**

~Steve Jobs

Vision and Mission, Objectives and Core Values

1.1 Vision and Mission

The Public Service Commission and the Disciplined Forces Service Commission have the same shared vision, mission, objectives and core values as stated below:

Vision: 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 Civil Service geared towards excellence.










1.2 OBJECTIVES

Objectives: To identify and appoint qualified persons with the drive, skill and attitude for efficient performance;
To safeguard the impartiality and integrity of appointments and promotions in the Civil Service and to ensure that these are based on merit; and
To take disciplinary action with a view to maintaining ethical standards and to safeguarding public confidence in the Public Service.

1.3 CORE VALUES

Core Values:

The Commissions demonstrate effectiveness through core values like:

-  Transparency
-  Responsible attitude and efficiency
-  Ethical attitude
-  Respect for the Constitution
-  Valuing people
-  Integrity and independence
-  Fairness and equity
-  Team spirit and timeliness
-  Innovativeness and improvement



CHAPTER TWO



Integrity, Equity & Efficiency

μεθυσόν, εφουσάν & εφύλαξαν

THE
PUBLIC SERVICE COMMISSION

True leaders
don't create
followers
they create
more leaders !

S. SANDIFER

The Public Service Commission

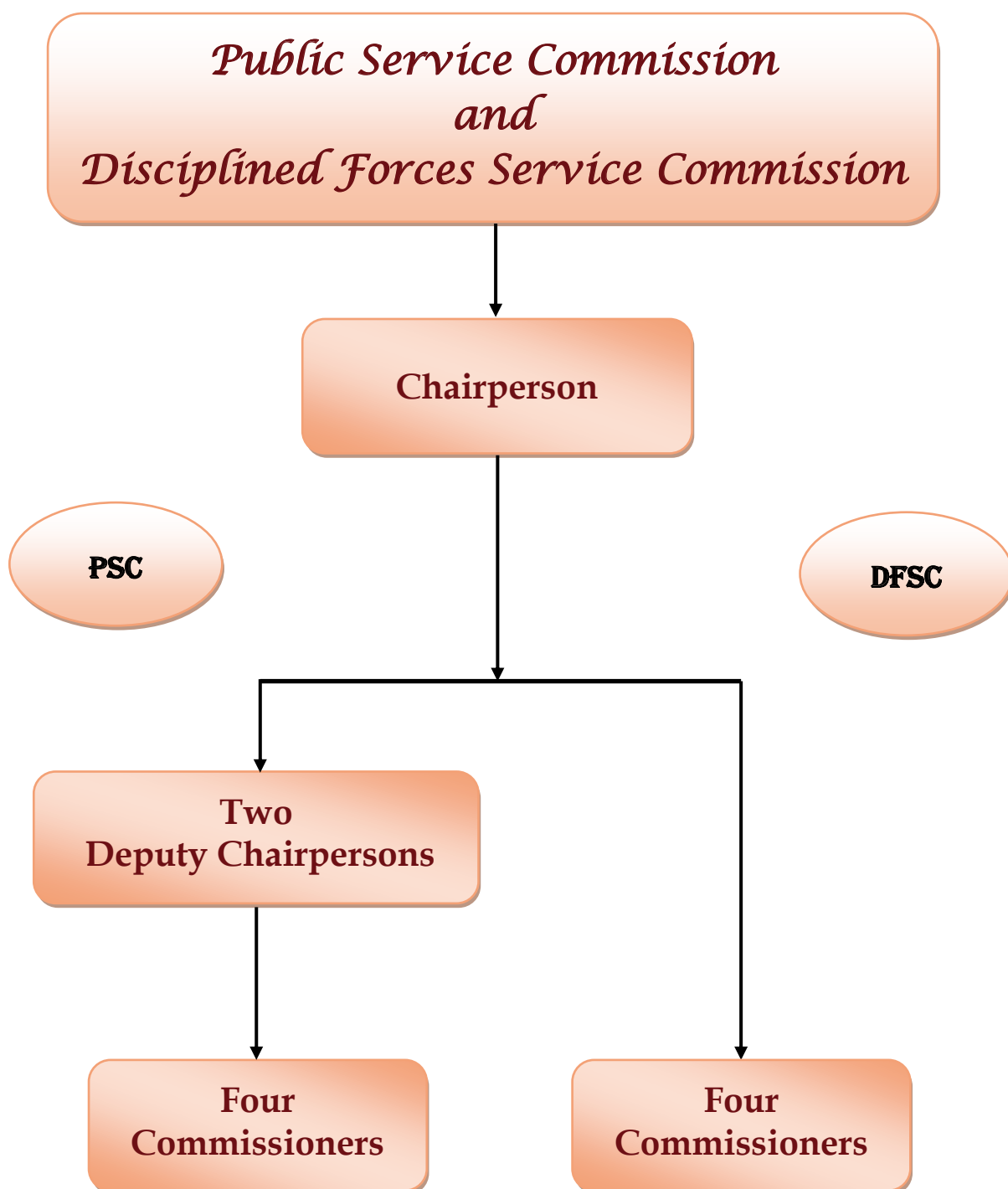
2.1 *Historical Background*

The Public Service Commission (PSC) was established by Ordinance No. 23 of 1953 and it came into force on 11 May 1955. Initially, it functioned as an advisory body. As from August 1967, it assumed executive powers under the provisions of the Schedule to the Mauritius Constitution Order, 1966.

2.2 *Powers of the Public Service Commission*

By virtue of Section 89 of the Constitution, the Public Service Commission is empowered to appoint persons to hold or act in any offices in the public service (including the 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 Public Service Commission to make regulations for regulating and facilitating the performance of its functions. Section 118 (4) provides that the Commission shall not, subject to the provisions of the Public Bodies Appeal Tribunal Act, be subject to the direction or control of any other person or authority in the exercise of its functions. The Public Service Commission is therefore the supreme and independent constitutional body responsible for appointment, promotion and discipline in the public service.

2.3 *The organigram of the Public Service Commission and the Disciplined Forces Service Commission*



2.4 *Composition of the Public Service Commission*

In accordance with Section 88 of the Constitution, the Public Service Commission comprises a Chairperson, two Deputy Chairpersons and four other Commissioners. They are appointed by the President of the Republic of Mauritius after consultation with the Prime Minister and the Leader of the Opposition.

The Public Service Commission is constituted as follows with effect from 24 November 2015:

CHAIRPERSON - **Mrs Nirmala BOODHOO, OSK**

DEPUTY CHAIRPERSONS - **Professor Seewant BHOOJEDHUR**
Mr Anilkumar RAMKURRUN

COMMISSIONERS - **Mr Jaganaden VALAYTHEN**
Mrs Marie Josiane ROSALIE
Mr Philip AH-CHUEN
Mr Ahmud Nazir KHODABUX

THE PUBLIC SERVICE COMMISSION



From left to right

Sitting Position:

Mr A. RAMKURRUN (Deputy Chairperson), Mrs N. BOODHOO, OSK (Chairperson), Professor S. BHOOJEDHUR (Deputy Chairperson)

Standing Position:

Mr J. VALAYTHEN (Commissioner)

Mrs M. J. ROSALIE (Commissioner)

Mr P. AH-CHUEN (Commissioner)

Mr A.N. KHODABUX (Commissioner)



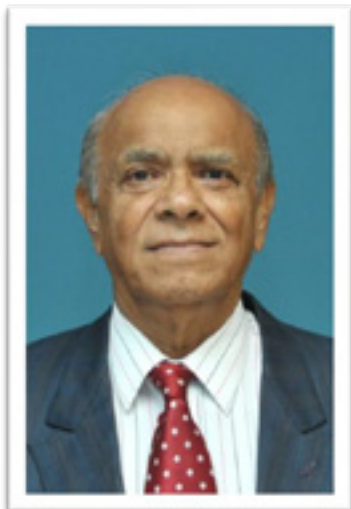
**Mrs N. Boodhoo, OSK
Chairperson**

Mrs Nirmala BOODHOO, OSK, holds a Diploma in Public Administration and Management from the University of Mauritius.

She joined the Civil Service in July 1968 and climbed the hierarchical ladder up to the post of Senior Chief Executive. She was appointed Assistant Secretary in May 1976 and Principal Assistant Secretary in December 1990. As Permanent Secretary, she served the Ministry of Housing and Lands (October 2001 to August 2002), Ministry of Arts and Culture (August 2002 to 2005) and the Ministry of Agro Industry and Fisheries (2005 to 2008). In 2008, she was appointed Senior Chief Executive at the Ministry of Agro Industry and Fisheries. After a dedicated and loyal service she retired from the public service in 2009. She served as Chairperson of the Mauritius Sugar Authority in 2009.

After her retirement, she served as Member to the Public Officers Welfare Council. She was also a Member of the Panel of Jury for the Public Service Excellence Award 2011.

Mrs Boodhoo has been appointed Chairperson of the Public Service Commission and Disciplined Forces Service Commission in August 2014. She is also the Vice Chairperson of the Board of Directors of the Mauritius Institute of Education Council since August 2014 and a Member of the Judicial and Legal Service Commission.



Prof S. Bhoojedhur
Deputy Chairperson

Professor Seewant Bhoojedhur holds a PhD in Environment and Development, an MSc in Land Use, a BSc from the University of British Columbia, Canada.

He has been Dean of the Faculty of Agriculture at the University of Mauritius and guest scientist with the fourth Indian Expedition to Antarctica.

At International level, he has been a staff member of the United Nations Environment Programme (UNEP), a United Nations Offices for Project Services (UNOPS) and Food and Agricultural Organisation (FAO) consultant, and Executive Director of the African Development Bank.

He has served as Chairperson and Member in several Boards and Committees both nationally and internationally. He is also currently Board member of the Mauritius Oceanography Institute and Vice President of the Mauritius Academy of Science and Technology.

He has been appointed Deputy Chairperson of the Public Service Commission with effect from 24 November 2015.

Mr. AnilKumar RAMKURRUN holds a BSc (Hons) Banking Studies from the University of Mauritius. He started his career in 1971 in the Civil Service as an Extra-Clerical Assistant at the Accountant-General's Office, Ministry of Finance and in 1972 he was appointed Court Officer, Judicial Department.

In the year 1973 he moved to the banking sector and joined the Bank of Mauritius as Clerk. He climbed the hierarchical ladder, by way of promotion, up to the post of Manager (now restyled as Chief) in the Banking and Currency Department. At the Bank he served various departments, namely: Public Debt, Accounting and Budgeting, Exchange Control and Banking & Currency. After a long dedicated, faithful and loyal service at the Bank, he retired in July 2011.

He has been appointed Deputy Chairperson of the Public Service Commission with effect from 24 November 2015.



Mr A. Ramkurrun
Deputy Chairperson



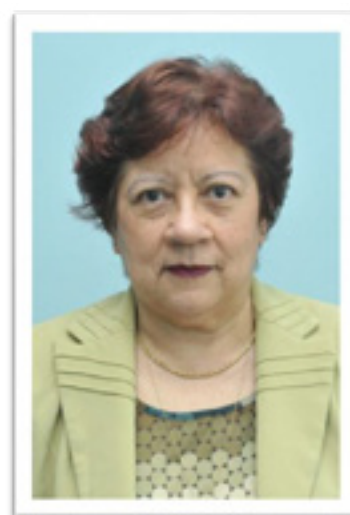
Mr J. Valaythen, FCCA
Commissioner

Mr Jaganaden VALAYTHEN, FCCA, joined the civil service in October 1972 and was appointed Clerical Officer in 1974. He served the National Audit Office at various levels as from 1975 from Trainee Examiner of Accounts to Senior Auditor. In 1994, he moved to the Treasury as Assistant Accountant General. He was appointed Accountant-General in December 1999 and retired in April 2014.

During his tenure of office at the Treasury, he served on various Boards, Funds and Committees including the Mauritius Institute of Education, Employees Welfare Fund, National Savings Fund, National Resilience Fund, National Pension Fund/National Savings Fund Investment Committee, Treasury Foreign Currency Management Fund, First Republic Fund, Human Resource Knowledge and Arts Development Fund, Food Security Fund, State Land Development Company and Civil Service Family Protection Scheme Board.

He was appointed Commissioner of the Public Service Commission in August 2014.

Mrs Marie Josiane ROSALIE holds a Diploma in Personnel Management from the University of Mauritius and has followed an International Executive Development Programme at the University of New England, Armidale, Australia. She joined the public service as Clerical Officer in the Ministry of Education in 1969. She was promoted Executive Officer in 1974 and posted to the then Ministry of Economic Planning and Development. She joined the Personnel Cadre (now the Human Resource Cadre) in 1978 and has served over a period of 20 years at the Ministry of Civil Service Affairs and 12 years at the Office of the Public Service Commission until her retirement as Manager, Human Resources in June 2011. She was appointed Commissioner of the Public Service Commission in August 2014.



Mrs M. J. Rosalie
Commissioner



Mr. P. Ah- Chuen
Commissioner

Mr Philip Ah-Chuen studied and worked in England, where he was awarded a BTech (Hons) from Brunel University and an MSc in Industrial Administration from ASTON University. He is both a Fellow of the Mauritian Institute of Management (FMIM) and the Mauritius Institute of Directors (FMIoD). He is presently the Executive Director of Allied Motors Co and a non-executive director of Chue Wing & Company (ABC Foods) as well as a member of its Audit and Risk Committee.

In June 2015, he was appointed as an independent non- executive director of the SBM Bank (Mauritius) and he also sits on a number of boards, sub-committees, including the IT Steering Committee of SBM Holdings.

Mr Ah-Chuen has been very actively engaged in the education sector as Chairman of the Senior Appointments Committee of the Mauritius Institute of Education (2007-2015) and Chairman of the Excellence in Education National Jury Panel (2007-2009). He has been a Lecturer in Management Studies at the University of Mauritius (1976-1980) and a part-time Lecturer at the MEF Management School and local tutor for the Surrey University MBA distance learning programmes.

He has also held the following offices:

- Management Consultant at De Chazal du Mee & Co (1980-1985)
- Executive Director of ABC Motors Co (1985-1993)
- National President of Jeune Chambre Economique (1988)
- Chairman of the Mauritian Institute of Management (1990-1991, 1995-1996 and 2014-2015)
- President of Rotary Club of Port Louis (2003-4)

In December 2014, the President of the Republic of Mauritius, Kailash Purryag launched a biography of him, Philip Ah-Chuen, Entrepreneur, Philanthropist, Educator, written by Dr Ibrahim Alladin. He was appointed Commissioner of the Public Service Commission in November 2015.

Mr Ahmud Nazir Khodabux did his secondary schooling at the Royal College, Curepipe in the seventies before leaving for Delhi University where he successfully completed a Bachelor Honours degree in Mathematics with a First Class. He also acquired a Post Graduate Certificate in Education.

He was then appointed as College Rector in Macmillan College, from 1980 to 1999. From the year 2000 till year 2015, Mr. Khodabux was a MEDCO Rector and seconded for duty to teach in State Secondary Colleges.

Besides, his professional task at the level of teaching and educational administration, Mr. Khodabux has also been a Project Consultant for the setting up of Private Fee Paying Secondary Schools and Post-Secondary Tertiary Registered Institutions. He volunteered himself in various NGOs, chaired Education Committees and successfully completed a two year project in the establishment of Greenwich University Pakistan – Mauritius Branch Campus. He was also Consultant Adviser and Panel Member of Selection Board of Aleemiah Colleges.

Mr. Khodabux also took continuous Press Position on Educational forum and shared his expertise at national and international level on issues pertaining to education. He retired from the service in November 2015 and was appointed as Commissioner at the Public Service Commission in the same month.



Mr A. N. Khodabux
Commissioner

*The composition of the former Public Service Commission for period 1 August 2014 to 23 November 2015 is at **Annex**.*

CHAPTER THREE



Integrity, Equity & Efficiency

*THE DISCIPLINED FORCES
SERVICE COMMISSION*

The Disciplined Forces Service Commission

3.1 *Historical Background*

Following the amendment of the Constitution by Act No. 5 of 1997, the Disciplined Forces Service Commission was established, under Section 90, in replacement of the former Police Service Commission.

3.2 *Powers of the Disciplined Forces Service Commission*

Under Section 91 of the Constitution, the Disciplined Forces Service Commission (DFSC) is vested with the powers to appoint persons to any office in the disciplined forces, to exercise disciplinary control over them and to remove such persons from office.

Under the powers vested in it by Section 118(1) of the Constitution, the Disciplined Forces Service Commission made its Regulations in 1997 for regulating and facilitating the performance of its functions under the Constitution and, in 1998, amendments were brought to these Regulations (G.N. No. 38 of 1998).

In accordance with the provisions of Section 118(4) of the Constitution, the DFSC shall not be subject to the direction or control of any other person or authority in the exercise of its functions.

Moreover, under Section 91(2) of the Constitution, the DFSC may, subject to such conditions as it thinks fit, by directions in writing, delegate any of its powers of discipline or removal from office, to the Commissioner of Police or to any other officer of the Disciplined Forces, but no person shall be removed from office except with the confirmation of the Commission.

3.3 *Composition of the Disciplined Forces Service Commission*

In accordance with Section 90(1) of the Constitution, the Disciplined Forces Service Commission comprises the Chairperson of the Public Service Commission as Chairperson and four Commissioners. All of them are appointed by the President of the Republic of Mauritius after consultation with the Prime Minister and the Leader of the Opposition.

The Disciplined Forces Service Commission is constituted, for a term of three years, with effect from 1st August 2014, as follows:

Chairperson - Mrs Nirmala BOODHOO, OSK

Commissioners -- Dr Abdool Khalick MOHUNGOO, PMSM

Mr François Cheng Foong LAN HING LEUNG

Mrs Vijaykumari Shushila Rani Prabha BEEHARRY, PDSM

Mr Adnarain Perayah APPADOO

THE DISCIPLINED FORCES SERVICE COMMISSION



From left to right

Dr A. K. MOHUNGOO, PMSM (Commissioner)

Mr F. C. F. LAN HING LEUNG (Commissioner)

Mrs N. BOODHOO, OSK (Chairperson)

Mrs V. S. R. P. BEEHARRY, PDSM (Commissioner)

Mr A. P. APPADOO (Commissioner)



**Dr A. K. Mohungoo, PMSM
Commissioner**

Dr Abdool Khalick MOHUNGGOO, PMSM, graduated from Cairo University and obtained the MBBS (Hons) degree in 1972. He worked in the Ministry of Health upon his return from Egypt and joined the Police Department in 1975. He retired as Chief Police Medical Officer after over 30 years' service. He studied Forensic Medicine at Guy's Hospital, London and is holder of the Diplomas in Medical Jurisprudence (DMJ) Clinical Forensic Medicine and Forensic Pathology, London U.K. He is also holder of the Diploma in Crisis Counseling, Glasgow. He has attended several courses/conferences locally and abroad, including Harvard University, Boston; Texas and Washington Army Medical Institutes, U.S.A and the Medicological Centre, Sheffield, U.K.

After retiring as Chief Police Medical Officer, he gave medical assistance in the Ministry of Health, the Special Mobile Force, the National Dialysis Centre and was part time Lecturer in Forensic Medicine, University of Mauritius until his appointment as Commissioner, Disciplined Forces Service Commission in August 2014.

Mr François Cheng Foong LAN HING LEUNG, A.C.I.S., graduated from the Institute of Chartered Secretaries and Administrators.

He started his career as a Secondary School Teacher and later joined the Local Government Service as Committee Clerk in July 1962 in the Engineering Department. He was promoted Chief Clerk in October 1966 and was transferred to the Municipal Council of Beau Bassin/Rose Hill where he worked as Assistant Town Clerk, Deputy Town Clerk and Town Clerk from 1995 to 1999. He was later appointed Chief Executive Officer (Town Clerk) in City Council of Port-Louis (July 1999 – January 2002).

Since his retirement from the service in 2002, he is active in social work. He serves in various positions as President, Secretary and Treasurer of organisations such as Société de Secours Mutuels Lew Tze, Fook Look Soo Senior Citizens Association, Knewk Fong Thaye Tee Boodha, Kwon Yim Thay Sze Society (Tien Tan), Kwan Tee Pagoda, Poo Thee Chee Pagoda and the Council of Religions.

He was appointed Commissioner of the Disciplined Forces Service Commission in August 2014.



**Mr F. C. F. Lan Hing Leung
Commissioner**



Mrs V. S. R. P. Beeharry, PDSM
Commissioner

Mrs Vijaykumari Shushila Rani Prabha BEEHARRY, PDSM, joined the civil service in January 1971 and the Human Resource Cadre in June 1981. She pursued studies in Human Resource Management at the University of Mauritius. She reckoned long years of service in several Ministries/Departments including twenty-three years at the Public Service Commission. She served as member of the Civil Service Family Protection Scheme Board, Labour Advisory Council and the Training and Employment of Disabled Persons Board. She provided assistance to the Pay Research Bureau in the context of the Pay Research Bureau Report 2013 and to the Errors, Omissions and Anomalies Committee. She retired as Director, Human Resource Management in January 2013 and was employed as Adviser on Human Resource matters in the Ministry of Civil Service and Administrative Reforms from January 2013 to January 2014. She was appointed Commissioner, Disciplined Forces Service Commission in August 2014.

Mr Adnarain Perayah APPADOO holds a B.Ed (Hons) degree in Design and Technology from the United Kingdom and an MA degree in Curriculum and Evaluation from Australia. He joined the Mauritius Institute of Education (MIE) in 1975 and retired as Associate Professor in the capacity of Head of School of Applied Sciences in 2014.

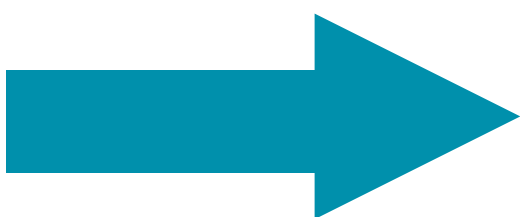
He has participated in Education and Training programmes in France (Recognition of Prior Learning) and in South Africa (Basic Education). He has provided consultancy to the Mauritius Qualifications Authority (MQA), the Mauritius Institute of Training and Development Board (MITD), the University of Technology, Mauritius (UTM) and the Mauritius Examinations Syndicate (MES). He acted as Resource Person for the Ministry of Education and Human Resources for various initiatives in Primary, Secondary and Vocational Education and Training. He is also the co-author of various textbooks in Design and Technology. He was appointed Commissioner, Disciplined Forces Service Commission in August 2014.



Mr A. P. Appadoo
Commissioner

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CHAPTER FOUR



THE SECRETARIAT



TEAMWORK

divides the task

and multiplies the

success

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The Secretariat

4.1 The Secretariat

The Secretariat of the Public Service Commission and the Disciplined Forces Service Commission (PSC & DFSC) 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. An organisational chart of the Secretariat is shown below:

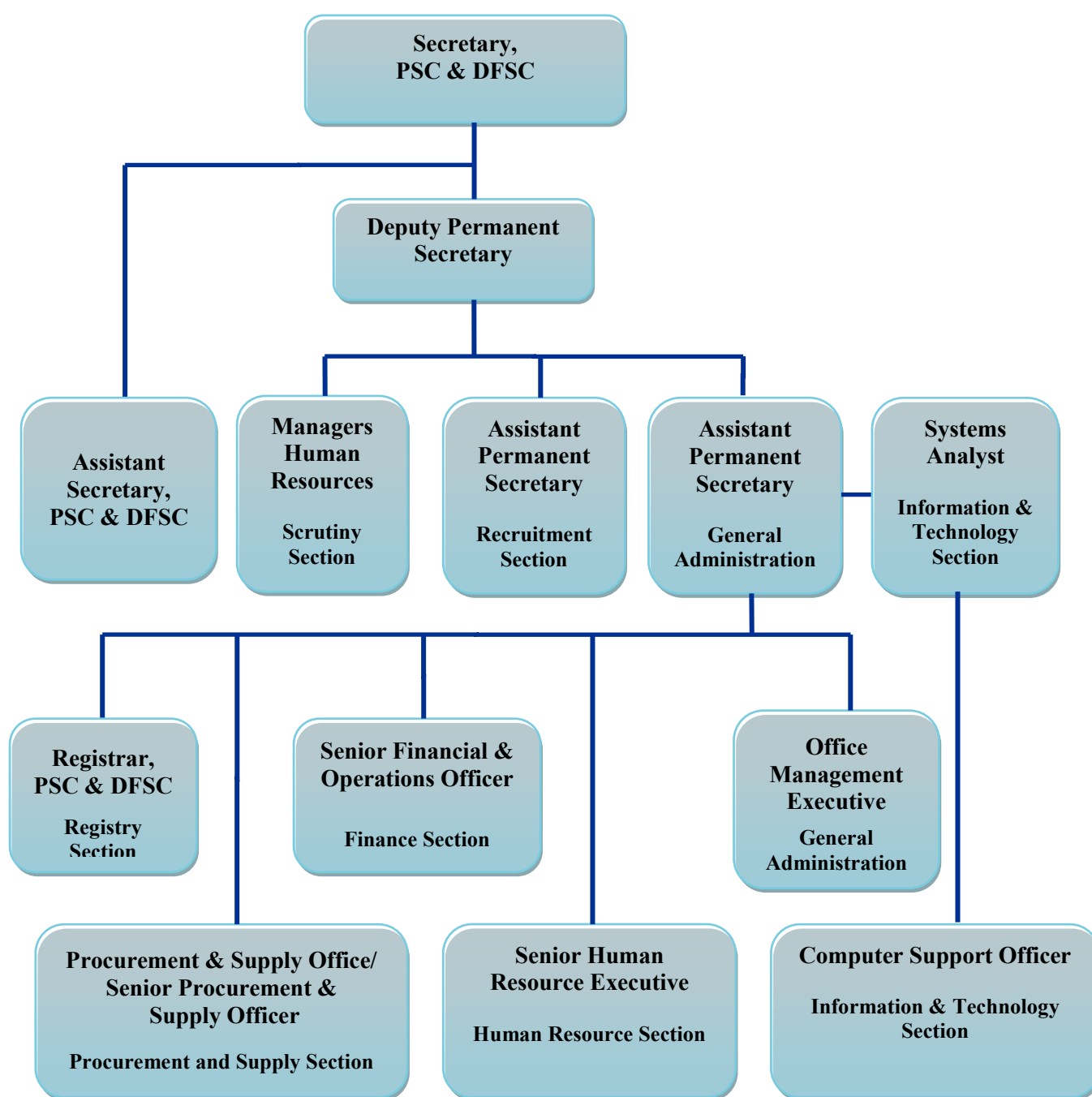


Figure 1 - Organisational Chart of the Secretariat

4.2 Staffing Position

The staffing position at the Office of the Public Service Commission and of the Disciplined Forces Service Commission, as at 31 December 2015, was as follows:-

Table 1 – Staffing position at the Public Service Commission and the Disciplined Forces Service Commission

Post	Number in Post
Secretary, PSC & DFSC	1
Deputy Permanent Secretary	1
Assistant Secretary, PSC & DFSC	1
Assistant Permanent Secretary	1
Manager, Human Resources	3
Human Resource Management Officer	1
Assistant Manager, Human Resources	5
Systems Analyst	1
Assistant Manager Financial Operations	1
Senior Human Resource Executive	3
Office Management Executive	2
Registrar, PSC & DFSC	1
Financial Officer/Senior Financial Officer	1
Human Resource Executive	11
Procurement and Supply Officer/ Senior Procurement and Supply Officer	2

Post	Number in Post
Office Management Assistant	16
Higher Executive Officer	1
Confidential Secretary	7
Senior Data Entry Officer	2
Management Support Officer	34
Data Entry Officer	3
Word Processing Operator	10
Office Clerk	1
Machine Minder/Senior Machine Minder (Bindery) (Roster)	1
Receptionist/Telephone Operator	1
Head Office Care Attendant	1
Driver	2
Office Care Attendant/Senior Office Care Attendant	7
Senior Gardener/Nursery Attendant	1
Handy Worker	1
General Worker	1
TOTAL	124

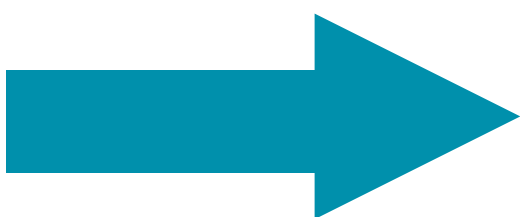
4.3 Senior Staff at the Commissions

The list of senior staff serving the Commissions as at 31 December 2015 was as follows:-

Designation	Name of Officer
Secretary, Public Service Commission and Disciplined Forces Service Commission	Mrs Nirmala BHEENICK
Deputy Permanent Secretary	Mrs Bandeenee SIBDOYAL
Assistant Secretary, Public Service Commission and Disciplined Forces Service Commission	Mr Satyavrat CHLOOROMONEY
Assistant Permanent Secretary	Mrs Seela MOHESH
Human Resource Management Officer (Personal)	Mr Lam Miow Khian LAM PING FONG
Manager, Human Resources	Mrs Marie Noele LABONNE
	Mrs Bibi Zaheda SOREEFAN
	Mrs Bhamila Devi NUNDLOLL
Assistant Manager, Human Resources	Mr Tagoresaw RAMLOCHUND Mrs Marie Noëlle Bernadette Aylane PRAYAG Mrs Sheila Devi SOOBEN-PONNUSAWMY Mrs Davee RAJANAH Mrs Gooneshwaree VEERAMAH- RAMASAWMY
Assistant Manager, Financial Operations	Miss Chintamanee DOOKHEEA
Systems Analyst	Mr Veeshal Kumar SEEBALLACK
Registrar, Public Service Commission and Disciplined Forces Service Commission	Mr Loganaden MARKANDA MUDALI

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CHAPTER FIVE



*ACTIVITIES OF
THE PUBLIC SERVICE COMMISSION
AND
THE DISCIPLINED FORCES SERVICE COMMISSION*

Recapitulation Sheet of Activities at the PSC and DFSC for the year 2015

<i>Total number of posts advertised</i>	171
<i>Total number of Applications received by the Public Service Commission and Disciplined Forces Service Commission.</i>	79,376
<i>Total number of Candidates convened for Interviews/Verification of Documents</i>	10,883
<i>Total number of Candidates convened for Examinations</i>	9158
<i>Total number of Vacancies filled by PSC & DFSC</i>	2145
<i>Total number of Appointments made by the Public Service Commission and Disciplined Forces Service Commission</i>	1222
<i>Total number of Promotions agreed upon by the Public Service Commission and Disciplined Forces Service Commission</i>	975
<i>Total number of Scheme of Service agreed upon by the Public Service Commission and Disciplined Forces Service Commission</i>	211
<i>Total Number of employment on contract/sessional basis approved by the Public Service Commission</i>	639

<i>Total Number of Acting Appointments / Assignment of duty approved by PSC & DFSC</i>	1374
<i>Total Number of retirement approved by PSC & DFSC</i>	138
<i>Total Number of Cases of Discipline dealt with by the Commissions</i>	225
<i>Total Number of Transfers/ Reversions approved by the Commissions</i>	282
<i>Total number of Scholarships agreed by the Public Service Commission and Disciplined Forces Service Commission</i>	90



RECRUITMENT

Activities of the Public Service Commission and the Disciplined Forces Service Commission



An overview of the activities of the Public Service Commission and the Disciplined Forces Service Commission for the year 2015 is provided below.

5.1 *Advertisements Issued, Applications Received/Processed and Interviews Conducted*

The Recruitment Section deals with matters relating to advertisements and filling of vacancies in the Public Service by way of selection exercises. Its main responsibilities are to handle the processing of applications received in response to advertisements issued to the general public or limited to officers within the Public Service and to make appropriate recommendations to the Commissions to enable them to proceed with selection exercises.

Following requests from Responsible Officers (R.Os) of different Ministries and Departments for the filling of vacancies, the Commissions invite applications, by way of public advertisements or by vacancy circulars, as per the provisions laid down in the respective Schemes of Service (job descriptions). Applications from candidates are received by various means, mainly by post, online and hand delivery. These applications are acknowledged and processed.

The processing of applications for some selection exercises is rendered more complex because of the wide variety of qualifications held by applicants. Nowadays, candidates possess diverse and specialised qualifications from different and relatively new educational institutions and in various fields such as Science, Management, Medicine, Agriculture, Finance, Accounting, and Information Technology.

Further, difficulties often arise in processing applications when candidates neither provide complete, sufficient, correct nor relevant information in their Application Forms. It has also been observed that candidates submit late applications often out of negligence or carelessness.

Interviews of qualified candidates are conducted by the Commissions for the filling of vacancies mostly for entry grades in the service and for those grades where a selection exercise is required. Candidates who apply for entry grades in the Disciplined Forces also have to satisfy the physical requirements for which they have to undergo a Physical Measurement Test (PMT) and a Physical Aptitude Test (PAT).

In order to simplify the life of citizens and in a bid to streamlining work methods so as to render them more efficient, effective and economical, the Disciplined Forces Service Commission (DFSC) took the initiative to introduce a new procedure for the recruitment exercise for the enlistment of Trainee Police Constables.

The DFSC decided to do away with the normal and routine operations such as advertisement, the distribution and receipt of application forms, sorting, stamping, registering, indexing and ascribing dates to all applications obtained on the Computer System, sending acknowledgements to all applicants by post, processing and scrutinising of a very large number of applications before issuing letters of convocation to eligible candidates for the Physical Measurement Test. These preliminary stages required the involvement of a large workforce, were time-consuming and were costly procedures. The impact is such that it has reduced the processing time of applications from 46 and 49 weeks' bracket range to only twenty (20) weeks or even less.

The new system has been positively assessed, reviewed and accepted in Mauritius as well as in Rodrigues. Thus, in view of the positive spillover effects as well as benefits in terms of reduction of cost, time, resources and satisfaction, this innovative method of preliminary PMT and PAT exercises is being maintained in Mauritius as well as in Rodrigues for the timely filling of vacancies with similar requirements.

The total number of advertisements issued, applications received and candidates convened for interview/verification of documents (VOD) for period 2013 to 2015 are shown below:

Table 2 – Number of advertisements issued, applications received and interviews conducted by the Public Service Commission and the Disciplined Forces Service Commission

	2013	2014	2015
Advertisements issued	116	131	171
Applications received	38,310	71,246	79,376
Candidates convened for Interview/ Verification of Documents (VOD)	9,958	6,360	10,883

Out of the 79,376 applications received, 77,485 were in respect of posts advertised by the Public Service Commission and 1891 were for those of the Disciplined Forces Service Commission.

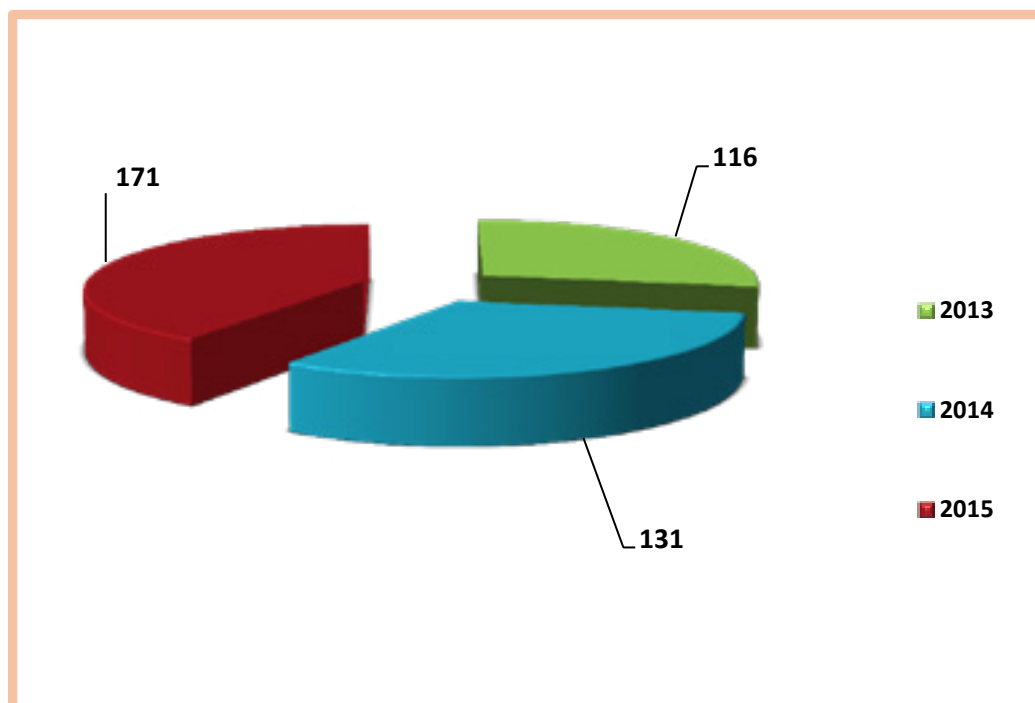


Figure 2 - Advertisements issued by the Public Service Commission and the Disciplined Forces Service Commission

Eligible candidates convened for interview/verification of documents and numbers of applications received are depicted below:

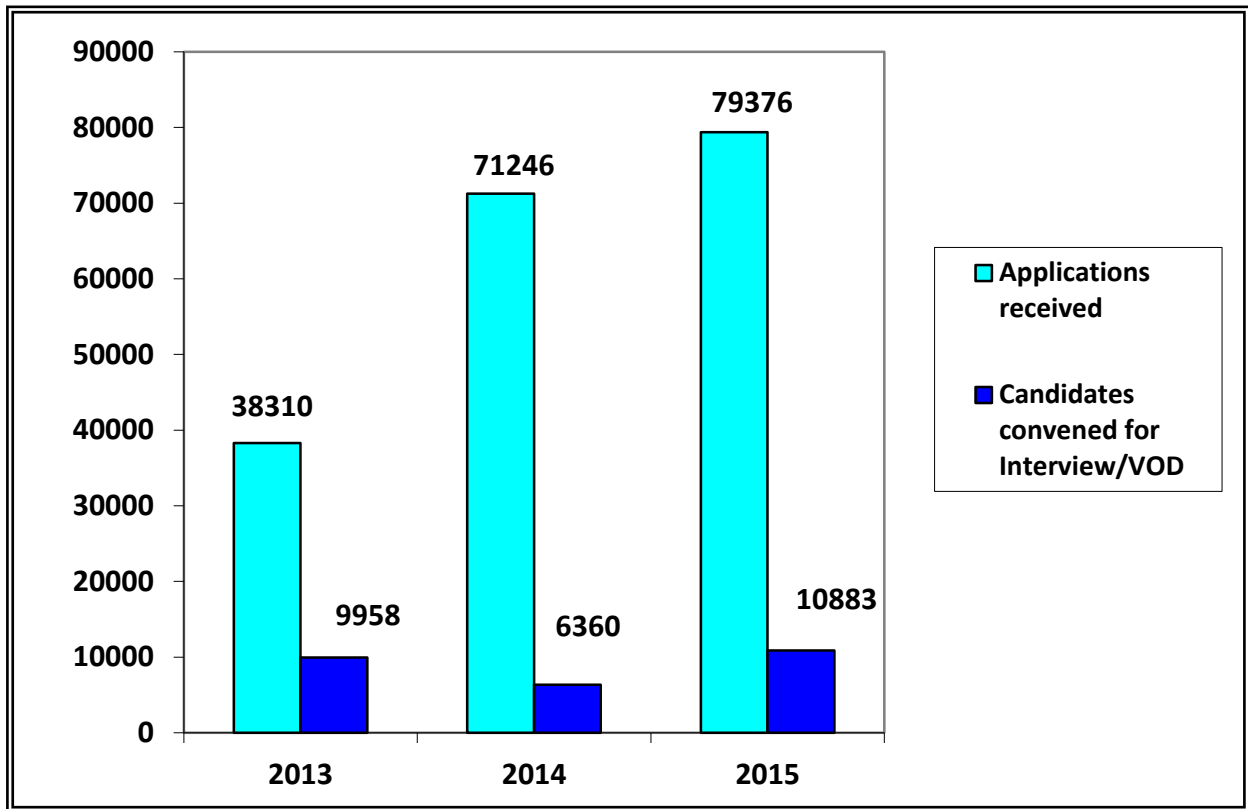


Figure 3 - Applications received and candidates convened for Interview/VOD

5.1.1 Snapshot on the number of applications received for posts advertised by the Public Service Commission in 2015:

Attorney General's Office	441	Ministry of Arts and Culture	13	Ministry of Business, Enterprise and Co-operatives	2,039
Ministry of Civil Service and Administrative Reforms	9,253	Ministry of Education and Human Resources, Tertiary Education and Scientific	27,985	Ministry of Energy and Public Utilities	197
Ministry of Environment and Sustainable Development, Disaster and Beach Management	1,149	Ministry of Finance and Economic Development	299	Ministry of Gender Equality, Child Development and Family Welfare	137
Ministry of Health and Quality of Life	13,130	Ministry of Housing and Lands	687	Ministry of Labour, Industrial Relations and Employment	991
Ministry of Local Government	303	National Assembly	362	National Audit Office	1,215
Ministry of Ocean Economy, Marine Resources, Fisheries, Shipping and Outer Islands	733	Office of the Director of Public Prosecutions	185	Prime Minister's Office	6,017
Ministry of Public Infrastructure and Land Transport	790	Ministry of Social Security, National Solidarity and Reform Institutions	13	Ministry of Technology, Communication and Innovation	401
The Judiciary	14	Ministry of Tourism and External Communications	6,662	Rodrigues Regional Assembly	4,469

Table 3 – Details on posts advertised and number of applications received at the Public Service Commission

SN	Ministry/Department and Post	Number of Applications Received
1	<i>ATTORNEY-GENERAL'S OFFICE</i>	
	Legal Research Officer	441
Total		<u>441</u>

SN	Ministry/Department and Post	Number of Applications Received
2	<i>MINISTRY OF ARTS AND CULTURE</i>	
	Principal Arts Officer	13
Total		<u>13</u>

SN	Ministry/Department and Post	Number of Applications Received
3	<i>MINISTRY OF BUSINESS, ENTERPRISE AND CO-OPERATIVES (CO-OPERATIVES DIVISION)</i>	
	Co-operative Officer	2039
Total		<u>2039</u>

SN		Ministry/Department and Post	Number of Applications Received
4		MINISTRY OF CIVIL SERVICE AND ADMINISTRATIVE REFORMS	
	(i)	Confidential Secretary	321
	(ii)	Deputy Director, Human Resource Management	11
	(iii)	Director, Public Sector Re-Engineering Bureau	30
	(iv)	Management Support Officer	8442
	(v)	Safety and Health Officer/Senior Safety and Health Officer	449
Total			<u>9253</u>

SN		Ministry/Department and Post	Number of Applications Received
5		MINISTRY OF EDUCATION AND HUMAN RESOURCES, TERTIARY EDUCATION AND SCIENTIFIC RESEARCH	
	(i)	Assistant Inspector of Works	411
	(ii)	Assistant School Superintendent	321
	(iii)	Assistant Supervisor (Oriental Language) (Marathi)	2
	(iv)	Assistant Supervisor (Oriental Language) (Tamil)	2
	(v)	Assistant Supervisor (Oriental Language) (Telugu)	2
	(vi)	Assistant Supervisor (Oriental Language) (Urdu)	6

	(vii)	Co-ordinator, Health and Anti-Drug	744
	(viii)	Director, Quality Assurance	56
	(ix)	Enlistment as Trainee Educator (Primary) (Arabic)	270
	(x)	Enlistment as Trainee Educator (Primary) (General Purpose)	16210
	(xi)	Enlistment as Trainee Educator (Primary) (Hindi)	2598
	(xii)	Enlistment as Trainee Educator (Primary) (Marathi)	63
	(xiii)	Enlistment as Trainee Educator (Primary) (Modern Chinese)	10
	(xiv)	Enlistment as Trainee Educator (Primary) (Tamil)	177
	(xv)	Enlistment as Trainee Educator (Primary) (Telugu)	67
	(xvi)	Enlistment as Trainee Educator (Primary) (Urdu)	765
	(xvii)	Library Clerk	2173
	(xviii)	Library Officer	100
	(xix)	Manager (ICT)	425
	(xx)	Quality Assurance Officer	372
	(xxi)	Support Teacher	3211
Total			<u>27, 985</u>

SN		Ministry/Department and Post	Number of Applications Received
6		<i>MINISTRY OF ENERGY AND PUBLIC UTILITIES</i>	
	(i)	Deputy Director, Technical Services (Public Utilities)	11
	(ii)	Director, Energy Efficiency	13
	(iii)	Technical Officer (Water Resources Unit)	173
Total			<u>197</u>

SN		Ministry/Department and Post	Number of Applications Received
7		<i>MINISTRY OF ENVIRONMENT, SUSTAINABLE DEVELOPMENT AND DISASTER AND BEACH MANAGEMENT</i>	
	(i)	Deputy Project Manager	17
	(ii)	Environment Officer	1132
Total			<u>1149</u>

SN	Ministry/Department and Post	Number of Applications Received
8	<i>MINISTRY OF FINANCE AND ECONOMIC DEVELOPMENT</i>	
	Director (Economic & Finance)	21
	(A) <u>Assessment Review Committee</u>	
	Vice-Chairperson, Assessment Review Committee	6
	(B) <u>Financial Operations Cadre</u>	
	Deputy Director, Financial Operation	6
	(C) <u>Internal Control Cadre</u>	
	Deputy Director, Internal Control	10
	(D) <u>Registrar General's Department</u>	
	Deputy Registrar General	5
	(E) <u>Treasury</u>	
	Accountant/Senior Accountant	251
Total		<u>299</u>

SN	Ministry/Department and Post	Number of Applications Received
9	<i>MINISTRY OF GENDER EQUALITY, CHILD DEVELOPMENT AND FAMILY WELFARE</i>	
	Psychologist	137
Total		<u>137</u>

SN		Ministry/Department and Post	Number of Applications Received
10		<i>MINISTRY OF HEALTH AND QUALITY OF LIFE</i>	
	(i)	Clinical Psychologist	58
	(ii)	Dental Surgeon/Senior Dental Surgeon	83
	(iii)	Deputy Director, Nursing	12
	(iv)	Health Records Clerk/Higher Health Records Clerk	11,400
	(v)	Medical and Health Officer/ Senior Medical and Health Officer	623
	(vi)	Nursing Supervisor (Female)	21
	(vii)	Nursing Supervisor (Male)	50
	(viii)	Principal Community Health Care Officer	8
	(ix)	Principal Medical Imaging Assistant	8
	(x)	Principal Public Health Nursing Officer	18
	(xi)	Specialised Health Care Assistant (Health Promotion)	226
	(xii)	Specialised Health Care Assistant (AIDS)	105
	(xiii)	Specialised Health Care Assistant (Harm Reduction)	84
	(xiv)	Specialised Nurse (Health Promotion)	95
	(xv)	Specialised Nurse (AIDS)	32
	(xvi)	Specialised Nurse (Harm Reduction)	33

	(xvii)	Specialist (Dental Services - Oral Surgery)	5
	(xviii)	Specialist/Senior Specialist (Breast Surgery)	3
	(xix)	Specialist/Senior Specialist (Cardiology)	16
	(xx)	Specialist/Senior Specialist (ENT)	2
	(xxi)	Specialist/Senior Specialist (General Medicine)	22
	(xxii)	Specialist/Senior Specialist (Neonatology)	3
	(xxiii)	Specialist/Senior Specialist (Nephrology)	2
	(xxiv)	Specialist/Senior Specialist (Obstetrics & Gynaecology)	5
	(xxv)	Specialist/Senior Specialist (Paediatrics)	7
	(xxvi)	Specialist/Senior Specialist (Plastic & Reconstructive Surgery)	2
	(xxvii)	Specialist/Senior Specialist (Radiotherapy)	3
	(xxviii)	Specialist/Senior Specialist (Thoracic Surgery)	3
	(xxix)	Specialist/Senior Specialist (Transplant Surgery)	3
	(xxx)	Statistical Officer	198
Total			<u>13,130</u>

SN		Ministry/Department and Post	Number of Applications Received
11		<i>MINISTRY OF HOUSING AND LANDS</i>	
	(i)	Development Control Officer	216
	(ii)	Housing Development Officer	471
Total			<u>687</u>

SN		Ministry/Department and Post	Number of Applications Received
12		<i>MINISTRY OF LABOUR, INDUSTRIAL RELATIONS, EMPLOYMENT AND TRAINING</i>	
		Employment Officer	991
Total			<u>991</u>

SN		Ministry/Department and Post	Number of Applications Received
13		<i>MINISTRY OF LOCAL GOVERNMENT</i>	
		Assistant Inspector of Works	303
Total			<u>303</u>

SN		Ministry/Department and Post	Number of Applications Received
14		<i>NATIONAL ASSEMBLY</i>	
		Clerk Assistant, National Assembly	362
Total			<u>362</u>

SN		Ministry/Department and Post	Number of Applications Received
15		<i>NATIONAL AUDIT OFFICE</i>	
	(i)	Deputy Head Examiner of Accounts Cadre	6
	(ii)	Examiner of Accounts/Senior Examiner of Accounts	1209
Total			<u>1215</u>

SN		Ministry/Department and Post	Number of Applications Received
16		<i>MINISTRY OF OCEAN ECONOMY, MARINE RESOURCES, FISHERIES, SHIPPING AND OUTER ISLANDS</i>	
	(i)	Fisheries Protection Officer (Female)	108
	(ii)	Fisheries Protection Officer (Male)	617
	(iii)	Principal Maritime Officer	8
Total			<u>733</u>

SN		Ministry/Department and Post	Number of Applications Received
17		<i>OFFICE OF THE DIRECTOR OF PUBLIC PROSECUTION</i>	
		Legal Research Officer	185
Total			<u>185</u>

SN		Ministry/Department and Post	Number of Applications Received
18		<i>PRIME MINISTER'S OFFICE</i>	
	(A)	<u>Cabinet Office</u>	
	(i)	Deputy Permanent Secretary	89
	(ii)	Assistant Permanent Secretary	3502
	(B)	<u>Continental Shelf And Maritime Zones Administration And Exploration</u>	
		Director-General	5
	(C)	<u>Defence And Home Affairs</u>	
		Co-ordinator, Security Matters	58
	(D)	<u>Forensic Science Laboratory</u>	
	(i)	Director, Forensic Science Laboratory	23
	(ii)	Forensic Technician	619
	(E)	<u>Government Information Services</u>	
	(i)	Assistant Director, Information Services	10
	(ii)	Information Officer	936
	(F)	<u>Meteorological Services</u>	
	(i)	Enlistment as Trainee Meteorologist	21

	(G)	<u>National Development Unit</u>	
	(i)	Chief Regional Development Officer	3
	(ii)	Citizen's Advice Bureau Organiser	145
	(iii)	Project Manager	28
	(iv)	Project Officer	69
	(v)	Regional Development Officer	35
	(H)	<u>Pay Research Bureau</u>	
		Survey Officer	332
	(I)	<u>Police Department</u>	
	(i)	Catering Supervisor	134
	(ii)	Police Medical Officer/Senior Police Medical Officer	8
Total			<u>6017</u>

SN		Ministry/Department and Post	Number of Applications Received
19		<i>MINISTRY OF PUBLIC INFRASTRUCTURE AND LAND TRANSPORT</i>	
	(A)	<u>National Transport Authority</u>	
	(i)	Assistant Transport Planner	142
	(ii)	Chief Road Transport Inspector	5
	(iii)	Deputy Road Transport Commissioner	15
	(iv)	Road Transport Commissioner	11
	(v)	Road Transport Inspector (On Roster)	98
	(B)	<u>Public Infrastructure Division</u>	
	(i)	Plan Printing Operator	231
	(ii)	Superintendent of Works	7
	(C)	<u>Traffic Management and Road Safety Unit</u>	
	(i)	Technical Officer (Electrical and Electronics Engineering)	281
Total			<u>790</u>

SN		Ministry/Department and Post	Number of Applications Received
20		<i>MINISTRY OF SOCIAL SECURITY, NATIONAL SOLIDARITY AND REFORM INSTITUTIONS</i>	
	(i)	Deputy Social Welfare Commissioner	9
	(ii)	Director , Medical Unit	4
Total			<u>13</u>

SN		Ministry/Department and Post	Number of Applications Received
21		<i>MINISTRY OF TECHNOLOGY, COMMUNICATION AND INNOVATION</i>	
		Computer Support Officer (On Roster)	401
Total			<u>401</u>

SN		Ministry/Department and Post	Number of Applications Received
22		<i>THE JUDICIARY</i>	
	(i)	Deputy Chief Registrar	11
	(ii)	Chief Registrar	3
Total			<u>14</u>

SN		Ministry/Department and Post	Number of Applications Received
23		<i>MINISTRY OF TOURISM AND EXTERNAL COMMUNICATIONS</i>	
		Tourism Planner	1155
		<u>Civil Aviation Department</u>	
	(i)	Aeronautical Information Officer	1309
	(ii)	Aeronautical Information Supervisor	2
	(iii)	Aviation Security Officer	1693
	(iv)	Flight Data Officer	2503
Total			<u>6,662</u>

SN		Ministry/Department and Post	Number of Applications Received
24		<i>RODRIGUES REGIONAL ASSEMBLY</i>	
	(A)	<u>Arts and Culture</u>	
		Culture Officer	61
	(B)	<u>Central Administration</u>	
	(i)	Assistant Manager, Human Resources	8
	(ii)	General Services Executive (RRA)	60
	(iii)	General Services Officer	642
	(iv)	Human Resource Officer/Senior Human Resource Officer	14
	(v)	Receptionist/Telephone Operator	676
	(C)	<u>Community Development</u>	
		Psychologist	43
	(D)	<u>Forestry</u>	
		Forest Conservation and Enforcement Officer	610

	(E)	<u>Information and Communication Technology</u>	
	(i)	Assistant System Analyst/Senior Assistant System Analyst	25
	(ii)	Computer Support Officer (On Roster)	51
	(F)	<u>Labour and Industrial Relations</u>	
	(i)	Inspector of Associations	5
	(ii)	Labour and Industrial Relations Officer	16
	(G)	<u>Mechanical Workshop</u>	
		Automobile Electronics Technician - Mechanical Workshop	29
	(H)	<u>Medical and Health</u>	
	(i)	Bio-Medical Engineering Technician	13
	(ii)	Enlistment as Student Nurse	513
	(iii)	Medical and Health Officer/Senior Medical and Health Officer	7
	(iv)	Nursing Supervisor (Female) Medical and Health Services	3
	(v)	Physiotherapy Assistant	178
	(vi)	Specialist/Senior Specialist (Medical & Health) (Anaesthesia)	0

	(vii)	Specialist/Senior Specialist (Medical & Health) (General Surgery)	5
	(viii)	Specialist/Senior Specialist (Medical & Health) (Obstetrics & Gynaecology)	1
	(ix)	Specialist/Senior Specialist (Medical & Health) (Orthopaedic Surgery)	0
	(x)	Specialist/Senior Specialist (Medical & Health) (Paediatrics)	0
	(xi)	Specialist/Senior Specialist (Medical & Health) (Psychiatry)	5
	(I)	<u>National Transport Authority</u>	
		Road Transport Inspector (On Roster)	98
	(J)	<u>Prisons and Reform Institutions</u>	
		Probation Officer	166
	(K)	<u>Public Infrastructure</u>	
	(i)	Supervisor of Cemeteries	478
	(ii)	Technical Officer (Civil Engineering)	20
	(L)	<u>Social Security</u>	
		Social Security Officer	44

	(M)	<u>State Lands and Town and Country Planning Unit</u>	
	(i)	Enlistment as Trainee Cartographer	94
	(ii)	Enlistment as Trainee Surveyor	75
	(N)	<u>Education</u>	
	(i)	Enlistment as Trainee Educator	431
	(O)	<u>Sports</u>	
	(i)	Officer-in-Charge, Youth Services, RRA (Youth)	2
	(ii)	Sports Officer	32
	(iii)	Youth Officer	64
Total			<u>4469</u>

**TOTAL NUMBER OF APPLICATIONS RECEIVED AT THE
PUBLIC SERVICE COMMISSION**

77,485

5.1.2 Snapshot on the number of applications received by Department for posts advertised by the Disciplined Forces Service Commission in 2015:

Mauritius
Prison
Service

1,891

Table 4 – Details on posts advertised and number of applications received at the Disciplined Forces Service Commission

SN	Ministry/Department and Post	Number of Applications Received
	<i>MAURITIUS PRISON SERVICE</i>	
(i)	Assistant Commissioner of Prisons	13
(ii)	Enlistment as Senior Officer Cadet (Female)	70
(iii)	Enlistment as Senior Officer Cadet (Male)	186
(iv)	Female Assistant Commissioner of Prisons	7
(v)	Female Prisons Officer/Female Senior Prisons Officer	1419
(vi)	Hospital Officer (Male)	39
(vii)	Senior Prisons Welfare Officer	9
(viii)	Superintendent of Prisons/Senior Superintendent of Prisons (Industries)	3
(ix)	Superintendent of Prisons/Senior Superintendent of Prisons (Works)	1
(x)	Female Superintendent of Prisons/Senior Female Superintendent of Prisons	17
(xi)	Prisons Welfare Officer	127
	Total	<u>1,891</u>

TOTAL NUMBER OF APPLICATIONS RECEIVED AT THE DISCIPLINED FORCES SERVICE COMMISSION

1,891

5.2 Written Examinations Conducted by the Public Service Commission and Disciplined Forces Service Commission

During the period under review, the Public Service Commission and Disciplined Forces Service Commission conducted six (6) written examinations as outlined in table 5.

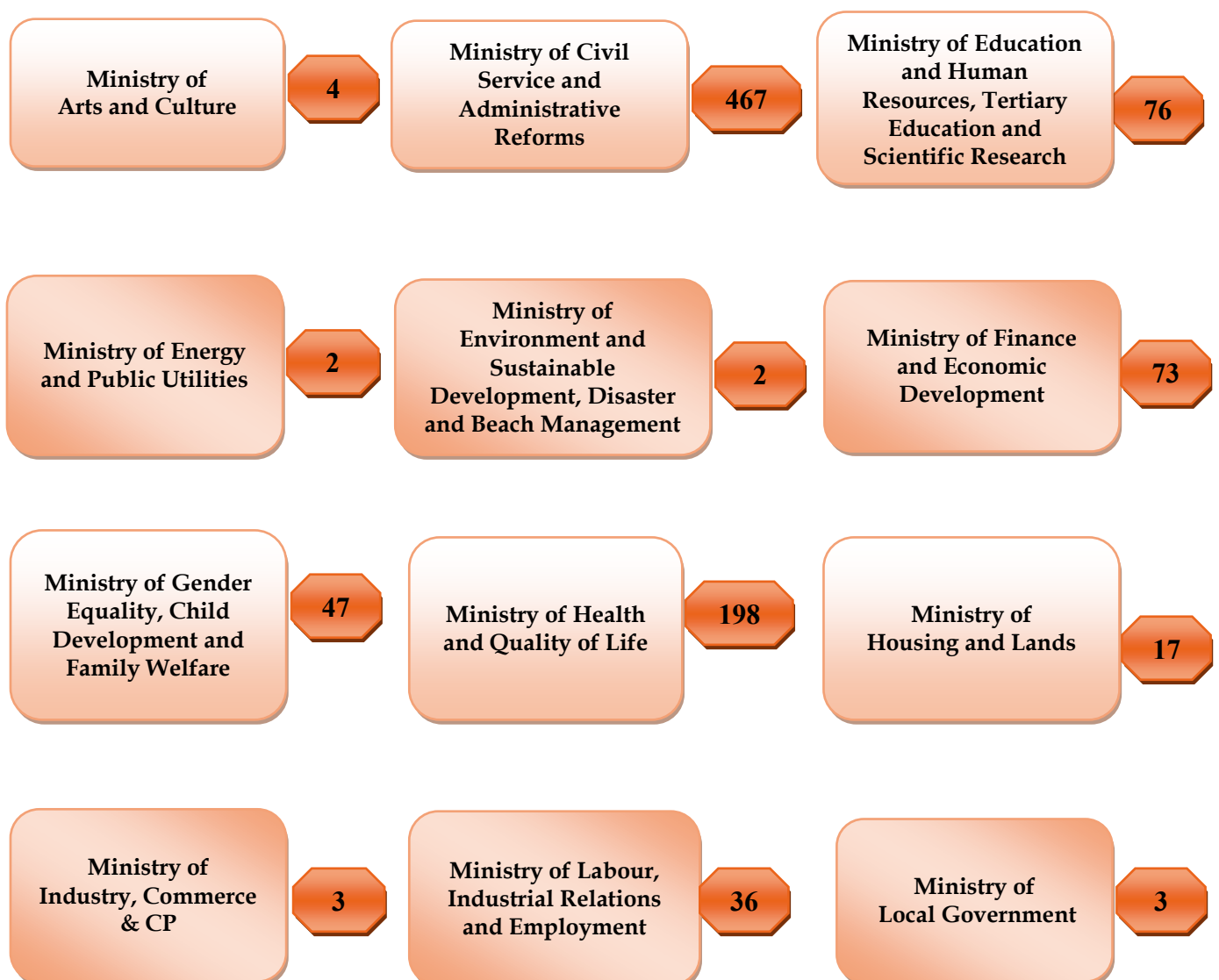
Table 5 – Written examinations conducted by the Public Service Commission and Disciplined Forces Service Commission

SN	Post	Ministry/Department	Date of Examination	Number of Candidates Convened
1	Office Management Assistant	Ministry of Civil Service and Administrative Reforms	28 February 2015	1140
2	Word Processing Operator	Ministry of Civil Service and Administrative Reforms	3 to 7 August 2015	711
3	Transcriber	The Judiciary	21 October 2015	2
4	Police Sergeant	Mauritius Police Force	7 November 2015	6262
5	Police Inspector	Mauritius Police Force	21 November 2015	986
6	General Services Executive	Rodrigues Regional Assembly	21 November 2015	57
TOTAL				<u>9,158</u>

5.3 Number of Vacancies Filled

During the year 2015, the Public Service Commission and the Disciplined Forces Service Commission filled 2145 vacancies. Most of the vacancies filled were in response to posts advertised during the year, and the remaining were for posts advertised earlier.

5.3.1 Snapshot on the number of vacancies filled by the Public Service Commission in 2015 for Ministry/Department:



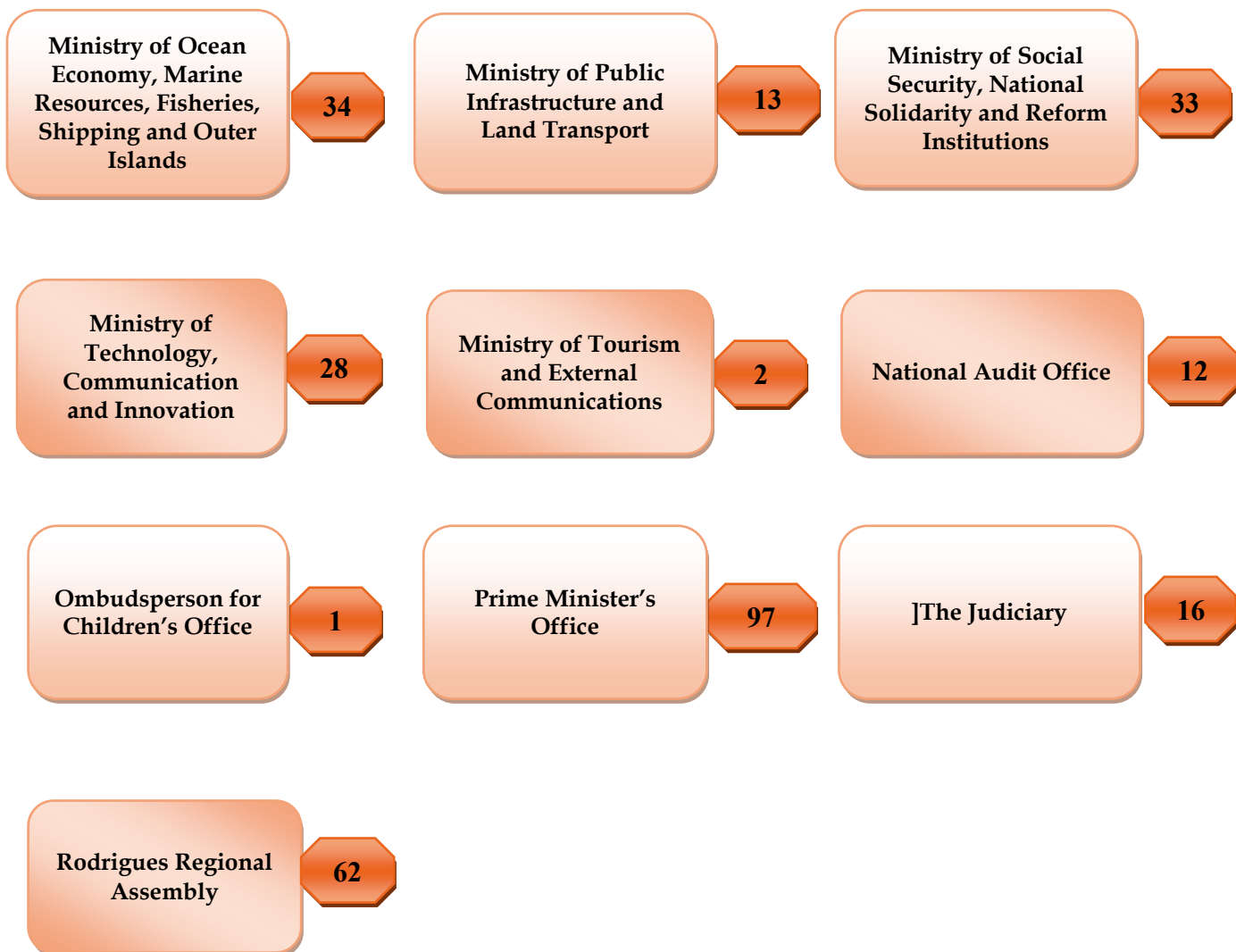


Table 6 – Details on number of vacancies filled by the Public Service Commission

SN		Ministry/Department and Post	Number of Vacancies Filled
1		<i>MINISTRY OF ARTS AND CULTURE</i>	
	(i)	Theatre Manager	1
	(ii)	Principal Arts Officer	1
	(iii)	Technician (Light/Sound) (on roster)	2
Total			<u>4</u>

SN		Ministry/Department and Post	Number of Vacancies Filled
2		<i>MINISTRY OF CIVIL SERVICE AND ADMINISTRATIVE REFORMS</i>	
	(i)	Human Resource Executive	1
	(ii)	Office Management Assistant	292
	(iii)	Management Support Officer	130
	(iv)	Word Processing Operator	44
Total			<u>467</u>

SN	Ministry/Department and Post	Number of Vacancies Filled
3	<i>MINISTRY OF EDUCATION AND HUMAN RESOURCES, TERTIARY EDUCATION AND SCIENTIFIC RESEARCH</i>	
(i)	Director	4
(ii)	Assistant Director	5
(iii)	Senior Careers Counsellor	1
(iv)	Senior Educator (Secondary)	7
(v)	Educational Psychologist	4
(vi)	Educator (Secondary)(Pre-Vocational)	8
(vii)	School Inspector	4
(viii)	Assistant Supervisor (Oriental Languages)	14
(ix)	School Superintendent	1
(x)	Assistant School Superintendent	13
(xi)	Library Officer	7
(xii)	Liaison Officer/Senior Liaison Officer	1
(xiii)	Educational Social Worker	6
(xiv)	ICT Technician	1
Total		<u>76</u>

SN	Ministry/Department and Post	Number of Vacancies Filled
4	<i>MINISTRY OF ENERGY AND PUBLIC UTILITIES</i>	
(i)	Director, Energy Efficiency	1
(ii)	Technical Officer, Energy Efficiency	1
Total		<u>2</u>

SN	Ministry/Department and Post	Number of Vacancies Filled
5	<i>MINISTRY OF ENVIRONMENT AND SUSTAINABLE DEVELOPMENT, DISASTER AND BEACH MANAGEMENT</i>	
	Project Officer/Senior Project Officer (Solid Waste Management Division)	2
Total		<u>2</u>

SN	Ministry/Department and Post	Number of Vacancies Filled
6	<i>MINISTRY OF FINANCE AND ECONOMIC DEVELOPMENT</i>	
(i)	Deputy Financial Secretary	2
(ii)	Director (Economic and Finance)	6
(iii)	Analyst/Senior Analyst	39
(A)	Corporate and Business Registration Department	
	Compliance Officer (on roster)	16

	(B)	Internal Control Cadre	
		Deputy Director, Internal Control	1
	(C)	Finance Operations Cadre	
		Deputy Director, Financial Operations	1
	(D)	Registrar-General's Department	
		Deputy Registrar-General	1
	(E)	<u>Statistics Mauritius</u>	
		Principal Statistics Officer	1
	(F)	<u>Treasury</u>	
	(i)	Accountant-General	1
	(ii)	Accountant/Senior Accountant	5
		Total	<u>73</u>

SN		Ministry/Department and Post	Number of Vacancies Filled
7		<i>MINISTRY OF GENDER EQUALITY, CHILD DEVELOPMENT AND FAMILY WELFARE</i>	
	(i)	Psychologist	5
	(ii)	Family Welfare and Protection Officer	34
	(iii)	Enforcement Officer	8
Total			<u>47</u>

SN		Ministry/Department and Post	Number of Vacancies Filled
8		<i>MINISTRY OF HEALTH AND QUALITY OF LIFE</i>	
	(i)	Specialist/Senior Specialist – Anaesthesia	1
	(ii)	Specialist/Senior Specialist – Endocrinology/ Diabetology	1
	(iii)	Specialist/Senior Specialist –General Surgery	2
	(iv)	Specialist/Senior Specialist – Ophthalmology	7
	(v)	Specialist/Senior Specialist – Orthopaedic Surgery	1
	(vi)	Deputy Director, Nursing	1
	(vii)	Chief Health Promotion and Research Co-ordinator	1
	(viii)	Health Engineering Officer	5
	(ix)	Nursing Administrator (Male)	3
	(x)	Nursing Administrator (Female)	6
	(xi)	Nursing Supervisor (Female)	10
	(xii)	Principal Public Health Nursing Officer	1
	(xiii)	Principal Community Health Care Officer	1
	(xiv)	Public Health and Food Safety Inspector	20
	(xv)	Biomedical Engineering Technician	4
	(xvi)	Vector Biology and Control Laboratory Technician	1
	(xvii)	Surgical Technologist	4
	(xviii)	Pathological Laboratory Assistant	9
	(xix)	E.E.G. Technician	1
	(xx)	Student Nurse	110
	(xxi)	Student Midwife	9
		Total	<u>198</u>

SN	Ministry/Department and Post	Number of Vacancies Filled
9	<i>MINISTRY OF HOUSING AND LANDS</i>	
(i)	Development Control Officer	3
(ii)	Survey Technician	14
Total		<u>17</u>

SN	Ministry/Department and Post	Number of Vacancies Filled
10	<i>MINISTRY OF INDUSTRY, COMMERCE AND CONSUMER PROTECTION</i>	
	<u>Assay Office</u>	
	Technical Officer/Senior Technical Officer (Assay Office)	1
	<u>Commerce Division</u>	
	Analyst (Trade)	2
Total		<u>3</u>

SN	Ministry/Department and Post	Number of Vacancies Filled
11	<i>MINISTRY OF LABOUR, INDUSTRIAL RELATIONS AND EMPLOYMENT</i>	
(i)	Registrar of Associations	1
(ii)	Assistant Director, Labour and Industrial Relations	1
(iii)	Labour and Industrial Relations Officer	34
Total		<u>36</u>

SN		Ministry/Department and Post	Number of Vacancies Filled
12		<i>MINISTRY OF LOCAL GOVERNMENT</i>	
		Assistant Inspector of Works	3
Total			<u>3</u>

SN		Ministry/Department and Post	Number of Vacancies Filled
13		<i>MINISTRY OF OCEAN ECONOMY, MARINE RESOURCES, FISHERIES, SHIPPING AND OUTER ISLANDS</i>	
	(i)	Assistant Director, Fisheries	2
	(ii)	Principal Maritime Officer	1
	(iii)	Fisheries Protection Officer	28
	(iv)	Assistant Controller, Fisheries Protection Service	3
Total			<u>34</u>

SN		Ministry/Department and Post	Number of Vacancies Filled
14		<i>MINISTRY OF PUBLIC INFRASTRUCTURE AND LAND TRANSPORT</i>	
	(i)	Engineer/Senior Engineer (Civil)	5
	(ii)	Land Architect	1
	(iii)	Superintendent of Works	1

	(A)	<u>Energy Services Division</u>	
		Trainee Inspector, Energy Services Division	3
	(B)	<u>National Transport Authority</u>	
	(i)	Road Transport Commissioner	1
	(ii)	Deputy Road Transport Commissioner	1
	(iii)	Transport Planning Officer	1
Total			<u>13</u>

SN	Ministry/Department and Post		Number of Vacancies Filled
15		<i>MINISTRY OF SOCIAL SECURITY, NATIONAL SOLIDARITY AND REFORM INSTITUTIONS</i>	
	(i)	Director, Medical Unit	1
	(ii)	Social Security Officer	13
	(A)	<u>Reform Institutions</u>	
		Probation Officer	10
	(B)	<u>Rehabilitation Youth Centre</u>	
	(i)	Trainee Female Officer, Rehabilitation Youth Centre	4
	(ii)	Trainee Officer, Rehabilitation Youth Centre	4
	(C)	<u>Social Welfare and Community Based Activities</u>	
		Deputy Social Welfare Commissioner	1
Total			<u>33</u>

SN	Ministry/Department and Post	Number of Vacancies Filled
16	<i>MINISTRY OF TECHNOLOGY, COMMUNICATION AND INNOVATION</i>	
	Head, IT Security Unit	1
(A)	<u>Central Informatics Bureau</u>	
	Project Manager	1
(B)	<u>Central Information Systems Division</u>	
(i)	Senior Systems Analyst	3
(ii)	Systems Analyst	18
(iii)	Assistant Systems Analyst/Senior Assistant Systems Analyst	5
Total		<u>28</u>

SN	Ministry/Department and Post	Number of Vacancies Filled
17	<i>MINISTRY OF TOURISM AND EXTERNAL COMMUNICATIONS</i>	
	<u>Civil Aviation Department</u>	
(i)	Deputy Director of Civil Aviation	1
(ii)	Personnel Licensing Assistant	1
Total		<u>2</u>

SN		Ministry/Department and Post	Number of Vacancies Filled
18		<i>NATIONAL AUDIT OFFICE</i>	
	(i)	Assistant Director of Audit	2
	(ii)	Auditor	9
	(iii)	Deputy Head, Examiner of Accounts Cadre	1
Total			<u>12</u>

SN		Ministry/Department and Post	Number of Vacancies Filled
19		<i>OMBUDSPERSON FOR CHILDREN'S OFFICE</i>	
		Secretary, ombudsperson for Children's Office	1
Total			<u>1</u>

SN		Ministry/Department and Post	Number of Vacancies Filled
20		<i>PRIME MINISTER'S OFFICE</i>	
		Data Protection Officer/Senior Data Protection Officer	5
	(A)	<u>Cabinet Office</u>	
		Deputy Permanent Secretary	14
	(B)	<u>Civil Status Division</u>	
		Civil Status Officer	22

	(C)	<u>Continental Shelf and Maritime Zones Administration Exploration</u>	
		Director General	1
	(D)	<u>Forensic Science Laboratory</u>	
		Director, Forensic Science Laboratory	1
	(E)	<u>Government Information Service</u>	
		Assistant Director, Information Services	1
	(F)	<u>Meteorological Services</u>	
		Trainee Meteorologist	1
	(G)	<u>National Development Unit</u>	
	(i)	Chief Regional Development Officer	1
	(ii)	Citizen's Advice Bureau Organiser	11
	(iii)	Project Manager	4
	(iv)	Project Officer	9
	(v)	Project Assistant	9
	(vi)	Regional Development Officer	7
	(H)	<u>Printing Department</u>	
	(i)	Machine Minder/Senior Machine Minder (Bindery) (on roster)	5
	(ii)	Machine Minder/Senior Machine Minder (Pressroom) (on roster)	6
Total			<u>97</u>

SN	Ministry/Department and Post	Number of Vacancies Filled
21	<i>THE JUDICIARY</i>	
(i)	Chief Registrar	1
(ii)	Deputy Chief Registrar	1
(iii)	Court Usher	14
Total		<u>16</u>

SN	Ministry/Department and Post	Number of Vacancies Filled
22	<i>RODRIGUES REGIONAL ASSEMBLY</i>	
(A)	<u>Arts and Culture</u>	
	Culture Officer	1
(B)	<u>Central Administration</u>	
	Assistant Manager, Human Resources	2
(C)	<u>Civil Aviation</u>	
	Flight Data Officer	2
(D)	<u>Education</u>	
(i)	Head Master	1
(ii)	Trainee Educator (Primary)	20
(E)	<u>Fisheries</u>	
	Fisheries Protection Officer	1
(F)	<u>Information and Communication Technology</u>	
	Computer support Officer	1

	(G)	<u>Medical and Health</u>	
	(i)	Medical and Health Officer/ Senior Medical and Health Officer	2
	(ii)	Nursing Supervisor (Male)	1
	(iii)	Nursing Supervisor (Female)	1
	(iii)	Student Nurse	20
	(H)	<u>Public Infrastructure</u>	
	(i)	Automobile Electronics Technician	1
	(ii)	Supervisor of Cemeteries	1
	(iii)	Technical Officer (Civil Engineering)	2
	(I)	<u>State Lands and Town and Country Planning Unit</u>	
	(i)	Survey Technician	1
	(ii)	Trainee Surveyor	2
	(J)	<u>Youth</u>	
	(i)	Officer-in-Charge, Youth Services	1
	(ii)	Sports Officer	1
	(K)	<u>Prisons and Reform Institutions</u>	
		Probation Officer	1
Total			<u>62</u>

**TOTAL NUMBER OF VACANCIES FILLED BY THE
PUBLIC SERVICE COMMISSION**

1,226

5.3.2 Snapshot on the number of vacancies filled by the Disciplined Forces Service Commission in 2015 for Departments:



Table 7 – Details on number of vacancies filled by the Disciplined Forces Service Commission

SN	Department and Post	Number of Vacancies Filled
1	<i>MAURITIUS FIRE AND RESCUE SERVICE</i>	
	Firefighter	170
Total		<u>170</u>

SN	Department and Post	Number of Vacancies Filled
2	<i>MAURITIUS POLICE FORCE</i>	
	(i) Cadet Officer, Flying Branch	2
	(ii) Police Cadet Inspector	11
	(iii) Trainee Police Constable (Male)	681
Total		<u>694</u>

SN	Department and Post	Number of Vacancies Filled
3	<i>MAURITIUS PRISON SERVICE</i>	
(i)	Assistant Commissioner of Prisons	3
(ii)	Female Assistant Commissioner of Prisons	1
(iii)	Female Superintendent of Prisons/ Senior Female Superintendent of Prisons	1
(iv)	Superintendent of Prisons/ Senior Superintendent of Prisons	11
(v)	Superintendent of Prisons/ Senior Superintendent of Prisons (Industries)	1
(vi)	Superintendent of Prisons/ Senior Superintendent of Prisons (Works)	1
(vii)	Senior Prisons Welfare Officer	1
(viii)	Prisons Officer/Senior Prisons Officer	25
Total		<u>44</u>

SN	Department and Post	Number of Vacancies Filled
4	<i>RODRIGUES REGIONAL ASSEMBLY</i>	
(i)	Female Prisons Officer/ Senior Female Prisons Officer	1
(ii)	Prisons Officer/Senior Prisons Officer	4
(iii)	Firefighter	6
Total		<u>11</u>

**TOTAL NUMBER OF VACANCIES FILLED BY THE
DISCIPLINED FORCES SERVICE COMMISSION**

919

5.4 Appointment

During the year 2015, the Public Service Commission and the Disciplined Forces Service Commission made **1222** appointments, as detailed in **Tables 8 and 9** respectively.

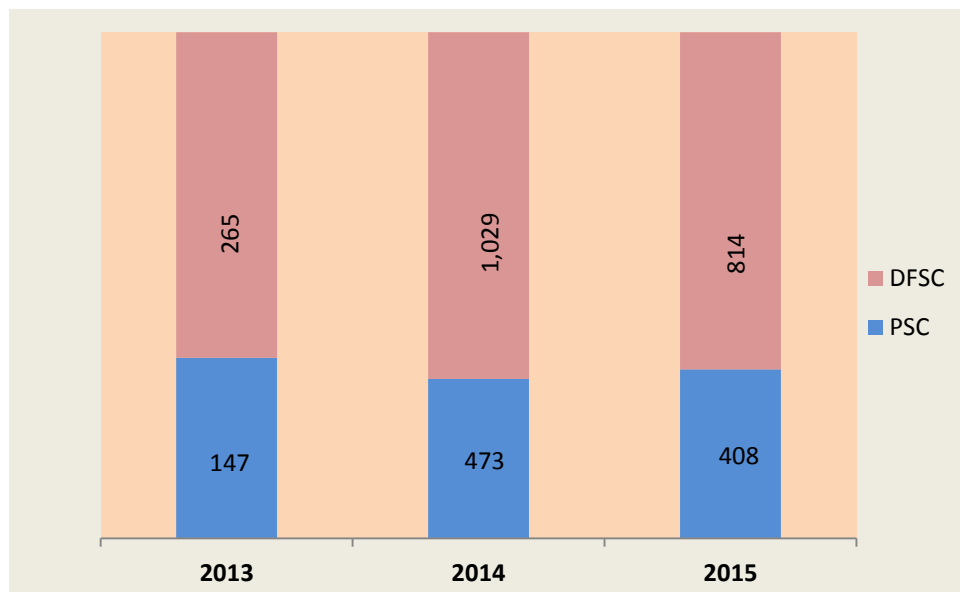


Figure 4 - Appointments made by the Public Service Commission and the Disciplined Forces Service Commission (2013 - 2015)

5.4.1 Appointments made by the Commissions

Following selection exercises for the filling of vacancies, offers of appointment/enlistment to selected candidates are made by the Commissions through the Responsible Officers concerned. These offers of appointment are also made in cases where successful candidates decline or simply do not respond to offers of appointment/enlistment made to them and where Responsible Officers report additional vacancies. As a result, the Commissions, upon request from the Responsible Officers concerned, make additional offers of appointment/enlistment accordingly.

Upon the recommendation of the Responsible Officer, appointments are also made in a substantive capacity by the Public Service Commission to officers initially appointed in a temporary capacity or as Trainee/Student.

5.4.2 Snapshot on the number of substantive appointments made by the Public Service Commission in different grades in 2015 for Ministries/Departments:

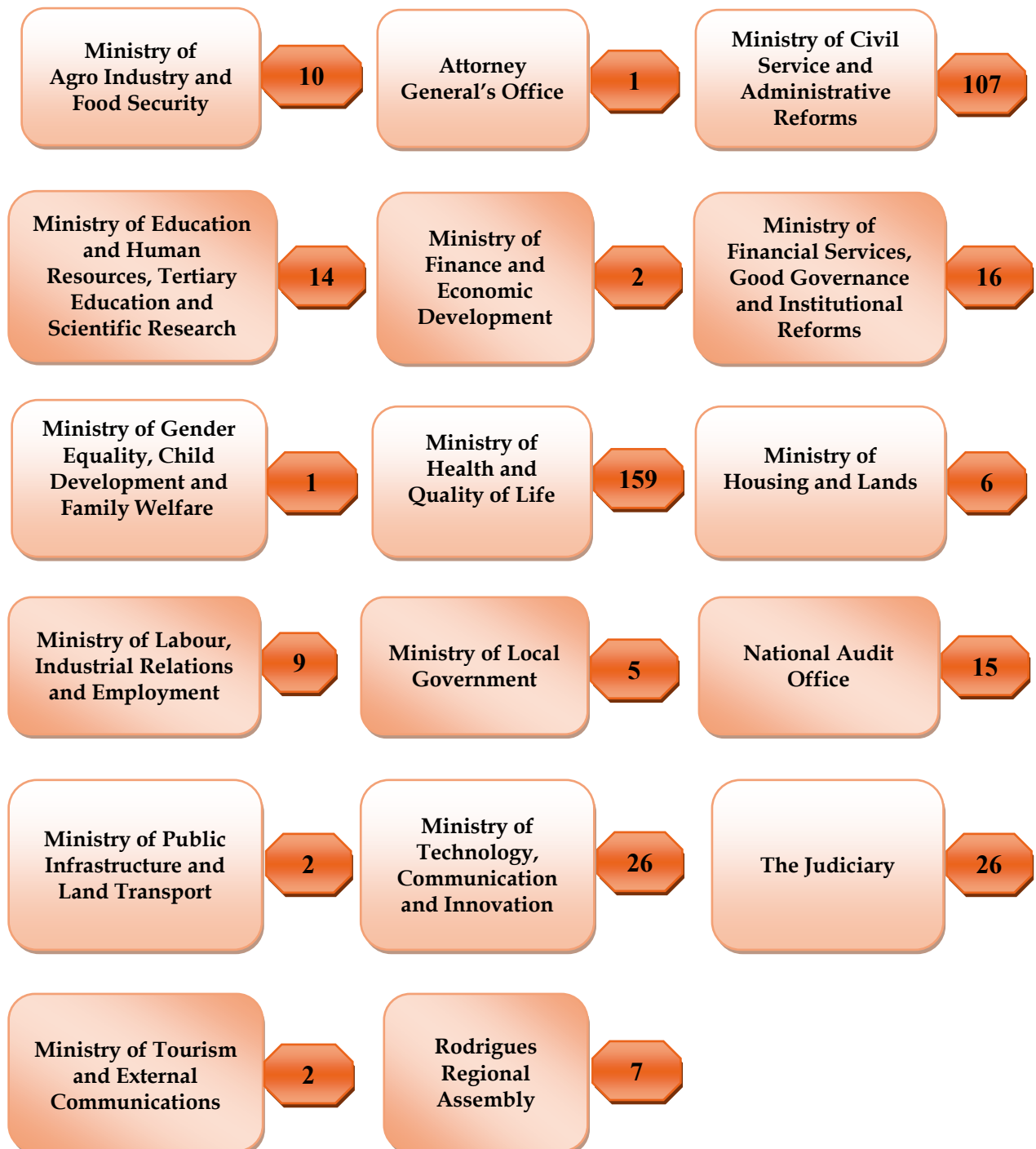


Table 8 – Substantive appointments made by the Public Service Commission

SN		Ministry/Department and Post	Number of Appointments Made
1		<i>MINISTRY OF AGRO INDUSTRY AND FOOD SECURITY</i>	
	(i)	Agricultural Engineer (Ex SPI)	1
	(ii)	Herbarium Officer (Ex SPI)	1
	(iii)	Office Attendant (Ex SPI)	1
	(iv)	Technical Assistant (Ex SPI)	7
Total			<u>10</u>

SN		Ministry/Department and Post	Number of Appointments Made
2		<i>ATTORNEY-GENERAL'S OFFICE</i>	
		Legal Assistant	1
Total			<u>1</u>

SN		Ministry/Department and Post	Number of Appointments Made
3		<i>MINISTRY OF CIVIL SERVICE AND ADMINISTRATIVE REFORMS</i>	
		Human Resource Executive	107
Total			<u>107</u>

SN		Ministry/Department and Post	Number of Appointments Made
4		<i>MINISTRY OF EDUCATION AND HUMAN RESOURCES, TERTIARY EDUCATION AND SCIENTIFIC RESEARCH</i>	
	(i)	Assistant Supervisor (Oriental Languages) (Hindi)	2
	(ii)	Assistant Supervisor (Oriental Languages) (Urdu)	1
	(iii)	Educator (Secondary) (P.E.)	2
	(iv)	ICT Technician/Senior ICT Technician	6
	(v)	Library Officer	1
	(vi)	Quality Assurance Officer	1
	(vii)	School Inspector	1
Total			<u>14</u>

SN		Ministry/Department and Post	Number of Appointments Made
5		<i>MINISTRY OF FINANCE AND ECONOMIC DEVELOPMENT</i>	
		Shorthand Writer	1
		<u>Valuation Department</u>	
		Property Valuation Inspector	1
Total			<u>2</u>

SN		Ministry/Department and Post	Number of Appointments Made
6		<i>MINISTRY OF FINANCIAL SERVICES, GOOD GOVERNANCE AND INSTITUTIONAL REFORMS</i>	
	(i)	Financial and Governance Analyst/ Senior Financial and Governance Analyst	13
	(ii)	Lead Financial and Governance Analyst	3
Total			<u>16</u>

SN		Ministry/Department and Post	Number of Appointments Made
7		<i>MINISTRY OF GENDER EQUALITY, CHILD DEVELOPMENT AND FAMILY WELFARE</i>	
		Psychologist	1
Total			<u>1</u>

SN		Ministry/Department and Post	Number of Appointments Made
8		<i>MINISTRY OF HEALTH AND QUALITY OF LIFE</i>	
	(i)	Specialist/Senior Specialist (Anaesthesia)	2
	(ii)	Specialist/Senior Specialist (Endocrinology) & (Diabetology)	2
	(iii)	Specialist/Senior Specialist (Ophthalmology)	1
	(iv)	Supervisor, Central Sterile Supply Department	2

	(v)	Specialist/Senior Specialist (Tuberculosis/Respiratory Medicine)	1
	(vi)	Specialist/Senior Specialist (Gynaecology, Anaesthesia, Plastic & Reconstructive Surgery, Paediatrics)	9
	(vii)	Specialist/Senior Specialist (ENT)	1
	(viii)	Pharmacy Technician	19
	(ix)	Nursing Officer	23
	(x)	Medical Imaging Technologist	1
	(xi)	Technical Officer (Chemical Laboratory)	11
	(xii)	Physiotherapy Assistant	2
	(xiii)	Public Health Nursing Officer	1
	(xiv)	Medical and Health Officer/ Senior Medical and Health Officer	60
	(xv)	Welfare Assistant	1
	(xvi)	Medical Laboratory Technologist	22
	(xvii)	Nursing Supervisor (Female)	1
Total			<u>159</u>

SN	Ministry/Department and Post	Number of Appointments Made
9	MINISTRY OF HOUSING AND LANDS	
	Surveyor	6
Total		<u>6</u>

SN	Ministry/Department and Post	Number of Appointments Made
10	MINISTRY OF LABOUR, INDUSTRIAL RELATIONS, TRAINING AND EMPLOYMENT	
	Occupational Safety and Health Officer/Senior Occupational Safety and Health Officer	9
Total		<u>9</u>

SN	Ministry/Department and Post	Number of Appointments Made
11	MINISTRY OF LOCAL GOVERNMENT	
	Technical Enforcement Officer	5
Total		<u>5</u>

SN	Ministry/Department and Post	Number of Appointments Made
12	NATIONAL AUDIT OFFICE	
	Examiner of Accounts/Senior Examiner of Accounts	15
Total		<u>15</u>

SN	Ministry/Department and Post	Number of Appointments Made
13	<i>MINISTRY OF PUBLIC INFRASTRUCTURE AND LAND TRANSPORT</i>	
	Technician	2
Total		<u>2</u>

SN	Ministry/Department and Post	Number of Appointments Made
14	<i>MINISTRY OF TECHNOLOGY, COMMUNICATION & INNOVATION</i>	
	Computer Support Officer (on roster)	26
Total		<u>26</u>

SN	Ministry/Department and Post	Number of Appointments Made
15	<i>THE JUDICIARY</i>	
	Court Officer	26
Total		<u>26</u>

SN	Ministry/Department and Post	Number of Appointments Made
16	<i>MINISTRY OF TOURISM AND EXTERNAL COMMUNICATIONS</i>	
	Civil Aviation Department	
	Engineer (Communication, Navigation and Surveillance)	2
Total		<u>2</u>

**TOTAL NUMBER OF APPOINTMENTS MADE
BY PSC IN MAURITIUS**

401

SN		Ministry/Department and Post	Number of Appointments Made
17		<i>RODRIGUES REGIONAL ASSEMBLY</i>	
	(i)	General Services Officer	1
	(ii)	Inspector (Health & Food Security Officer)	1
	(iii)	Medical and Health Officer	4
	(iv)	Health Care Assistant	1
Total			<u>7</u>

**TOTAL NUMBER OF APPOINTMENTS MADE
BY PSC IN RODRIGUES**

7

Total Number of appointments made by the Public Service Commission:

**TOTAL NUMBER OF APPOINTMENTS MADE BY
PSC IN MAURITIUS AND IN RODRIGUES**

408

5.4.3 Snapshot on the number of appointments made by the Disciplined Forces Service Commission in 2015 for Departments:



Table 9 – Appointments made by the Disciplined Forces Service Commission

SN		Department and Post	Number of Appointments Made
1		<i>MAURITIUS FIRE AND RESCUE SERVICE</i>	
		Firefighter	173
Total			<u>173</u>

SN		Department and Post	Number of Appointments Made
2		<i>MAURITIUS POLICE FORCE</i>	
	(i)	Commissioner of Police	1
	(ii)	Deputy Director General, NSS	1
	(iii)	Trainee Band Constable to Band Constable	9
	(v)	Trainee Police Constable (Female) as Woman Police Constable	13
	(iv)	Trainee Police Constable (Male) as Police Constable	597
Total			<u>621</u>

SN		Department and Post	Number of Appointments Made
3		<i>MAURITIUS PRISON SERVICE</i>	
	(i)	Female Prisons Officer/Senior Female Prisons Officer	16
	(ii)	Prisons Officer/Senior Prisons Officer	3
Total			<u>19</u>

SN		Department and Post	Number of Appointments Made
4		<i>RODRIGUES REGIONAL ASSEMBLY</i>	
		Firefighter	1
Total			<u>1</u>

**TOTAL NUMBER OF APPOINTMENTS MADE
BY THE DISCIPLINED FORCES SERVICE COMMISSION**

814

**TOTAL NUMBER OF APPOINTMENTS MADE
BY THE PUBLIC SERVICE COMMISSION & DISCIPLINED
FORCES SERVICE COMMISSION**

1222

5.5 Scheme of Service

The Scheme of Service is a legal document specifying the salary, mode of appointment, qualifications, duties and responsibilities of an office in a Ministry/Department. The agreement of the appropriate Service Commission is required before any Scheme of Service is prescribed in its official form by the Ministry of Civil Service and Administrative Reforms.

Schemes of Service have to be properly framed so that the qualifications, skills, competencies and duties laid down therein take into account the organisational needs and objectives as well as the progression of an officer in a career structure.

The Public Service Commission and the Disciplined Forces Service Commission gave agreement to 211 Schemes of Service in 2015.

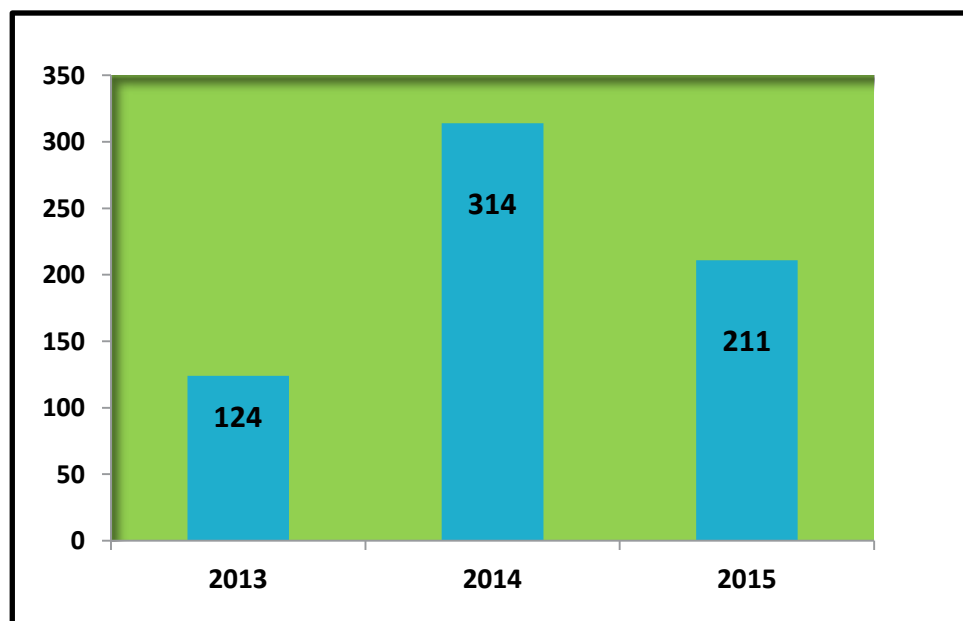
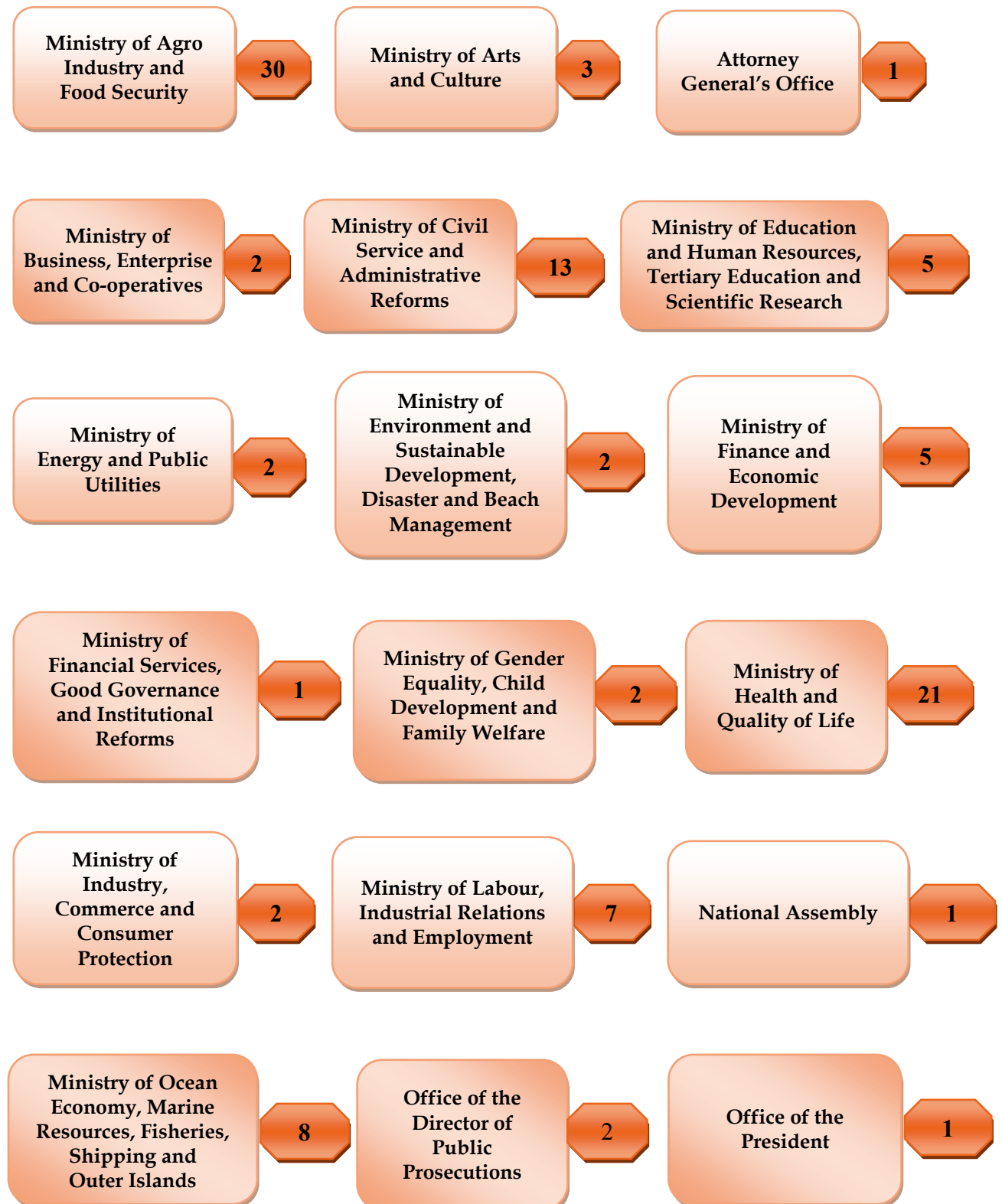


Figure 5 - Scheme of Service agreed upon by the Public Service Commission and the Disciplined Forces Service Commission (2013 – 2015)

5.5.1 Snapshot on the number of Schemes of Service agreed upon by the Public Service Commission in 2015 for Ministries/Departments:



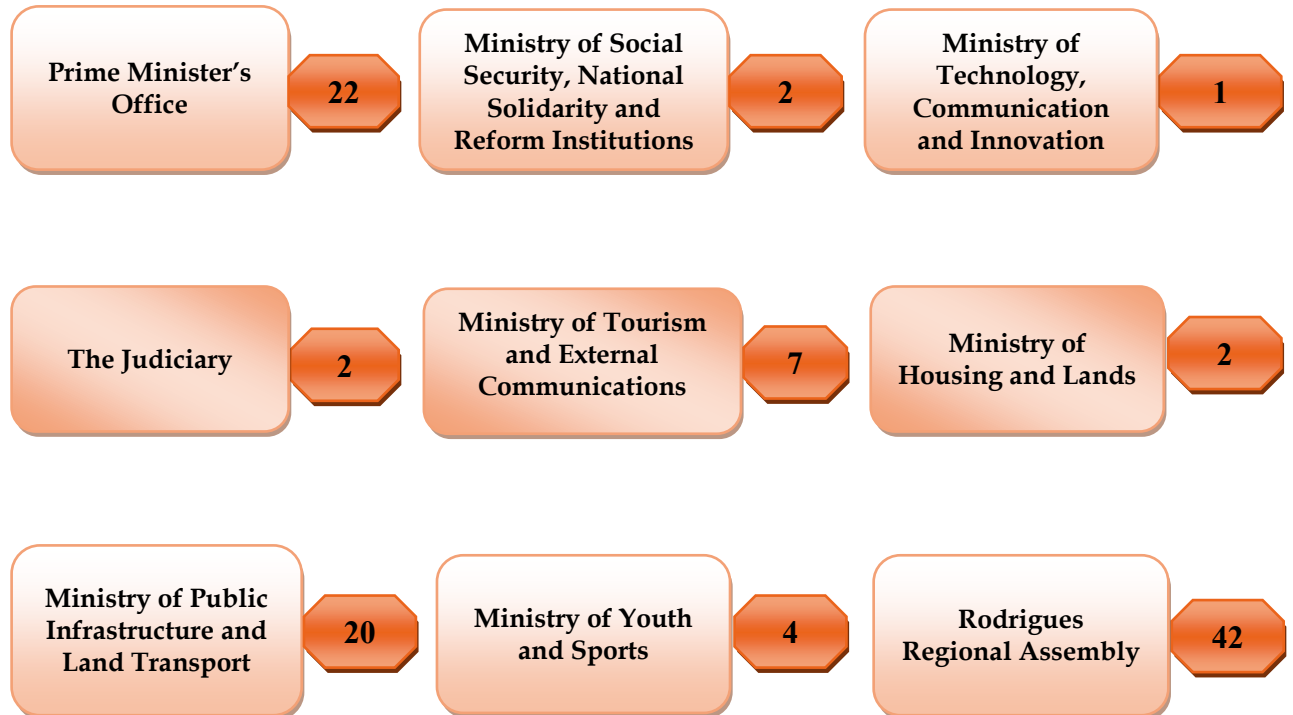


Table 10 – List of Scheme of Service agreed upon by the Public Service Commission

SN	Ministry/Department and Post	(√)	Total
1	MINISTRY OF AGRO-INDUSTRY & FOOD SECURITY		
(i)	Agricultural Engineer (Ex SPI)	√	
(ii)	Agricultural Implement Operator	√	
(iii)	Animal Control Officer	√	
(iv)	Automobile Electrician	√	
(v)	Carpenter	√	
(vi)	Chief Carpenter	√	
(vii)	Coach Painter	√	
(viii)	Driver (Heavy vehicles above 5 tons)	√	
(ix)	Driver (Mechanical Unit) (Ex SPI)	√	
(x)	Driver (Ordinary vehicles up to 5 tons) (Ex SPI)	√	
(xi)	Fitter	√	
(xii)	General Worker (Ex SPI)	√	
(xiii)	Herbarium Officer (Ex SPI)	√	
(xiv)	Laboratory Attendant (Ex SPI)	√	
(xv)	National Parks and Conservation Service Senior Scientific Officer (Conservation)	√	
(xvi)	Office Attendant (Ex SPI)	√	
(xvii)	Painter	√	
(xviii)	Plumber and Pipe Fitter	√	
(xix)	Security Guard	√	
(xx)	Security Guard (Ex SPI)	√	

	(xxi)	Senior Technical Assistant (Ex SPI)	√	
	(xxii)	Senior Technical Design Officer	√	
	(xxiii)	Survey Field Worker/Senior Survey Field Worker (Ex SPI)	√	
	(xxiv)	Technical Assistant (Ex SPI)	√	
	(xxv)	Technical Design Officer	√	
	(xxvi)	Trainee Technical Design Officer	√	
	(xxvii)	Turner and Machinist	√	
	(xxviii)	Vulcaniser	√	
	(xxix)	Welder	√	
	(xxx)	Welder (Ex SPI)	√	
Total				<u>30</u>

SN		Ministry/Department and Post	(√)	Total
2		<i>MINISTRY OF ARTS AND CULTURE</i>		
	(i)	Arts Officer	√	
	(ii)	Attendant/Senior Attendant (Arts & Culture)	√	
	(iii)	Driver (Heavy vehicles above 5 tons) (roster-day and night)	√	
Total				<u>3</u>

SN		Ministry/Department and Post	(√)	Total
3		<i>ATTORNEY-GENERAL'S DEPARTMENT</i>		
		Legal Research Officer	√	
Total				<u>1</u>

SN		Ministry/Department and Post	(√)	Total
4		<i>MINISTRY OF BUSINESS, ENTERPRISE AND CO-OPERATIVES</i>		
	(i)	Deputy Registrar of Cooperative Societies	√	
	(ii)	Registrar, Cooperatives Societies	√	
Total				<u>2</u>

SN		Ministry/Department and Post	(√)	Total
5		<i>MINISTRY OF CIVIL SERVICE AND ADMINISTRATIVE REFORMS</i>		
	(i)	Director, Safety and Health Unit	√	
	(ii)	Human Resource Management Officer	√	
	(iii)	Manager, Human Resources	√	
	(iv)	Principal Safety and Health Officer	√	
	(v)	Safety and Health Officer/Senior Safety and Health Officer	√	
Total				<u>5</u>

SN		Ministry/Department and Post	(√)	Total
6		<i>MINISTRY OF EDUCATION AND HUMAN RESOURCES, TERTIARY EDUCATION AND SCIENTIFIC RESEARCH</i>		
	(i)	Driver (Heavy Vehicles above 5 tons)	√	
	(ii)	Foreman	√	
	(iii)	Head Master	√	
	(iv)	Head, SEN Resources Centers (formerly Manager, SEN Resource Centre)	√	
	(v)	Inspector, Specialised Schools Day Care Centre	√	
	(vi)	Laboratory Attendant	√	
	(vii)	Lorry Loader	√	
	(viii)	Office Helper (Ex SPI)	√	
	(ix)	Senior Inspector, Specialised Schools Day Care Centre	√	
	(x)	Senior Quality Assurance Officer	√	
	(xi)	Support Teacher	√	
	(xii)	Teacher (Secondary)(Pre-Vocational)	√	
	(xiii)	Tradesman's Assistant	√	
Total				<u>13</u>

SN	Ministry/Department and Post	(√)	Total
7	<i>MINISTRY OF ENERGY AND PUBLIC UTILITIES</i>		
(i)	Technical Design Officer	√	
(ii)	Technical Officer	√	
Total			<u>2</u>

SN	Ministry/Department and Post	(√)	Total
8	<i>MINISTRY OF ENVIRONMENT, SUSTAINABLE DEVELOPMENT, AND DISASTER AND BEACH MANAGEMENT</i>		
(i)	Deputy Director of Environment	√	
(ii)	Director of Environment	√	
Total			<u>2</u>

SN	Ministry/Department and Post	(√)	Total
9	<i>MINISTRY OF FINANCE AND ECONOMIC DEVELOPMENT</i>		
	Lead Analyst	√	
(A)	<u>Corporate and Business Registration Department</u>		
	Inscription and Check Clerk	√	
(B)	<u>Statistics Mauritius</u>		
	Statistical Officer	√	
(C)	<u>Treasury</u>		
(i)	Treasury Voucher Room Operator	√	
(ii)	Treasury Voucher Room Supervisor	√	
Total			<u>5</u>

SN	Ministry/Department and Post	(√)	Total
10	<i>MINISTRY OF FINANCIAL SERVICES, GOOD GOVERNANCE AND INSTITUTIONAL REFORMS</i>		
	Driver	√	
Total			<u>1</u>

SN	Ministry/Department and Post	(√)	Total
11	<i>MINISTRY OF GENDER EQUALITY, CHILD DEVELOPMENT AND FAMILY WELFARE</i>		
	(i) Research Officer	√	
	(ii) Senior Family Welfare and Protection Officer	√	
Total			<u>2</u>

SN	Ministry/Department and Post	(√)	Total
12	<i>MINISTRY OF HEALTH & QUALITY OF LIFE</i>		
	(i) Chief Hospital Administrator	√	
	(ii) Hospital Administrator	√	
	(iii) Community Health Care Officer	√	
	(iv) Community Health Rehabilitation Officer	√	
	(v) Community Physician	√	
	(vi) Deputy Chief Hospital Administrator	√	

	(vii)	Deputy Director, Laboratory Services	√	
	(viii)	Government Analyst/Senior Government Analyst	√	
	(ix)	Medical Imaging Assistant (on shift)	√	
	(x)	Medical Laboratory Technologist/ Senior Medical Laboratory Technologist	√	
	(xi)	Principal Clinical Scientist (Virology)	√	
	(xii)	Principal Public Health Nursing Officer	√	
	(xiii)	Regional Health Services Administrator	√	
	(xiv)	Regional Public Health Superintendent	√	
	(xv)	Supervisor Community Health Rehabilitation Officer	√	
	(xvi)	Senior Community Physician	√	
	(xvii)	Senior Health Records Clerk	√	
	(xviii)	Senior Public Health Nursing Officer	√	
	(xix)	Specialised Nurse (Diabetes Foot Care)	√	
	(xx)	Specialised Nurse (Diabetes)	√	
	(xxi)	Student Pharmacy Technician	√	
Total				<u>21</u>

	Ministry/Department and Post	(√)	Total
13	<i>MINISTRY OF INDUSTRY, COMMERCE AND CONSUMER PROTECTION</i>		
	(i) Legal Metrologist	√	
	(ii) Scientific Officer (Assay and Gemology)	√	
Total			<u>2</u>

SN	Ministry/Department and Post	(√)	Total
14	<i>MINISTRY OF LABOUR, INDUSTRIAL RELATIONS AND EMPLOYMENT</i>		
	(i) Chairperson, National Remuneration Board	√	
	(ii) Vice-Chairperson, National Remuneration Board	√	
	(iii) Chief Employment Officer	√	
	(iv) Employment Officer	√	
	(v) Inspector of Associations	√	
	(vi) Remuneration Analyst	√	
	(vii) Senior Employment Officer	√	
Total			<u>7</u>

SN	Ministry/Department and Post	(√)	Total
15	<i>NATIONAL ASSEMBLY</i>		
	Clerk Assistant, National Assembly	√	
Total			<u>1</u>

SN	Ministry/Department and Post	(√)	Total
16	<i>MINISTRY OF OCEAN ECONOMY, MARINE RESOURCES, FISHERIES, SHIPPING AND OUTER ISLANDS</i>		
	(i) Assistant Controller, Fisheries Protection Service	√	
	(ii) Controller, Fisheries Protection Service	√	
	(iii) Deputy Controller, Fisheries Protection Service	√	
	(iv) Head Nursery Attendant (Fisheries) (on roster)	√	
	(v) Nursery Attendant (Fisheries) (on roster)	√	
	(vi) Principal Fisheries Protection Officer	√	
	(vii) Technical Officer (Fisheries)	√	
	(viii) Scientific Officer/Senior Scientific Officer (Fisheries)	√	
Total			<u>8</u>

SN	Ministry/Department and Post	(√)	Total
17	<i>OFFICE OF THE DIRECTOR OF PUBLIC PROSECUTION</i>		
	(i) Forensic Accountant	√	
	(ii) Legal Research Officer	√	
Total			<u>2</u>

SN	Ministry/Department and Post	(√)	Total
18	<i>OFFICE OF THE PRESIDENT</i>		
	Housekeeper's Assistant	√	
Total			<u>1</u>

SN	Ministry/Department and Post	(√)	Total
19	<i>PRIME MINISTER'S OFFICE</i>		
	(A) <u>Continental Shelf and Maritime Zones Administration and Exploration</u>		
	Director-General	√	
	(B) <u>Defence and Home Affairs</u>		
	Migration Analyst	√	
	(C) <u>Forensic Science Laboratory</u>		
	Forensic Technologist/ Senior Forensic Technologist	√	

	(D)	<u>Government Information Services</u>		
	(i)	Audio-Visual/Production Officer	√	
	(ii)	Principal Publicity/Documentation Officer	√	
	(iii)	Principal Publicity/Documentation Officer	√	
	(iv)	Senior Publicity/Documentation Officer	√	
	(E)	<u>Mauritius Prisons Service</u>		
	(i)	Prison Driver (on shift)	√	
	(ii)	Psychologist	√	
	(E)	<u>Meteorological Services</u>		
	(i)	Chief Meteorological Technician	√	
	(ii)	Meteorological Technician	√	
	(iii)	Principal Meteorological Technician	√	
	(iv)	Senior Meteorological Technician	√	
	(v)	Trainee Meteorological Technician	√	
	(vi)	Trainee Meteorologist	√	
	(F)	<u>Police Department</u>		
	(i)	Police Medical Officer/ Senior Police Medical Officer	√	
	(ii)	Trainee Police Medical Officer	√	
	(G)	<u>Printing Department</u>		
	(i)	Graphic Artist	√	

	(ii)	Trainee Graphic Artist	√	
	(iii)	Assistant Production Supervisor (on roster)	√	
	(iv)	Production Supervisor (on roster)	√	
	(v)	Production Supervisor (Plate Making/ Finishing)(on roster)	√	
Total				<u>22</u>

SN		Ministry/Department and Post	(√)	Total
20		<i>MINISTRY OF SOCIAL SECURITY, NATIONAL SOLIDARITY AND REFORM INSTITUTIONS</i>		
	(i)	Driver (Heavy Vehicles above 5 tons)	√	
	(ii)	Psychologist (Clinical and Social)	√	
Total				<u>2</u>

SN		Ministry/Department and Post	(√)	Total
21		<i>MINISTRY OF TECHNOLOGY, COMMUNICATION AND INNOVATION</i>		
		Stores Attendant	√	
Total				<u>1</u>

SN	Ministry/Department and Post	(√)	Total
22	<i>THE JUDICIARY</i>		
(i)	Chief Registrar	√	
(ii)	Deputy Chief Registrar	√	
Total			<u>2</u>

SN	Ministry/Department and Post	(√)	Total
23	<i>MINISTRY OF TOURISM AND EXTERNAL COMMUNICATIONS</i>		
	<u>Civil Aviation Department</u>		
(i)	Secretary for Tourism Development	√	
(ii)	Air Traffic Control Officer	√	
(iii)	Air Traffic Control Supervisor	√	
(iv)	Air Traffic Services Standards Officer	√	
(v)	Technician (Communication, Navigation, Surveillance)	√	
(vi)	Trainee Air Traffic Control Officer	√	
(vii)	Trainee Technician (Communication, Navigation, Surveillance)	√	
Total			<u>7</u>

SN	Ministry/Department and Post	(√)	Total
24	<i>MINISTRY OF HOUSING AND LANDS</i>		
(i)	Principal Housing Development Officer	√	
(ii)	Housing Development Officer	√	
Total			<u>2</u>

SN	Ministry/Department and Post	(√)	Total
25	<i>MINISTRY OF PUBLIC INFRASTRUCTURE AND LAND TRANSPORT</i>		
(A)	<u>Engineering Division</u>		
(i)	Director (Mechanical Engineering)	√	
(ii)	Deputy Director (Mechanical Engineering)	√	
(iii)	Plan Printing Operator	√	
(iv)	Engineer/Senior Engineer (Civil)	√	
(v)	Assistant Quantity Surveyor	√	
(vi)	Technical Officer	√	
(vii)	Technician (Quantity Surveying)	√	
(viii)	Technical and Mechanical Officer	√	
(ix)	Senior Technical and Mechanical Officer	√	

	(x)	Principal Technical and Mechanical Officer	√	
	(xi)	Multi-Skilled Tradesman (Building Construction)	√	
	(xii)	Assistant Inspector of Works	√	
	(xiii)	Automobile Electronics Technician	√	
	(xiv)	Tradesman Assistant	√	
	(xv)	Blacksmith	√	
	(B)	<u>National Transport Authority</u>		
	(i)	Road Transport Commissioner	√	
	(ii)	Deputy Road Transport Commissioner	√	
	(iii)	Road Transport Inspector (on roster)	√	
	(iv)	Assistant Transport Planner	√	
	(v)	Transport Planner	√	
Total				<u>20</u>

SN		Ministry/Department and Post	(√)	Total
26		<i>MINISTRY OF YOUTH AND SPORTS</i>		
	(i)	Assistant Welder	√	
	(ii)	Coach	√	
	(iii)	Senior Coach	√	
	(iv)	Welder	√	
Total				<u>4</u>

**TOTAL NUMBER OF SCHEMES OF SERVICE AGREED
UPON BY THE PUBLIC SERVICE COMMISSION**

168

5.5.2 Schemes of Service agreed upon for the Rodrigues Regional Assembly

SN	Rodrigues Regional Assembly	(√)	Total
(A)	<u>Office of the Clerk</u>		
(i)	Assistant Reporter, Regional Assembly	√	
(ii)	Reporter, Regional Assembly	√	
	Total		<u>2</u>
(B)	<u>Central Administration</u>		
(i)	Assistant Manager , Human Resources	√	
(ii)	Human Resource Officer/ Senior Human Resource Officer	√	
(iii)	Driver (Mechanical Unit)	√	
(iv)	Administrative Officer	√	
	Total		<u>4</u>
(C)	<u>Judicial (Administration)</u>		
(i)	Senior Court Officer	√	
(ii)	Court Officer	√	
(iii)	Trainee Court Officer	√	
(iv)	Social Worker	√	
(v)	Driver (Heavy vehicles above 5 tons)	√	
	Total		<u>5</u>
(D)	<u>Civil Aviation</u>		
	Patrol Officer	√	1

(E)	<u>State Lands and Town and Country Planning</u>		
	Principal Surveyor	√	1
(F)	<u>Education</u>		
	Director of Education	√	1
(G)	<u>Arts and Culture</u>		
	Senior Culture Officer	√	1
(H)	<u>Agriculture</u>		
(i)	Trainee Technical Design Officer	√	1
(ii)	Technical Design Officer	√	1
	Total		<u>2</u>
(I)	<u>Human Resource Development Centre</u>		
(i)	Binding Supervisor	√	1
(ii)	Machine Minder (Bindery)	√	1
	Total		<u>2</u>
(J)	<u>Gender Family Welfare and Child Development</u>		
	Family Counselling Officer	√	1
(K)	<u>Public Infrastructure</u>		
(i)	Technical Design Officer	√	1
(ii)	Trainee Technical Design Officer	√	1
(iii)	Technical Officer (Mechanical)	√	1
(iv)	Mechanical Engineer/ Senior Mechanical Engineer	√	1
(v)	Plant and equipment Manager	√	1
(vi)	Vulganiser	√	1
	Total		<u>6</u>

(L)	<u>National Transport Authority</u>		
	Road Transport Inspector (on roster)	√	1
(M)	<u>Labour and Industrial Relations Officer</u>		
(i)	Labour and Industrial Relations Officer	√	
(ii)	Inspector of Associations	√	
	Total		<u>2</u>
(N)	<u>Trade, Commerce and Licensing</u>		
(i)	Analyst (Trade)	√	
(ii)	Technical Officer (Legal Metrology)	√	
	Total		<u>2</u>
(O)	<u>Medical and Health</u>		
(i)	Bio-Medical Engineering Technician	√	
(ii)	Specialised Nurse	√	
(iii)	Medical Laboratory Technologist /Senior Medical Laboratory Technologist	√	
(iv)	Student Pharmacy Technician	√	
(v)	Hospital Administrator	√	
	Total		<u>5</u>
(P)	<u>Sports</u>		
	Sports Officer	√	1
(Q)	<u>Environment Division</u>		
	Officer in Charge, Environment	√	1

(R)	<u>Fisheries</u>		
	Head Fisheries	√	
	Project Manager (Fisheries and Marine Parks)	√	
	Total		<u>2</u>
(S)	<u>Archives</u>		
	Archivist	√	
	Archives Officer /Senior Archives Officer	√	
	Total		<u>2</u>
Net Total			<u>42</u>

**TOTAL NUMBER OF SCHEMES OF SERVICE AGREED
UPON BY THE PUBLIC SERVICE COMMISSION FOR THE
RODRIGUES REGIONAL ASSEMBLY**

42

5.5.3 Snapshot on the number of Scheme of Service agreed upon by the Disciplined Forces Service Commission in 2015 for the Mauritius Prison Service:

Mauritius
Prison
Service

1

Table 11 - List of Scheme of Service agreed upon by the Disciplined Forces Service Commission

SN	Department and Post	(√)	Total
1	MAURITIUS PRISON SERVICE		
	Senior Officer Cadet (Male/Female)	√	
Total			<u>1</u>

NUMBER OF SCHEME OF SERVICE AGREED UPON BY THE DISCIPLINED FORCES SERVICE COMMISSION

1

TOTAL NUMBER OF SCHEMES OF SERVICE AGREED UPON BY THE PUBLIC SERVICE COMMISSION AND THE DISCIPLINED FORCES SERVICE COMMISSION

211

5.6 Delegation of Power of Appointment

Section 89(2)(a) of the Constitution of the Republic of Mauritius provides, *inter alia*, that the Public Service Commission may, subject to such conditions as it thinks fit, delegate any of its powers for appointment in the public service by directions in writing to any Commissioner of the Commission or to any public officer.

The Public Service Commission has since its inception been delegating its powers of recruitment to Responsible Officers in respect of different grades, especially in the Workmen's Group. The Commission, however, remains accountable for such recruitment exercises and it has to ensure that every appointment made under delegated power is in accordance with the directions and conditions as laid down in the instrument of delegation. In case such directions and conditions are not complied with, the Commission may withdraw the power delegated to the Responsible Officer.

Table 12 – Powers of appointment delegated to Responsible Officers in respect of Workmen's Group

1		MINISTRY OF SOCIAL SECURITY NATIONAL SOLIDARITY AND REFORM INSTITUTIONS	
		Driver (Heavy Vehicles above 5 tons)	1
Total			<u>1</u>

2		MINISTRY OF AGRO-INDUSTRY AND FOOD SECURITY	
	(i)	General Worker (Ex SPI)	1
	(ii)	Welder (Ex SPI)	1
	(iii)	Laboratory Attendant (Ex SPI)	1
	(iv)	Security Guard (Ex SPI)	1
	(v)	Survey Field/Senior Survey Field Worker (Ex SPI)	1
Total			<u>5</u>

3		MINISTRY OF TECHNOLOGY, COMMUNICATION AND INNOVATION	
	(i)	Stores Attendant	1
Total			<u>1</u>

4		MINISTRY OF ENVIRONMENT AND SUSTAINABLE DEVELOPMENT, DISASTER AND BEACH MANAGEMENT	
	(i)	Office Helper (Ex. SPI)	1
	(ii)	General Worker/Helper (Ex. SPI)	1
Total			<u>2</u>

5		MINISTRY OF EDUCATION AND HUMAN RESOURCES, TERTIARY EDUCATION AND SCIENTIFIC RESEARCH	
	(i)	Office Helper (Ex. SPI)	1
Total			<u>1</u>

**TOTAL NUMBER OF POWERS OF APPOINTMENTS DELEGATED
TO RESPONSIBLE OFFICERS**

10

5.7 Delegation of Power for Employment on Contract / Sessional Basis

Table 13 – Grades for which delegation of power was granted for employment on contract/sessional basis

SN	Ministry/Department	Post
(A)		<u>Against Established Posts</u>
	(i) Ministry of Education and Human Resources, Tertiary Education and Scientific Research	Senior Supervisor (Oriental Languages) (Modern Chinese)
	(ii) Ministry of Social Security, National Solidarity and Reform Institutions	Female Officer, Rehabilitation Youth Centre
	(iii) Ministry of Youth and Sports	Medical and Health Officer/ Senior Medical and Health Officer
	(iv) Ministry of Technology, Communications and Innovations	Stores Attendant
	(v) Rodrigues Regional Assembly	Plan Printing Operator

SN	Ministry/Department	Post
(B)		<u>Against Non-Established Posts</u>
	Ministry of Education and Human Resources, Tertiary Education and Scientific Research	(i) Extra Teaching Assistance (Secondary) (ii) Supply Teacher (Secondary) (iii) Supply Teacher (Primary) (iv) Remedial Teachers (Primary) (v) Speech Therapist and Audiologist (SEN Unit)

5.8 Approval for Employment on Contract/Sessional Basis Against Established/Non-Established Posts (Under Delegated Powers)

5.8.1 Employment on contract/sessional basis against established posts

Table 14 – Employment on contract/sessional basis against established posts

SN	Ministry/Department and Post	Number of Posts
1	MINISTRY OF HEALTH AND QUALITY OF LIFE	
	(i) Specialist/Senior Specialist (Neurosurgery)	1
	(ii) Specialist/Senior Specialist (Nephrology)	1
	(iii) Specialist/Senior Specialist (General Surgery)	1
Total		<u>3</u>

TOTAL NUMBER OF EMPLOYMENT ON CONTRACT / SESSIONAL BASIS AGAINST ESTABLISHED POSTS APPROVED BY THE PUBLIC SERVICE COMMISSION

3

5.8.2 Employment on contract/sessional basis against non-established posts

Table 15 - Employment on contract/sessional basis against non-established posts

SN	Ministry/Department and Post	Number of Posts
1	MINISTRY OF EDUCATION AND HUMAN RESOURCES, TERTIARY EDUCATION AND SCIENTIFIC RESEARCH	
	(i) Supply Teachers for the Modern Chinese (for year 2015)	4
	(ii) Supply Teachers in State Secondary Schools (SSS)	600
	(iii) Employment to give extra assistance in SSS (for year 2016) -Prevocational	30
Total		<u>634</u>

SN	Ministry/Department and Post	Number of Posts
2	MINISTRY OF YOUTH AND SPORTS	
	Medical and Health Officer/ Senior Medical and Health Officer	2
Total		<u>2</u>

**TOTAL NUMBER OF EMPLOYMENT ON CONTRACT/
SESSIONAL BASIS AGAINST NON-ESTABLISHED POSTS
APPROVED BY THE PUBLIC SERVICE COMMISSION**

636

**TOTAL NUMBER OF EMPLOYMENT ON CONTRACT/
SESSIONAL BASIS APPROVED BY THE PUBLIC
SERVICE COMMISSION**

639

5.9 Approval for Extension/Renewal of Employment on Contract/Sessional Basis against Established/Non-Established Posts (Under Delegated Powers)

5.9.1 Extension/Renewal of employment on contract/sessional basis against established posts

Table 16 – Extension/Renewal of employment on contract/sessional basis against established posts

SN	Ministry/Department and Post	Number of Posts
1	MINISTRY OF ENVIRONMENT AND SUSTAINABLE DEVELOPMENT, DISASTER AND BEACH MANAGEMENT	
	Project Officer	1
Total		<u>1</u>

SN	Ministry/Department and Post	Number of Posts
2	MINISTRY OF AGRO- INDUSTRY AND FOOD SECURITY	
	Veterinary Officer	2
Total		<u>2</u>

SN	Ministry/Department and Post	Number of Posts
3	MINISTRY OF OCEAN ECONOMY, MARINE RESOURCES, FS & OI	
	Motorman/ Engine Driver	1
Total		<u>1</u>

SN		Ministry/Department and Post	Number of Posts
4		MINISTRY OF SOCIAL SECURITY, NATIONAL SOLIDARITY AND REFORM INSTITUTIONS	
		Female Officer, Rehabilitation Youth Centre	2
		Total	<u>2</u>

SN		Ministry/Department and Post	Number of Posts
5		MINISTRY OF HEALTH AND QUALITY OF LIFE	
	(i)	Specialist/Senior Specialist (Plastic and Reconstructive Surgery)	1
	(ii)	Specialist/Senior Specialist (Neurosurgery)	2
	(iii)	Specialist/Senior Specialist (Obstetrics and Neurosurgery)	1
	(iv)	Specialist/Senior Specialist (Nephrology)	1
	(v)	Senior Electro Encephalogram Technician	1
		Total	<u>6</u>

SN		Ministry/Department and Post	Number of Posts
6		MINISTRY OF PUBLIC INFRASTRUCTURE AND LAND TRANSPORT	
		Technician (Quantity Surveying)	1
		Total	<u>1</u>

SN		Ministry/Department and Post	Number of Posts
7		NATIONAL DEVELOPMENT UNIT	
		Project Manager	2
		Project Assistant	1
Total			<u>3</u>

TOTAL NUMBER OF EXTENSION/RENEWAL OF EMPLOYMENT ON CONTRACT/SESSIONAL BASIS AGAINST ESTABLISHED POSTS APPROVED BY THE PUBLIC SERVICE COMMISSION

16

5.9.2 Approval of Extension/Renewal of employment on contract/month-to-month/sessional basis under delegated power against established post

Table 17 – Extension/Renewal of employment on contract/sessional basis under delegated power against established posts

SN		Ministry/Department	Number Persons	Total
A		MINISTRY OF AGRO-INDUSTRY AND FOOD SECURITY		
		Veterinary Officer	2	
B		MINISTRY OF OCEAN ECONOMY, MARINE RESOURCES, FISHERIES, SHIPPING AND OUTER ISLANDS		
		Motorman (Engine Driver)	1	
C		MINISTRY OF SOCIAL SECURITY, NATIONAL SOLIDARITY AND REFORM INSTITUTIONS		
		Female Officer, Rehabilitation Youth Centre	1	
Total				<u>4</u>

5.9.3 Approval of Extension/Renewal of employment on contract/sessional basis against Non-established posts

Table 18 – Extension/Renewal of employment on contract/sessional basis against non-established posts

SN	Ministry/Department and Post		Number of Posts
1		MINISTRY OF EDUCATION AND HUMAN RESOURCES, TERTIARY EDUCATION AND SCIENTIFIC RESEARCH	
	(i)	Parent Mediator	6
	(ii)	ICT Teachers	3
Total			<u>9</u>

TOTAL NUMBER OF EXTENSION/RENEWAL OF EMPLOYMENT ON CONTRACT/SESSIONAL BASIS AGAINST ESTABLISHED AND NON-ESTABLISHED POSTS APPROVED BY THE PUBLIC SERVICE COMMISSION

13

5.10 Promotions

Promotion, as defined in the Regulations, means the conferment upon a person in the Public Service, of a public office to which is attached a higher salary or salary scale than that attached to the public office to which he was last substantively appointed or promoted.

There are two types of promotion, namely:

- (i) class-to-class promotion, and
- (ii) grade-to-grade promotion.

Class-to-class promotion means promotion to a rank which entails higher responsibilities of a different nature to those previously undertaken and performed. It is made invariably through a selection process which may consist of a competitive examination or an interview or a combination of both.

Grade-to-grade promotion means promotion to a higher grade in the same hierarchy which entails greater responsibilities of the same nature to those previously undertaken and performed. It is based generally on seniority in the previous lower grade and is determined on a case to case basis with the mode of promotion explicitly stated in the relevant Scheme of Service.

In 2015, the Public Service Commission and the Disciplined Forces Service Commission approved **975** promotions.

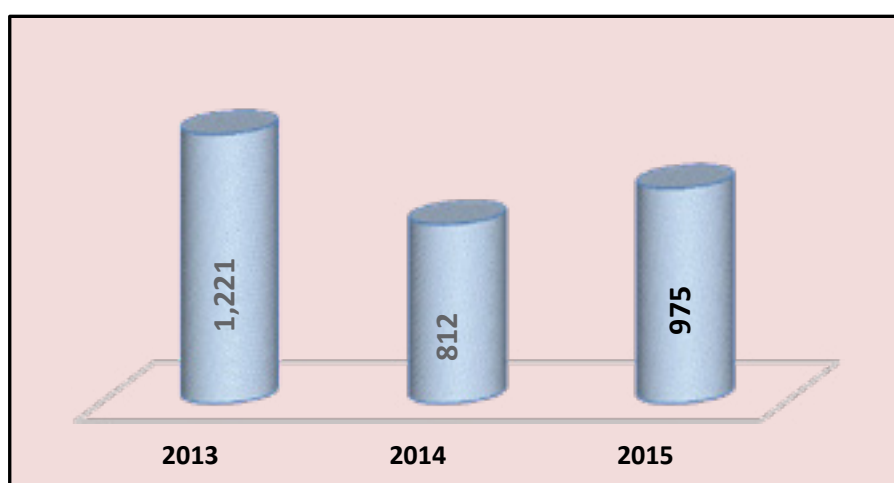


Figure 6 - Promotions approved by the Public Service Commission and the Disciplined Forces Service Commission (2013 - 2015)

5.10.1 Snapshot on the number of promotions approved by the Public Service Commission in 2015 for Ministries/Departments:

Ministry of Agro Industry and Food Security	3	Ministry of Arts and Culture	2	Ministry of Business, Enterprise and Co-operatives	12
Ministry of Civil Service and Administrative Reforms	99	Ministry of Education and Human Resources, Tertiary Education	177	Ministry of Energy and Public Utilities	2
Ministry of Finance and Economic Development	55	Ministry of Foreign Affairs, Regional Integration and International Trade	1	Ministry of Gender Equality, Child Development and Family Welfare	1
Ministry of Health and Quality of Life	161	Ministry of Housing and Lands	6	Ministry of Labour, Industrial Relations and Employment	22
Ministry of Local Government	4	National Audit Office	6	Ministry of Ocean Economy, Marine Resources, Fisheries, Shipping and Outer Islands	14
Prime Minister's Office	13	Ministry of Public Infrastructure and Land Transport	9	Ministry of Social Security, National Solidarity and Reform Institutions	36
Ministry of Technology, Communication and Innovation	3	Ministry of Tourism and External Communications	27	The Judiciary	19
Ministry of Youth and Sports	3	Rodrigues Regional Assembly	33		

Table 19 - Details on promotions approved by the Public Service Commission

SN		Ministry/Department and Post	Number of Promotions Approved
1		<i>MINISTRY OF AGRO-INDUSTRY AND FOOD SECURITY</i>	
	(i)	Chief Carpenter	1
	(ii)	Chief Mason	1
	(iii)	Chief Panel Beater	1
Total			<u>3</u>

SN		Ministry/Department and Post	Number of Promotions Approved
2		<i>MINISTRY OF ARTS AND CULTURE (NATIONAL ARCHIVES)</i>	
	(i)	Chief Archives Officer	1
	(ii)	Principal Archives Officer	1
	Total		<u>2</u>

SN		Ministry/Department and Post	Number of Promotions Approved
3		<i>MINISTRY OF BUSINESS ENTERPRISE AND CO-OPERATIVES</i>	
	(i)	Divisional Cooperative Officer	1
	(ii)	Principal Cooperative Officer	4
	(iii)	Senior Cooperative Officer	7
	Total		<u>12</u>

SN		Ministry/Department and Post	Number of Promotions Approved
4		<i>MINISTRY OF CIVIL SERVICE AND ADMINISTRATIVE REFORMS</i>	
	(i)	Manager, Human Resources	15
	(ii)	Assistant Manager, Human Resources	31
	(iii)	Office Management Executive	33
	(iv)	Head Office Care Attendant	20
Total			<u>99</u>

SN		Ministry/Department and Post	Number of Promotions Approved
5		<i>MINISTRY OF EDUCATION AND HUMAN RESOURCE, TERTIARY EDUCATION AND SCIENTIFIC RESEARCH</i>	
	(i)	Deputy Head Master	70
	(ii)	Deputy Head Specialised Schools	2
	(iii)	Deputy Head Teacher (OL)	62
	(iv)	Head Master	26
	(v)	Senior School Inspector	2
	(vi)	Senior Supervisor (Arabic)	1
	(vii)	Senior Supervisor (Tamil)	1
	(viii)	Supervisor (OL)(Arabic)	1
	(ix)	Supervisor (OL)(Tamil)	1

	(x)	Supervisor (OL)(Telugu)	1
	(xi)	Supervisor (OL)(Urdu)	1
	(xii)	Supervisor (The Arts)	2
	(xiii)	Senior Library Clerk	7
Total			<u>177</u>

SN	Ministry/Department and Post		Number of Promotions Approved
6		<i>MINISTRY OF ENERGY AND PUBLIC UTILITIES</i>	
	(i)	Director, Technical Services (Public Utilities)	1
		<u>Water Services</u>	
	(iii)	Director, Water Resources	1
Total			<u>2</u>

SN	Ministry/Department and Post		Number of Promotions Approved
7		<i>MINISTRY OF FINANCE AND ECONOMIC DEVELOPMENT</i>	
	(A)	<u>Financial Operations Cadre</u>	
	(i)	Director, Financial Operations	1
	(ii)	Assistant Manager, Financial Operations	24
	(B)	<u>Internal Control</u>	
		Director, Internal Control	1

	(C)	<u>Procurement and Supply Cadre</u>	
	(i)	Manager (Procurement and Supply)	1
	(ii)	Assistant Manager (Procurement and Supply)	16
	(D)	<u>Treasury</u>	
	(i)	Deputy Accountant-General	1
	(ii)	Treasury Voucher Room Supervisor	1
	(E)	<u>Statistics Mauritius</u>	
		Senior Statistical Officer	1
	(F)	<u>Valuation Department</u>	
		Lead Government Valuer	2
	(G)	<u>Corporate and Business Registration Department</u>	
	(i)	Assistant Registrar of Companies	1
	(ii)	Chief Compliance Officer (on roster)	1
	(iii)	Principal Compliance Officer (on roster)	1
	(H)	<u>Registrar-General's Department</u>	
		Principal Registration Officer/Chief Registration Officer	4
Total			<u>55</u>

SN		Ministry/Department and Post	Number of Promotions Approved
8		<i>FOREIGN AFFAIRS, REGIONAL INTEGRATION AND INTERNATIONAL TRADE</i>	
		<u>International Trade</u>	
		Principal Trade Policy Analyst	1
Total			<u>1</u>

SN		Ministry/Department and Post	Number of Promotions Approved
9		<i>MINISTRY OF GENDER EQUALITY, CHILD DEVELOPMENT AND FAMILY WELFARE</i>	
		Senior Family Welfare and Protection Officer	1
Total			<u>1</u>

SN		Ministry/Department and Post	Number of Promotions Approved
10		<i>MINISTRY OF HEALTH AND QUALITY OF LIFE</i>	
	(i)	Principal Vector Biology and Control Laboratory Technician	1
	(ii)	Principal Public Health and Food Safety Inspector	1
	(iii)	Senior Public Health and Food Safety Inspector	2
	(iv)	Senior Nurse Educator	1
	(v)	Ambulance Driver	1
	(vi)	Consultant-in-Charge (Cardiology)	1

	(vii)	Pharmacy Stores Manager	1
	(viii)	Chief Pharmacy Technician	4
	(ix)	Principal Pharmacy Technician	6
	(x)	Senior Pharmacy Technician	6
	(xi)	Senior Supervisor, Rodent Control	1
	(xii)	Senior Surgical Technologist	1
	(xiii)	Senior Statistical Officer	1
	(xiv)	Charge Nurse (Female)	25
	(xv)	Senior Physiotherapy Assistant	2
	(xvi)	Principal Medical Imaging Technologist	1
	(xvii)	Chief Medical Imaging Technologist	1
	(xviii)	Chief Physiotherapist	2
	(xix)	Senior Community Health Care Officer	2
	(xx)	Charge Nurse (Male)	58
	(xxi)	Deputy Director, Public Health and Food Safety	1
	(xxii)	Senior Medical Imaging Technologist	6
	(xxiii)	Consultant-in-Charge (Radiotherapy)	1
	(xxiv)	Senior Occupational Therapy Assistant	1
	(xxv)	Consultant-in-Charge (Radiology)	2
	(xxvi)	Consultant-in-Charge (General Surgery)	1
	(xxvii)	Ward Manager (Male)	1

	(xxviii)	Senior Community Physician	5
	(xxix)	Principal Clinical Scientist (Virology)	1
	(xxx)	Ward Manager (Psychiatry) (Male)	1
	(xxxi)	Senior Emergency Physician	2
	(xxxii)	Senior Health Laboratory Attendant	2
	(xxxiii)	Senior Health Surveillance Officer	8
	(xxxiv)	Senior Linen Officer	2
	(xxxv)	Senior Blood Bank Officer	1
	(xxxvi)	Principal Medical Laboratory Technician	5
	(xxxvii)	Consultant-in-Charge (Obstetrics and Gynecology)	3
Total			<u>161</u>

SN		Ministry/Department and Post	Number of Promotions Approved
11		MINISTRY OF HOUSING AND LANDS	
	(i)	Chief Cartographer	1
	(ii)	Principal Cartographer	1
	(iii)	Senior Surveyor	1
	(iv)	Senior Town and Country Planning Officer	3
Total			<u>6</u>

SN	Ministry/Department and Post	Number of Promotions Approved
12	<i>MINISTRY OF LABOUR, INDUSTRIAL RELATIONS, EMPLOYMENT AND TRAINING</i>	
(i)	Senior Labour and Industrial Relations Officer	14
(ii)	Principal Labour and Industrial Relations Officer	2
(iii)	Senior Remuneration Analyst	1
(iv)	Senior Shorthand Writer	1
(v)	Chief Employment Officer	1
(vi)	Senior Employment Officer	3
Total		<u>22</u>

SN	Ministry/Department and Post	Number of Promotions Approved
13	<i>MINISTRY OF LOCAL GOVERNMENT</i>	
(i)	Senior Inspector	1
(ii)	Inspector	2
(iii)	Chief Carpenter	1
Total		<u>4</u>

SN	Ministry/Department and Post	Number of Promotions Approved
14	<i>NATIONAL AUDIT OFFICE</i>	
(i)	Head, Examiner of Accounts	1
(ii)	Principal Examiner of Accounts	5
Total		<u>6</u>

SN	Ministry/Department and Post	Number of Promotions Approved
15	<i>MINISTRY OF OCEAN ECONOMY, MARINE RESOURCES, FISHERIES, SHIPPING AND OUTER ISLANDS</i>	
	<u>Fisheries Development</u>	
(i)	Director of Fisheries	1
(ii)	Deputy Controller, Fisheries Protection Service	2
(iii)	Principal Fisheries Protection Officer	1
(iv)	Senior Fisheries Protection Officer	10
Total		<u>14</u>

SN	Ministry/Department and Post	Number of Promotions Approved
16	<i>PRIME MINISTER'S OFFICE</i>	
(A)	<u>Government Information Services</u>	
	Assistant Director Information Services (GIS)	1
(B)	Civil Status Division	
	Senior Civil Status Officer	5
(C)	<u>Meteorological Services</u>	
(i)	Deputy Director	1
(ii)	Chief Meteorological Technician	1
(iii)	Principal Meteorological Technician	1
(iv)	Senior Meteorological Technician	2

	(D)	<u>Forensic Science Laboratory</u>	
		Forensic Technologist/ Senior Forensic Technologist	1
	(E)	<u>Pay Research Bureau</u>	
		Director, PRB	1
Total			<u>13</u>

SN	Ministry/Department and Post		Number of Promotions Approved
17		<i>MINISTRY OF PUBLIC INFRASTRUCTURE AND LAND TRANSPORT</i>	
	(i)	Deputy Director (Architecture)	1
	(ii)	Deputy Director (Civil Engineering)	1
	(iii)	Senior Inspector of Works	3
	(iv)	Chief Inspector of Works	1
	(v)	Chief Electrician	1
	(vi)	Senior Road Transport Inspector	1
	(vii)	Director, ESD	1
Total			<u>9</u>

SN		Ministry/Department and Post	Number of Promotions Approved
18		<i>MINISTRY OF SOCIAL SECURITY, NATIONAL SOLIDARITY AND REFORM INSTITUTIONS</i>	
	(i)	Principal Social Security Officer	10
	(ii)	Senior Social Security Officer	16
	(iii)	Senior Organising Officer, Recreation Centre	1
		<u>Reform Institutions</u>	
	(i)	Principal Probation Officer	1
	(ii)	Senior Probation Officer	1
		<u>Rehabilitation Youth Centre</u>	
	(i)	Chief Officer, Rehabilitation Youth Centre	1
	(ii)	Principal Officer, Rehabilitation Youth Centre	3
	(iii)	Senior Officer, Rehabilitation Youth Centre	3
Total			<u>36</u>

SN		Ministry/Department and Post	Number of Promotions Approved
19		MINISTRY OF TECHNOLOGY, COMMUNICATION AND INNOVATION	
		Senior Receptionist/Telephone Operator	2
		<u>Central Informatics Bureau</u>	
		Chief Project Manager	1
		Total	3

SN		Ministry/Department and Post	Number of Promotions Approved
20		MINISTRY OF TOURISM AND EXTERNAL COMMUNICATIONS	
		<u>Civil Aviation Department</u>	
	(i)	Air Traffic Control Supervisor	5
	(ii)	Foreman	3
	(iii)	Senior Maintenance Officer (CNS)	2
	(iv)	Maintenance Officer (CNS)	2
	(v)	Principal Aviation Security Officer	2
	(vi)	Senior Aeronautical Information Officer	1
	(vii)	Senior Flight Data Officer	6
	(viii)	Maintenance Supervisor (CNS)	1

	(ix)	Aviation Telephone Supervisor	1
	(x)	Chief Officer	1
	(xi)	Senior Aviation Security Officer	1
	(xii)	Director of Civil Aviation	1
	(xiii)	Senior Maintenance Officer (CNS)	1
Total			<u>27</u>

SN	Ministry/Department and Post		Number of Promotions Approved
21		<i>THE JUDICIARY</i>	
	(i)	Chief Court Officer	2
	(ii)	Principal Court Officer	6
	(iii)	Senior Court Officer	9
	(iv)	Senior Law Library Officer	1
	(v)	Senior Registrar/Regional Court Administrator	1
Total			<u>19</u>

SN	Ministry/Department and Post	Number of Promotions Approved
22	<i>MINISTRY OF YOUTH AND SPORTS</i>	
(i)	Director of Sports	1
(ii)	Maintenance Supervisor	1
(iii)	Senior Youth Officer	1
Total		<u>3</u>

**TOTAL NUMBER OF PROMOTIONS APPROVED
BY THE PUBLIC SERVICE COMMISSION IN MAURITIUS**

675

SN	Ministry/Department and Post	Number of Promotions Approved
23	<i>RODRIGUES REGIONAL ASSEMBLY</i>	
(i)	Senior Executive Officer (<u>Rodrigues</u>)	1
(ii)	Higher Executive Officer	1
(iii)	Chief Cabinet Maker	1
(iv)	Chief Inspector of Works	1
(v)	Senior Inspector of Works	1
(vi)	Assistant Inspector of Works	1
(vii)	Senior Social Security Officer	2

	(viii)	Higher Social Security Officer	2
	(ix)	Officer in Charge, Employment	1
	(x)	Senior Consumer Protection Officer	1
	(xi)	Pharmacy Stores Manager	1
	(xii)	Senior Midwife	10
	(xiii)	Senior Forest Conservation and Enforcement Officer	1
	(xiv)	Deputy Head Master	7
	(xv)	Senior Employment Officer	1
	(xvi)	Officer-in-Charge, Environment	1
Total			<u>33</u>

**TOTAL NUMBER OF PROMOTIONS APPROVED
BY THE PUBLIC SERVICE COMMISSION FOR ROGRIGUES
REGIONAL ASSEMBLY**

33

5.10.2 Snapshot on the number of promotions approved by the Disciplined Forces Service Commission in 2015 for Departments:

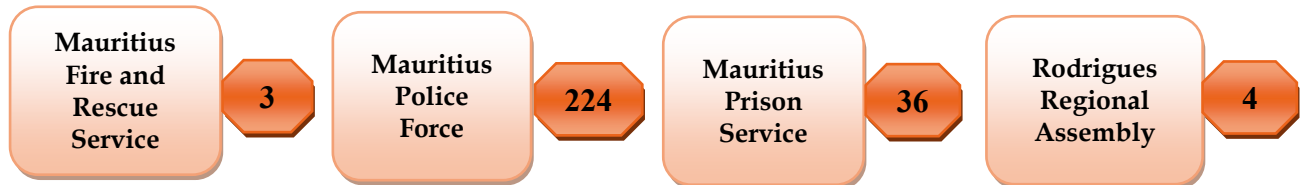


Table 20 – Details on promotions approved by the Disciplined Forces Service Commission

SN		Department and Post	Number of Promotions Approved
1		<i>MAURITIUS FIRE AND RESCUE SERVICE</i>	
		Sub Officer	3
Total			<u>3</u>

SN		Department and Post	Number of Promotions Approved
2		<i>MAURITIUS POLICE FORCE</i>	
	(i)	Deputy Commissioner of Police	1
	(ii)	Assistant Commissioner of Police	5
	(iii)	Superintendent of Police	2
	(iv)	Assistant Superintendent of Police	2
	(v)	Chief Inspector of Police	8
	(vi)	Woman Police Chief Inspector	4
	(vii)	Inspector of Police	9
	(viii)	Sub-Inspector of Police	1
	(ix)	Woman Police Sub-Inspector	3

	(x)	Police Sergeant	24
	(xi)	Police Corporal	164
	(xii)	Woman Police Corporal	1
Total			<u>224</u>

SN		Department and Post	Number of Promotions Approved
3		<i>MAURITIUS PRISON SERVICE</i>	
	(i)	Deputy Commissioner of Prisons	1
	(ii)	Superintendent of Prisons/ Senior Superintendent of Prisons	4
	(iii)	Assistant Superintendent of Prisons	15
	(iv)	Female Assistant Superintendent of Prisons	1
	(v)	Principal Prisons Officer	14
	(vi)	Principal Female Prisons Officer	1
Total			<u>36</u>

SN		Department and Post	Number of Promotions Approved
4		<i>RODRIGUES REGIONAL ASSEMBLY</i>	
	(i)	Principal Prisons Officer (Prisons)	2
	(ii)	Sub Officer (Fire)	1
	(iii)	Station Officer (Fire)	1
Total			<u>4</u>

**TOTAL NUMBER OF PROMOTIONS APPROVED BY
THE DISCIPLINED FORCES SERVICE COMMISSION**

267

5.11 *Acting Appointments/Assignment of Duties*

An 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 the Regulations, 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 appointments and assignment of duties in their Ministries/Departments in respect of grades under their responsibility for periods not exceeding six months in the following cases:-

- (a) Acting appointment/Assignment of duties made on the basis of seniority;
- (b) Assignment of duties made under Regulation 22(4) of the Public Service Commission Regulations and in respect of posts filled by selection; and
- (c) Assignment of duties made for administrative convenience.

All other cases are submitted to the Commissions for approval. In 2015, the Public Service Commission and the Disciplined Forces Service Commission approved the Acting Appointments/Assignment of Duties of **1374** officers.

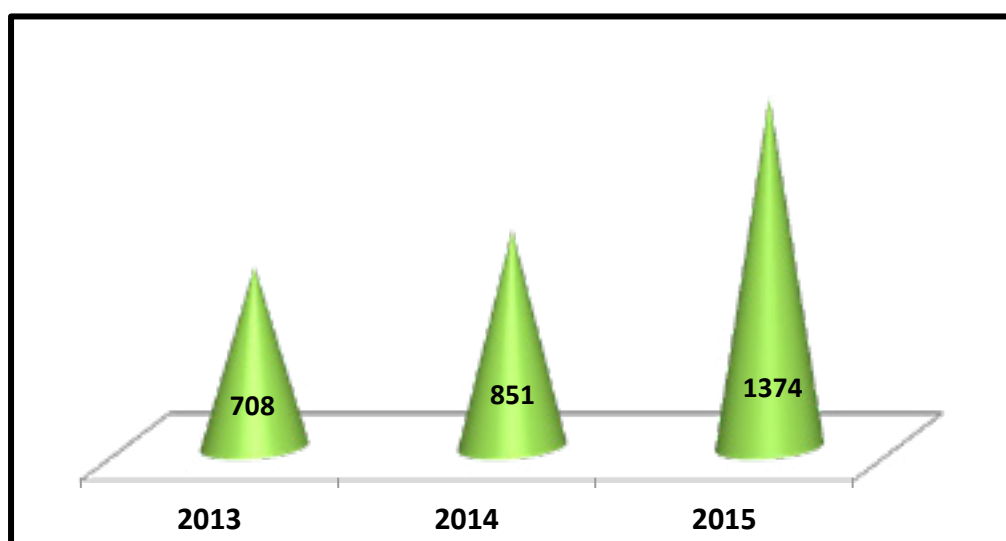


Figure 7 - Acting appointments/assignment of duties

5.11.1 Snapshot on acting appointments/assignment of duties approved by the Public Service Commission in 2015 by Ministry/ Department:

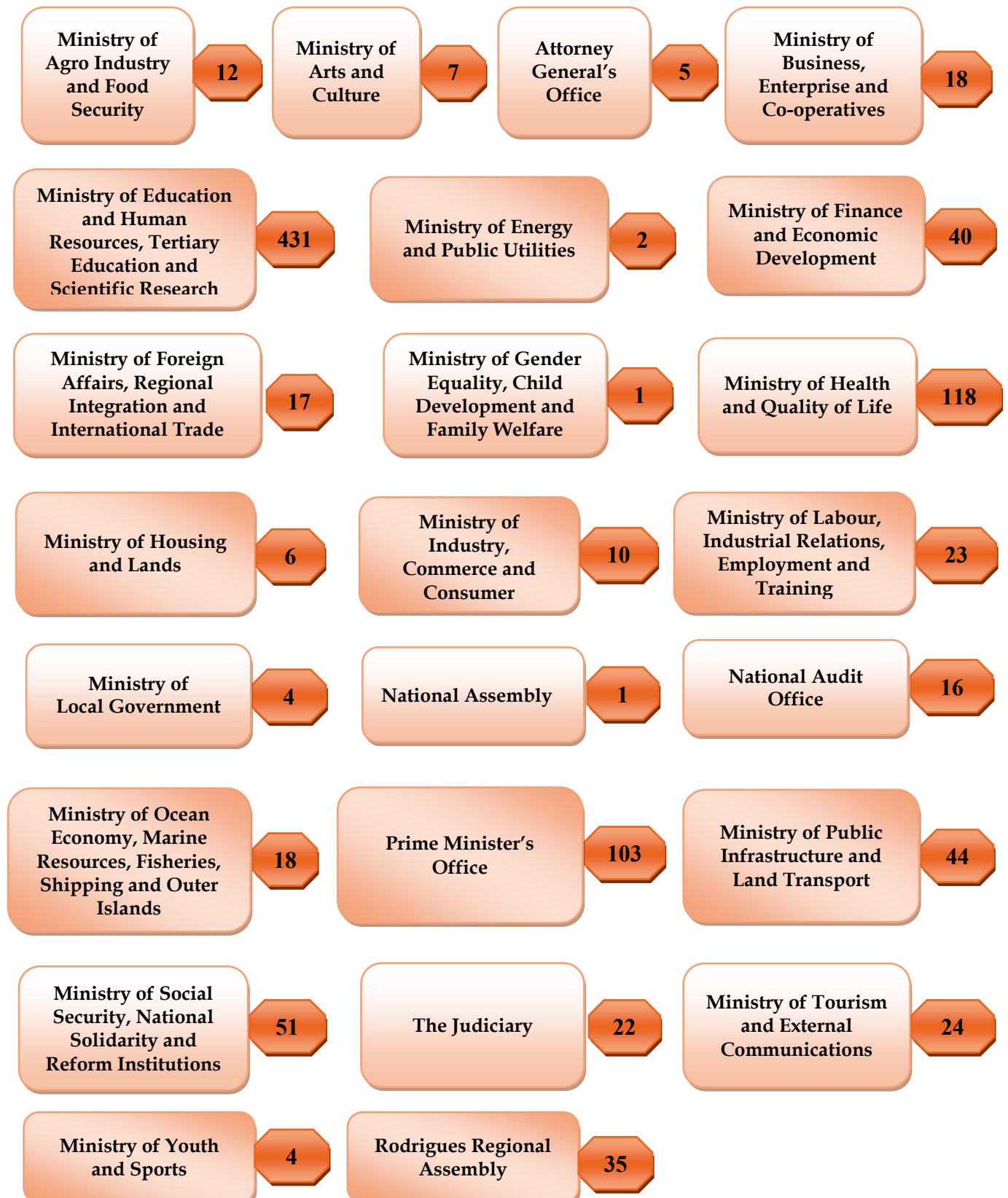


Table 21 – Details on Acting appointments/assignment of duties approved by the Public Service Commission

SN		Ministry/Department and Post	Assignment of Duties	Acting Appointment
1		MINISTRY OF AGRO-INDUSTRY AND FOOD SECURITY		
	(A)	<u>Agriculture</u>		
	(i)	Chief Carpenter		1
	(ii)	Chief Mason		1
	(iii)	Chief Panel Beater		1
	(iv)	Chief Welder		1
	(B)	<u>Forests</u>		
	(i)	Conservator of Forests	1	
	(ii)	Chief Forests Conservation and Enforcement Officer		1
	(iii)	Principal Forest Conservation and Enforcement Officer	3	
	(iv)	Senior Forest Conservation and Enforcement Officer	3	
Total			<u>7</u>	<u>5</u>

SN		Ministry/Department and Post	Assignment of Duties	Acting Appointment
2		<i>MINISTRY OF ARTS AND CULTURE</i>		
	(i)	Chief Arts Officer		1
	(ii)	Principal Arts Officer	1	
		<u>Film Classification Board</u>		
		Assistant Secretary, Film Classification Board	2	
		<u>National Archives</u>		
	(i)	Archivist	1	
	(ii)	Deputy Director	1	
	(iii)	Director	1	
Total			<u>6</u>	<u>1</u>

SN		Ministry/Department and Post	Assignment of Duties	Acting Appointment
3		<i>ATTORNEY-GENERAL</i>		
	(i)	Chief Legal Secretary	4	
	(ii)	Legal Secretary	1	
Total			<u>5</u>	

SN	Ministry/Department and Post	Assignment of Duties	Acting Appointment
4	<i>MINISTRY OF BUSINESS, ENTERPRISE AND COOPERATIVES</i>		
(i)	Registrar, Cooperative Societies	1	
(ii)	Deputy Registrar of Cooperative Societies	1	
(iii)	Divisional Cooperative Officer	4	
(iv)	Principal Cooperative Officer	5	
(v)	Secretary for Cooperative Development	2	
(vi)	Senior Cooperative Officer	5	
Total		<u>18</u>	

SN	Ministry/Department and Post	Assignment of Duties	Acting Appointment
5	<i>MINISTRY OF EDUCATION AND HUMAN RESOURCES, TERTIARY EDUCATION AND SCIENTIFIC RESEARCH</i>		
(i)	Administrator (Education)	18	-
(ii)	Assistant Director	4	-
(iii)	Assistant Manager (ICT)	1	-
(iv)	Assistant School Superintendent	20	-
(v)	Assistant Supervisor (OL)(Modern Chinese)	1	-
(vi)	Deputy Head Master	17	37

	(vii)	Deputy Head Teachers (OL)	7	29
	(viii)	Deputy Head, Specialised Schools	-	4
	(ix)	Director	3	-
	(x)	Director Quality Assurance	1	-
	(xi)	Head Master	214	-
	(xii)	Manager (ICT)	2	-
	(xiii)	Music Organiser	2	-
	(xiv)	Music Organiser (OL)	1	-
	(xv)	Physical Education Organiser	2	6
	(xvi)	Principal Careers Counsellor	2	-
	(xvii)	Principal School Inspector	2	-
	(xviii)	School Superintendent	1	-
	(xix)	Senior Library Clerk	-	7
	(xx)	Senior School Inspector	1	-
	(xxi)	Senior Supervisor (OL)	7	-
	(xxii)	Supervisor (OL) (Telugu)	3	-
	(xxiii)	Rector	39	-
Total			<u>348</u>	<u>83</u>

SN	Ministry/Department and Post	Assignment of Duties	Acting Appointment
6	<i>MINISTRY OF ENERGY AND PUBLIC UTILITIES</i>		
	Director, Energy Efficiency	2	
Total		<u>2</u>	

SN	Ministry/Department and Post	Assignment of Duties	Acting Appointment
7	<i>MINISTRY OF FINANCE AND ECONOMIC DEVELOPMENT</i>		
(A)	<u>Corporate and Business Registration Department</u>		
(i)	Assistant Registrar of Companies	1	
(ii)	Chief Compliance Officer (on roster)		1
(iii)	Principal Compliance Officer (on roster)		1
(iv)	Official Receiver	1	
(B)	<u>Internal Control</u>		
(i)	Deputy Director, Internal Control	2	
(ii)	Director, Internal Control		1
(iii)	Manager, Internal Control	1	
(C)	<u>Procurement and Supply Cadre</u>		
(i)	Assistant Manager (Procurement and Supply)	21	
(ii)	Deputy Director (Procurement and Supply)	1	
(iii)	Manager (Procurement and Supply)	3	

	(D)	Statistics Mauritius		
	(i)	Deputy Director of Statistics	2	
	(ii)	Director of Statistics	1	
	(E)	<u>Treasury</u>		
	(i)	Assistant Accountant-General	3	
	(ii)	Deputy Accountant-General		1
Total			<u>36</u>	<u>4</u>

SN	Ministry/Department and Post	Assignment of Duties	Acting Appointment
8	<i>MINISTRY OF FOREIGN AFFAIRS, REGIONAL INTEGRATION AND INTERNATIONAL TRADE</i>		
	First Secretary		8
	<u>International Trade</u>		
(i)	Controller, Industrial Property Office	5	
(ii)	Deputy Director, Trade Policy	1	
(iii)	Principal Industrial Property Officer	3	
Total		<u>9</u>	<u>8</u>

SN	Ministry/Department and Post	Assignment of Duties	Acting Appointment
9	<i>MINISTRY OF GENDER EQUALITY, CHILD DEVELOPMENT AND FAMILY WELFARE</i>		
	Co-ordinator	1	
Total		<u>1</u>	

SN	Ministry/Department and Post	Assignment of Duties	Acting Appointment
10	<i>MINISTRY OF HEALTH AND QUALITY OF LIFE</i>		
	(i) Catering Officer	5	
	(ii) Chief Government Analyst	1	
	(iii) Chief Health Information, Education and Communication Officer	2	
	(iv) Chief Hospital Administrator	1	
	(v) Chief Medical Imaging Technologist		1
	(vi) Chief Midwife	1	
	(vii) Chief Physiotherapist	1	
	(viii) Consultant-in-Charge	6	
	(ix) Deputy Director, Public Health and Food Safety	1	
	(x) Director, Health Services	7	
	(xi) Health Records Officer	4	
	(xii) Medical Social Worker/Senior Medical Social Worker	1	
	(xiii) Medical Superintendent	10	
	(xiv) Midwife Educator	1	
	(xv) Nursing Administrator (Male)	1	
	(xvi) Principal Community Health Care Officer	1	
	(xvii) Principal Government Analyst	1	
	(xviii) Principal Medical Imaging Assistant	3	

	(xix)	Principal Medical Imaging Technologist		1
	(xx)	Principal Medical Laboratory Technologist	2	
	(xxi)	Principal Midwife		4
	(xxii)	Principal Nurse Educator	1	
	(xxiii)	Principal Pharmacy Technician	4	
	(xxiv)	Principal Public Health and Food Safety	5	
	(xxv)	Principal Public Health Nursing Officer	1	
	(xxvi)	Regional Health Director	1	
	(xxvii)	Senior Blood Bank Officer		1
	(xxviii)	Senior Health Engineering Officer	1	
	(xxix)	Senior Medical Imaging Assistant	9	
	(xxx)	Senior Medical Imaging Technologist		6
	(xxxi)	Senior Nurse Educator		1
	(xxxii)	Senior Occupational Therapy Assistant	1	
	(xxxiii)	Senior Pharmacy Technician	9	
	(xxxiv)	Senior Physiotherapy Assistant	1	
	(xxxv)	Senior Public Health and Food Safety	3	
	(xxxvi)	Senior Statistical Officer	1	
	(xxxvii)	Senior Surgical Technologist	1	
	(xxxviii)	Specialist/Senior Specialist	17	
		Total	<u>104</u>	<u>14</u>

SN	Ministry/Department and Post	Assignment of Duties	Acting Appointment
11	<i>MINISTRY OF HOUSING AND LANDS</i>		
(i)	Senior Development Control Officer	1	
(ii)	Senior Surveyor	1	
(iii)	Senior Town and Country Planning Officer	4	
Total		<u>6</u>	

SN	Ministry/Department and Post	Assignment of Duties	Acting Appointment
12	<i>MINISTRY OF INDUSTRY, COMMERCE AND CONSUMER PROTECTION</i>		
(A)	<u>Commerce</u>		
(i)	Legal Metrologist	1	
(ii)	Senior Analyst (Trade)	1	
(iii)	Senior Technical Officer (Legal Metrology)	2	
(B)	<u>Consumer Protection and Market Surveillance</u>		
(i)	Head, Consumer Affairs Unit	1	
(ii)	Senior Consumer Affairs Officer	1	2
(C)	<u>Industry</u>		
(i)	Director of Industry	1	
(ii)	Senior Analyst (Industry)	1	
Total		<u>8</u>	<u>2</u>

SN	Ministry/Department and Post	Assignment of Duties	Acting Appointment
13	<i>MINISTRY OF LABOUR, INDUSTRIAL RELATIONS, EMPLOYMENT AND TRAINING</i>		
	(A) <u>Boards and Commissions</u>		
	Senior Remuneration Analyst	2	
	(B) <u>Employment Service</u>		
	(i) Chief Employment Officer		2
	(ii) Senior Employment Officer	3	3
	(C) <u>Labour Administration and Industrial Relations</u>		
	(i) Principal Labour and Industrial Relations Officer	2	
	(ii) Senior Labour and Industrial Relations Officer	7	
	(D) <u>Registrar of Associations</u>		
	(i) Deputy Registrar of Associations		1
	(ii) Registrar of Associations	3	
Total		<u>17</u>	<u>6</u>

SN	Ministry/Department and Post	Assignment of Duties	Acting Appointment
14	<i>MINISTRY OF LOCAL GOVERNMENT</i>		
	(i) Assistant Inspector or Works	2	
	(ii) Chief Inspector	1	
	(iii) Inspector	1	
Total		<u>4</u>	

SN	Ministry/Department and Post	Assignment of Duties	Acting Appointment
15	<i>NATIONAL ASSEMBLY</i>		
	Clerk, National Assembly	1	
Total		<u>1</u>	

SN	Ministry/Department and Post	Assignment of Duties	Acting Appointment
16	<i>NATIONAL AUDIT OFFICE</i>		
	(i) Assistant Director of Audit	3	
	(ii) Auditor		4
	(iii) Chief Examiner of Accounts		1
	(iv) Deputy Chief Examiner of Accounts		1
	(v) Principal Auditor		4
	(vi) Principal Examiner of Accounts	3	
Total		<u>6</u>	<u>10</u>

SN		Ministry/Department and Post	Assignment of Duties	Acting Appointment
17		<i>MINISTRY OF OCEAN ECONOMY, MARINE RESOURCES, FISHERIES, SHIPPING AND OUTER ISLANDS</i>		
	(i)	Principal Maritime Officer	1	
	(ii)	Senior Maritime Officer		1
	(iii)	Divisional Scientific Officer (Fisheries)		2
	(iv)	Assistant Controller, Fisheries Protection Service	1	
	(v)	Principal Fisheries Protection Officer		2
	(vi)	Senior Fisheries Protection Officer		11
Total			<u>2</u>	<u>16</u>

SN		Ministry/Department and Post	Assignment of Duties	Acting Appointment
18		<i>PRIME MINISTER'S OFFICE</i>		
	(A)	<u>Civil Status Division</u>		
		Senior Civil Status Officer	1	
	(B)	<u>Environment and Land Use Appeal Tribunal</u>		
		Chairperson, Environment and Land Use Appeal Tribunal	2	

	(C)	<u>Forensic Science Laboratory</u>		
	(i)	Deputy Director, Forensic Science Laboratory	1	
	(ii)	Director, Forensic Science Laboratory	2	
	(iii)	Forensic Technologist/ Senior Forensic Technologist	1	
	(D)	<u>Government Information Service</u>		
	(i)	Head, Documentation Unit	2	
	(ii)	Senior News Officer		1
	(E)	<u>Meteorological Services</u>		
	(i)	Chief Meteorological Technician		1
	(ii)	Director	3	
	(iii)	Divisional Meteorologist	1	1
	(iv)	Principal Meteorological Technician		1
	(v)	Senior Meteorological Technician		2
	(F)	<u>National Development Unit</u>		
	(i)	Assistant Citizen's Advice Bureau Co-ordinator	1	
	(ii)	Chief Regional Development Officer	1	

	(G)	<u>Pay Research Bureau</u>		
	(i)	Director		1
	(ii)	Deputy Director	5	
	(iii)	Principal Job Analyst		5
	(iv)	Job Analyst	7	
	(H)	<u>Police Department</u>		
		Assistant Catering Officer	4	
	(I)	<u>Printing Department</u>		
	(i)	Assistant Government Printer	2	
	(ii)	Assistant Production supervisor (on roster)	10	20
	(iii)	Deputy Government Printer	3	
	(iv)	Printing Officer	4	
	(v)	Production Supervisor (on roster)	9	10
	(vi)	Senior Graphic Artist		2
Total			<u>59</u>	<u>44</u>

SN	Ministry/Department and Post	Assignment of Duties	Acting Appointment
19	<i>MINISTRY OF PUBLIC INFRASTRUCTURE AND LAND TRANSPORT</i>		
	(A) <u>Architect Division</u>		
	Deputy Director (Architecture)		1
	(B) <u>Energy Services Division</u>		
	(i) Deputy Director, Energy Services Division	1	
	(ii) Director, Energy Services Division	2	
	(C) <u>Engineering Division</u>		
	(i) Chief Engineer (Civil)	1	
	(ii) Chief Inspector of Works	3	
	(iii) Chief Mechanical Engineer	3	
	(iv) Chief Motor/Diesel Mechanic	1	
	(v) Chief Panel Beater	2	
	(vi) Director (Civil Engineering)	1	
	(vii) Inspector of Works	3	
	(viii) Senior Inspector of Works	6	
	(ix) Superintendent of Works	1	
	(D) <u>National Transport Authority</u>		
	(i) Chief Road Transport Inspector	3	
	(ii) Deputy Road Transport Commissioner	1	

	(iii)	Principal Road Transport Inspector	5	
	(iv)	Road Transport Commissioner	1	
	(v)	Senior Road Transport Inspector	5	
	(vi)	Senior Vehicle Examiner		2
	(vii)	Transport Planner	2	
Total			<u>41</u>	<u>3</u>

SN		Ministry/Department and Post	Assignment of Duties	Acting Appointment
20		<i>MINISTRY OF SOCIAL SECURITY, NATIONAL SOLIDARITY AND REFORM INSTITUTIONS</i>		
	(i)	Director, Medical Unit	1	
	(ii)	Principal Social Security Officer	12	
	(iii)	Senior Social Security Officer	21	
	(iv)	Senior Organising Officer, Recreation Centre		1
	(A)	<u>Reform Institutions</u>		
	(i)	Principal Probation Officer	1	1
	(ii)	Senior Probation Officer	1	

	(B)	<u>Rehabilitation Youth Centre (RYC)</u>		
	(i)	Chief Officer, RYC		1
	(ii)	Senior Officer, RYC	4	2
	(iii)	Principal Officer, RYC	2	1
	(C)	<u>Social Welfare and Community Based Activities</u>		
	(i)	Deputy Social Welfare Commissioner	1	
	(ii)	Principal Social Welfare Officer		2
Total			<u>43</u>	<u>8</u>

SN	Ministry/Department and Post	Assignment of Duties	Acting Appointment
21	<i>THE JUDICIARY</i>		
	(i) Chief Court Officer/Court Manager	4	1
	(ii) Chief Registrar	2	
	(iii) Principal Court Officer	6	
	(iv) Secretary to the Chief Justice	1	
	(v) Senior Court Officer	6	
	(vi) Senior Registrar/Regional Court Administrator	2	
	Total	<u>21</u>	<u>1</u>

SN		Ministry/Department and Post	Assignment of Duties	Acting Appointment
22		MINISTRY OF TOURISM AND EXTERNAL COMMUNICATIONS		
		<u>Civil Aviation Department</u>		
	(i)	Aeronautical Information Supervisor	2	
	(ii)	Air Traffic Control Supervisor		5
	(iii)	Aviation Telephone Supervisor		1
	(iv)	Chief Officer		1
	(v)	Deputy Director of Civil Aviation	2	
	(vi)	Director of Civil Aviation		1
	(vii)	Divisional Head	3	
	(viii)	Maintenance Supervisor (CNS)		1
	(ix)	Principal Aviation Security Officer		1
	(x)	Senior Aeronautical Information Officer		1
	(xi)	Senior Flight Data Officer		5
	(xii)	Senior Maintenance Officer (CNS)	1	
Total			<u>8</u>	<u>16</u>

SN		Ministry/Department and Post	Assignment of Duties	Acting Appointment
23		MINISTRY OF YOUTH AND SPORTS		
	(i)	Assistant Director of Sports	2	
	(ii)	Senior Sports Officer	2	
Total			<u>4</u>	

**TOTAL NUMBER OF ACTING APPOINTMENTS
AND ASSIGNMENT OF DUTIES APPROVED
BY THE PUBLIC SERVICE COMMISSION IN MAURITIUS**

977

5.11.2 Acting appointments/assignment of duties approved by the Public Service Commission for the Rodrigues Regional Assembly in the year 2015

SN		Department and Post	Assignment of Duties	Acting Appointment
24		<i>RODRIGUES REGIONAL ASSEMBLY</i>		
	(i)	Officer-in-Charge, (Agriculture)	1	
	(ii)	Health Director	1	
	(iii)	Chief Cabinet Maker	1	
	(iv)	Senior Surveyor	1	
	(v)	Station Officer	2	
	(vi)	Senior Technical Assistant		1
	(vii)	Head, Human Resource Centre	1	
	(viii)	Scientific Officer (Animal Husbandry)	2	
	(ix)	Senior School Inspector	1	
	(x)	School Inspector	1	
	(xi)	Departmental Head	1	
	(xii)	Sub Officer	1	
	(xiii)	Senior Midwife		10
	(xiv)	Controller Fisheries Protection Services	1	
	(xv)	Assistant Manager, Financial Operations	1	
	(xvi)	Assistant Controller Fisheries Protection Officer		1

	(xvii)	Principal Fisheries Protection Officer		1
	(xviii)	Senior Fisheries Officer		1
	(xix)	Deputy Head Master		5
	(xx)	Senior Employment Officer		1
Total			15	20

TOTAL NUMBER OF ACTING APPOINTMENTS/ ASSIGNMENT OF DUTIES APPROVED BY THE PUBLIC SERVICE COMMISSION FOR RODRIGUES REGIONAL ASSEMBLY

35

5.11.3 Acting appointments/assignment of duties approved by the Disciplined Forces Service Commission in the year 2015

Table 22 – Details on Acting appointments/assignment of duties approved by the Disciplined Forces Service Commission

<i>Department</i>	<i>Number of Acting Appointments/ Assignment of duties approved by DFSC</i>
Mauritius Police Force	89
Mauritius Prison Service	138
Mauritius Fire and Rescue Service	127
Rodrigues Regional Assembly (Fire Services)	8
Total	<u>362</u>

5.12 RETIREMENT

An officer may, with the approval of the appropriate Service Commission, retire from the service in the following cases:

- (a) as a special case on reaching the age of 55;
- (b) after reaching the age of 45, provided he has completed 10 years' pensionable service;
- (c) in the case of a female officer, on ground of marriage after five years' service, irrespective of age;
- (d) in the case of any member of a disciplined force or any officer of the Correctional Youth Centre or Rehabilitation Youth Centre in post before 01 July 2008, on or after completing an aggregate of 25 years of pensionable service in the disciplined forces or in the Rehabilitation Youth Centre, as the case may be;
- (e) on medical grounds;
- (f) on abolition of Office; and
- (g) in the case of over manning, on or after attaining the age of 45.

In 2015, the Public Service Commission and the Disciplined Forces Service Commission approved 97 and 41 cases of retirement respectively as well as 7 cases of retirement for the Rodrigues Regional Assembly.

Table 23 - Retirements approved by the Public Service Commission

Grounds	Number of Cases	
	<i>Ministries/Departments</i>	<i>Rodrigues Regional Assembly</i>
On marriage ground	29	Nil
On ground of age as a special case	54	2
On medical ground	14	4
After reaching the age of 45	Nil	1
Total	<u>97</u>	<u>7</u>

Table 24 - Retirements approved by the Disciplined Forces Service Commission

Grounds	Number of Cases		
	<i>Mauritius Police Force</i>	<i>Mauritius Prison Service</i>	<i>Rodrigues Regional Assembly</i>
On ground of age as a special case	-	1	-
On ground of length of service	32	-	-
On marriage ground	4	-	-
On medical ground	4	-	-
Total	<u>40</u>	<u>1</u>	-

5.13 Discipline

During their tenure of office, all public officers are expected to display a high level of good conduct and behaviour. The Public Service Commission and the Disciplined Forces Service Commission have constitutional powers to exercise disciplinary control over all public officers. The Commissions exercise such power in all fairness over each accused officer within the parameters laid down in the Public Service Commission Regulations and the Disciplined Forces Service Commission Regulations, as appropriate.

In 2015, the Public Service Commission and the Disciplined Forces Service Commission considered 225 disciplinary cases referred to them by the Responsible Officers and decided to inflict punishments upon 103 and 73 officers as detailed in **Tables 25 and 26** respectively.

Table 25 – Disciplinary Action initiated by the Public Service Commission under the PSC Regulations

Regulations	No. of Cases in Mauritius	Cases for the Rodrigues Regional Assembly
<u>Under Regulation 31(1)</u>		
Interdiction	10*	4*
<u>Under Regulation 35(1)</u>		
No disciplinary action	4*	-
<u>Under Regulation 35(3)</u>		
Reinstatement	4*	-
<u>Under Regulation 36</u>		
No disciplinary action	18*	6*
Reprimand	34	6
Severe reprimand	10	-
Suspension from work	7	3

Deferment of increment	0	-
Stoppage of increment	0	-
Retirement in the interest of the Public Service	3	-
Dismissal	4	-
<u>Under Regulation 37</u>		
Misconduct justifying dismissal	2	-
<u>Under Regulation 39</u>		
Retirement in the interest of the Public Service	3	1
<u>Appeal</u>		
Appeal against punishment inflicted by R.O.	2*	-
<u>Under Regulation 42</u>		
RO requested to take disciplinary action under regulation 42	1	
<u>Under Regulation 43</u>		
Post declared vacant	28	-
<u>Under Regulation 44</u>		
Disciplinary proceedings discontinued	1*	
<u>Under Regulation 46</u>		
Decision taken by Commission to reinstate the Officer and his increment to be stopped for a period of 2 years	1	
Total	<u>132</u>	<u>20</u>

* *Not a disciplinary case*

**TOTAL NUMBER OF CASES FOR WHICH PUNISHMENTS WERE
INFLECTED IN MAURITIUS AND IN RODRIGUES**

93

10

103

Table 26 – Punishments inflicted by the Disciplined Forces Service Commission under the DFSC Regulations

Regulations	Number of Cases
<u>Regulation 33</u>	
Reprimand	37
Severe Reprimand	14
Suspension from work without pay	12
Dismissal	3
<u>Regulation 37</u>	
Retirement in the public interest	1
<u>Regulation 39</u>	
Summary Dismissal for absence without leave	6
Total	<u>73</u>

5.13.1 Interdiction and Reinstatement considered by the Public Service Commission

In 2015, the Public Service Commission gave covering authority for the interdiction of **10** officers and approved 4 cases of reinstatement.

5.13.2 Interdiction and Reinstatement considered by the Disciplined Forces Service Commission

In 2015, the Disciplined Forces Service Commission gave covering authority for interdiction and approved reinstatement as detailed below:

Table 27 - Interdiction and Reinstatement considered by the Disciplined Forces Service Commission

Department	Interdiction	Reinstatement
Mauritius Fire and Rescue Service	2	-
Mauritius Police Force	32	32
Mauritius Prison Service	7	2

5.13.3 Termination of Appointment/Enlistment approved by the Disciplined Forces Service Commission

The Disciplined Forces Service Commission approved **12** cases of Termination of Appointment/Enlistment during the year 2015.

5.14 *Representations Considered by the Commissions*

The Public Service Commission considered **11** representations made to it in 2015 and the Disciplined Forces Service Commission considered **7** representations in the year 2015.

5.15 *Appeals*

Regulations 42B (1)(a) and 42B(2) of the Public Service Commission Regulations provide for appeal to be made to the Commission by public officers. Aggrieved officers may appeal in writing to the Commission against decisions of Responsible Officers to inflict upon them punishments under the Regulations. The Commission after considering the grounds of the appeal, may approve, vary or remit the punishment.

During the year 2015, **2** cases of Appeal against the decision to inflict punishment by Responsible Officers were made to the Public Service Commission. The decision to inflict punishment in both cases was maintained.

Furthermore, Regulation 42 of the Disciplined Forces Service Commission Regulations provides for appeal to be made to the Commission against punishments given by a Responsible Officer under delegated powers.

The Disciplined Forces Service Commission examined **1** case of Appeal against punishment inflicted departmentally in the year 2015 and the punishment given was a 'severe reprimand'.

5.16 Transfers and Reversions

The Public Service Commission and the Disciplined Forces Service Commission approved the temporary/permanent transfer of **280** officers between Ministries and Departments and also to organisations defined as approved service and the reversion of **9** officers in the year 2015.

Table 28 – Transfers and Reversions approved by the Public Service Commission

<i>Transfers/Reversions</i>	Number	Total
<u>Transfer between Ministries/Departments</u>		
Temporary Transfer	248	
Permanent Transfer	3	
Total		251
<u>Transfer to Approved Service</u>		
Temporary Transfer	26	
Permanent Transfer	3	
Total		29
<u>Number of reversions</u>		
Reversion	7	
Total		<u>280</u>

Table 29 – Transfer and Reversions approved by the Disciplined Forces Service Commission

<i>Transfers/Reversions</i>	<i>Number</i>
Transfer	nil
Reversion	2

5.17 Scholarships/Sponsorships and Training

The Public Service Commission approved the nomination of 87 officers for scholarships/sponsorships and training in 2015.

On the other hand the Disciplined Forces Service Commission approved the nomination of 3 officers for scholarships/sponsorships and training in 2015.

5.18 Confirmation

In accordance with the Public Service Commission Regulations and the Disciplined Forces Service Commission Regulations, all first appointments to pensionable offices are on twelve months' probation. In 1984, the Public Service Commission delegated to Responsible Officers the power to confirm officers in their office on completion of the probationary period. In cases where officers cannot be confirmed in their office on account of valid reasons which might entail an extension of probationary period, the matter is then referred to the Commission.

One such recommendation for extension of probationary period was received from a Responsible Officer during the year 2015.

In 2015, the Disciplined Forces Service Commission has approved the confirmation of appointment of 439 officers of the Disciplined Forces.

***Table 30 - Confirmation of appointment approved
by the Disciplined Forces Service Commission***

Department	Number
Mauritius Fire and Rescue Service	37
Mauritius Police Force	349
Mauritius Prison Service	53
Total	<u>439</u>

5.19 Public Bodies Appeal Tribunal Cases

The Constitution was amended in 2008 and the Public Bodies Appeal Tribunal Act 2008 was proclaimed in June 2009. Any public officer who feels aggrieved by a decision of the Public Service Commission (PSC) pertaining to an appointment exercise or to a disciplinary action may appeal to the Public Bodies Appeal Tribunal (PBAT). However, such an appeal should be made within 21 days of the notification of the decision of the PSC.

Table 31 - Position regarding cases entered before the Public Bodies Appeal Tribunal

Status of cases lodged before the Public Bodies Appeal Tribunal (PBAT)	Number of cases lodged	Total
Cases pending at the beginning of the year 2015	25	
Cases lodged for review during the year 2015	61	
TOTAL		<u>86</u>
<u>Number of cases finalised at the end of the year:</u>		
Cases withdrawn	17	
Cases set aside	15	
Commission's decision upheld	1	
Commission's decision quashed	2	
Cases struck out	3	
Cases dismissed	3	
<i>Total</i>	<u>41</u>	(41)
<u>Cases pending at the end of the year 2015</u>		<u>45</u>

Of the **41** cases finalised by the PBAT during the year 2015, only **2** decisions of the Commission have been quashed.

5.20 Court Cases

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

Table 32 – Court Cases (Public Service Commission)

Status of Cases lodged before the Supreme Court	Number of cases	Total
Cases pending at the beginning of the year 2015	14	
Cases lodged for review during the year 2015	5	
TOTAL		<u>19</u>
<u>Cases finalised at the end of the year:</u>	<u>8</u>	<u>(8)</u>
Cases set aside	5	
Cases struck out	2	
Judicial Review in favour of the decision of PSC	1	
Judicial Review against decision of the PSC	1	
Cases still pending at the end of the year		<u>11</u>

Table 33 - Court Cases (Disciplined Forces Service Commission)

Particulars	Number of cases	Total
Cases pending at the beginning of the year 2015	8	
New cases lodged during the year 2015	3	
TOTAL		<u>11</u>
Cases set aside	3	
Decision of the DFSC quashed	1	
Cases pending as at 31 December 2015		<u>7</u>



CHAPTER SIX



*PUBLIC & DISCIPLINED FORCES
SERVICE COMMISSION'S STAFF
WELFARE ASSOCIATION*

**“THE PRODUCTIVITY OF A WORK GROUP SEEMS
TO DEPEND ON HOW THE GROUP MEMBERS SEE
THEIR OWN GOALS IN RELATION TO THE GOALS
OF THE ORGANIZATION.”**

KEN BLANCHARD

© Lifehack Quotes

Public and Disciplined Forces Service Commissions' Staff Welfare Association

Stephen Covey says “the challenge of work-life balance is without question one of the most significant struggles faced by modern man”.

The Public and Disciplined Forces Service Commissions' Staff Welfare Association was set up in 1993 and is affiliated to the Public Officers' Welfare Council since the year 1994. The objective of the Association is to promote the welfare of its members and to motivate them to have a work life balance.

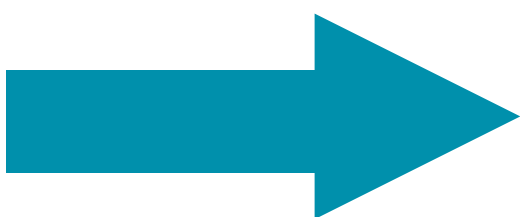
A new dynamic team under the leadership of Mrs. S. Nowbutsing-Sagar together with new office bearers took over the activities of the welfare association on 4th of December 2015.

During the year 2015, the Association organised a series of events for its members at the Commission, as displayed hereunder:

SN	Date	Activities
1	May-June 2015	Civil Service Football Tournament 2015
2	Wednesday 11 November 2015	Mr and Miss Divali Competition
3	Thursday 24 December 2015	Children`s Christmas Party
4	Tuesday 29 December 2015	End of Year Gathering



CHAPTER SEVEN



CONCLUDING NOTE



Concluding Note



Public Service Commission



*Disciplined Forces Service
Commission*

It is upheld with conviction that the Public Service Commission and the Disciplined Forces Service Commission have done a marvellous work during the year 2015. This bears testimony and speaks volumes of the relentless effort put in with seamless dedication by officers who have served impartially. The long stride taken is a hallmark that the Commissions have successfully stood the test of time to deliver on their mandates to meet and even exceed citizen's expectations. Success achieved is no doubt footmarks left in the sands of times.



ANNEX



THE FORMER PUBLIC SERVICE COMMISSION

The Public Service Commission was previously constituted for a term of three years, with effect from 1st August 2014, as follows:

CHAIRPERSON

Mrs Nirmala BOODHOO, OSK

DEPUTY CHAIRPERSONS

Mr Allybhaye HOOSSENY

Mr Vivekanund SEWRAJ

COMMISSIONERS

Mr Jaganaden VALAYTHEN

Mrs Marie Josiane ROSALIE

Mrs Sudha Devi DOSIEAH

Dr (Mrs) Calawtee RAGOONUNDUN
(appointed on 09 September 2014)

Details about the former Deputy Chairpersons and Commissioners who were in posts from 1 August 2014 to 23 November 2015.



Mr A. Hoosseney
Deputy Chairperson

Mr Allybhaye HOOSSSENY, started his career in 1971 as Teacher in a private secondary school. He joined the Civil Service in 1973 as a Student Radiographer and moved to the then Central Statistical Office as Statistical Assistant where he served for around 4 years.

He was assigned the duties of Survey Officer at the Pay Research Bureau in 1978 and appointed in a substantive capacity in the grade in 1981. Mr Hoosseney climbed the ladder by way of promotion at the successive levels and retired as Director, Pay Research Bureau in July 2013. He served as Adviser on Pay and HRM at the Ministry of Civil Service and Administrative Affairs from July 2013 to July 2014. He was appointed Deputy Chairperson of the Public Service Commission in August 2014.

Mr Vivekanund SEWRAJ holds a B.A. (Hons) and a B.Ed from the University of Delhi, a Diploma in Education Planning (University of London) and a Certificate in Projects and Management Development (University of Bradford). He joined the Ministry of Education in 1968 as Education Officer. He was appointed Senior Education Officer in 1981, Principal Education Officer in 1989, Assistant Director in 1997, Director in 1999 and Chief Technical Officer in 2003. He was also member of the Mahatma Gandhi Institute Council, member of the Mauritius Institute of Education Council, member of the Mauritius Examination Syndicate Board and member of the University of Mauritius Council, Chairman SSR Foundation and Chairman of the Staff Committee of the Council of the University of Mauritius. He retired from the Service in 2006. He was appointed Deputy Chairperson of the Public Service Commission in August 2014.



Mr V. Sewraj
Deputy Chairperson



Mr J. Valaythen, FCCA
Commissioner

Mr Jaganaden VALAYTHEN, FCCA, joined the Civil Service in October 1972 and was appointed Clerical Officer in 1974. He served the National Audit Office at various levels as from 1975 from Trainee Examiner of Accounts to Senior Auditor. In 1994, he moved to the Treasury as Assistant Accountant General and retired as Accountant General in April 2014.

During his tenure of office at the Treasury, he served on various Boards, Funds and Committees including the Mauritius Institute of Education, Employees Welfare Fund, National Savings Fund, National Resilience Fund, National Pension Fund/National Savings Fund Investment Committee, Treasury Foreign Currency Management Fund, First Republic Fund, Human Resource Knowledge and Arts Development Fund, Food Security Fund, State Land Development Company and Civil Service Family Protection Scheme Board.

He was appointed Commissioner of the Public Service Commission in August 2014.

Mrs Marie Josiane ROSALIE holds a Diploma in Personnel Management from the University of Mauritius and has followed an International Executive Development Programme at the University of New England, Armidale, Australia. She joined the public service as Clerical Officer in the Ministry of Education in 1969. She was promoted Executive Officer in 1974 and posted to the then Ministry of Economic Planning and Development. She joined the Personnel Cadre (now the Human Resource Cadre) in 1978 and has served over a period of 20 years at the Ministry of Civil Service Affairs and 12 years at the Office of the Public Service Commission until her retirement as Manager, Human Resources in June 2011. She was appointed Commissioner of the Public Service Commission in August 2014.



Mrs M. J. Rosalie
Commissioner



Mrs S. D. Dosieah
Commissioner

Mrs Sudha Devi DOSIEAH studied at Queen Elizabeth College as a Junior Scholar before proceeding abroad for tertiary education. She holds a B.Sc (Hons) (Microbiology and Zoology) from the University of Mumbai; a Certificate in Pathology and Post Graduate Certificate in Education. She joined the Ministry of Education in 1979 after teaching Biology for two years at the Loreto Convent, Port Louis. She served as Education Officer in many state schools including Queen Elizabeth College, Royal College, Curepipe and Dr. Maurice Curé, State Secondary School. She worked for two years (1983 - 1985) as Lecturer in a post-secondary institution in the Federated State of Micronesia (American System) situated in the Pacific Ocean. She joined the service again and during her career, she was awarded a Certificate for Leadership and Personality Development (Advanced Institute of Management) and completed the School Leadership Course (British Council). In 2006, she was appointed Deputy Rector and she retired from the public service in March 2014 as Rector of Sodnac, State Secondary School. She was appointed Commissioner of the Public Service Commission in August 2014.

Dr (Mrs) Calawtee RAGOONUNDUN holds a Phd in Education from Delhi University (India), a Master of Arts (M.A), a Master of Education (M.E.d.), a Bachelor of Education (B.E.d) from Banaras Hindu University, a Master of Arts in Distance Education (M.A.D.E), a Post Graduate Diploma in Distance Education (P.G.D.D.E) from Indira Gandhi National Open University (IGNOU) and a Bachelor of Arts (B.A) Hons from Allahabad University. She joined the Mahatma Gandhi Institute in 1978 as Education Officer. She was promoted Lecturer in 1994, Senior Lecturer in 2008 and retired as Head of Department of Creative Writing and Publications in 2014. She was appointed Commissioner of the Public Service Commission in September 2014.



Dr (Mrs) C. Ragoonundun
Commissioner



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