

ANNUAL REPORTS

2017/2018 & 2018/2019

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

ANNUAL REPORTS

2017/2018

&

2018/2019

TABLE OF CONTENTS

Chairperson's Review	10
----------------------------	----

Chapter 1: The Public Service Commission (PSC) and the Disciplined Forces Service Commission (DFSC)

1.0 Mandate	16
-------------------	----

Chapter 2: Organisational Structure and Decision-Making

2.1 Organigram of the Commissions	17
2.2 Composition of the PSC	18
2.3 Public Service Commission (PSC)	22
2.3.1 Background	22
2.3.2 Powers	22
2.3.3 Objectives	23
2.3.4 Scope	23
2.3.5 Functions	24
2.4 Composition of the DFSC	26
2.5 Disciplined Forces Service Commission (DFSC)	28
2.5.1 Background	28
2.5.2 Powers	28
2.5.3 Objectives	29
2.5.4 Scope and Functions	29
2.6 The PSC and DFSC Secretariat	30
2.7 Senior Staff	31
2.8 Organigram of the PSC and DFSC	32

Chapter 3: Achievements and Challenges

3.1 Achievements	33
3.1.1 Recruitment in the Public Service.....	33
3.1.2 Funded vacancies for Financial Years 2017/18 and 2018/19	33
3.1.3 Funded vacancies reported to the Commissions	33
3.1.4 Reported vacancies filled by the Commissions	34
3.1.5 Advertisements issued and number of applications received	34
3.1.6 Written examinations carried out by the Commissions	36
3.1.7 Interviews carried out and number of candidates convened	38
3.1.8 Comparative table with the previous Financial Years	39

3.1.9	Number of vacancies filled	40
3.1.10	Difficulties encountered in the filling of vacancies by the Commissions	41
3.1.11	Acting Appointment and Assignment of Duties	42
3.1.12	Retirements approved by the Commissions	43
3.1.13	Scheme of Service	44
3.1.14	Delegation of Power	45
3.1.15	Appointment made	47
3.1.16	Discipline	49
3.1.17	Confirmation	52
3.1.18	Transfer	53
3.1.19	Reversion	54
3.1.20	Grievance Procedures	55
3.2	Status on Implementation of Key Actions	58
3.3	E-Recruitment	59
3.4	Memorandum of Understanding (MoU) with Prestigious Institutions	60
3.5	Challenges	62
3.5.1	Harmonisation of the Requirements for Entry Grades in the Disciplined Forces	62
3.5.2	Recommendations	63

Chapter 4: Financial Performance

4.1	Financial Highlights	64
4.2	Analysis of Expenditure	65

Chapter 5: Welfare of Staff

5.1	Composition of the PSC and DFSC Staff Welfare Association	66
5.2	Activities	67

LIST OF FIGURES

Figure 1: Organigram of the Commissions	17
Figure 2: Organigram of the PSC and DFSC	32
Figure 3: Funded vacancies, reported vacancies and vacancies filled for Financial Years 2017/18 and 2018/19	34
Figure 4: Comparative figures in respect of advertisements issued for Financial Years 2017/18 and 2018/19	39
Figure 5: Comparative figures in respect of applications received/candidates convened for interviews for Financial Years 2016/17, 2017/18 and 2018/19	39
Figure 6: Mode of filling of vacancies for Financial Years 2016/17, 2017/18 and 2018/19	41
Figure 7: Acting Appointment/Assignment of Duties for Financial Year 2017/18	43
Figure 8: Acting Appointment/Assignment of Duties for Financial Year 2018/19	43
Figure 9: Retirements approved for Financial Year 2017/18	43
Figure 10: Retirements approved for Financial Year 2018/19	43
Figure 11: Schemes of Service agreed upon for Financial Year 2017/18	44
Figure 12: Schemes of Service agreed upon for Financial Year 2018/19	44
Figure 13: Disciplinary actions initiated by the PSC for Financial Year 2017/18	51
Figure 14: Disciplinary actions initiated by the PSC for Financial Year 2018/19	51
Figure 15: Disciplinary actions initiated by the DFSC for Financial Year 2017/18	52
Figure 16: Disciplinary actions initiated by the DFSC for Financial Year 2018/19	52
Figure 17: Confirmations & Extension of Probationary period by the DFSC for Financial Years 2017/18 & 2018/19	53
Figure 18: Details pertaining to cases finalised before the PBAT	56
Figure 19: Signing of MoU with UPSC	61
Figure 20: Expenditure incurred in Financial Year 2017/18	64
Figure 21: Expenditure incurred in Financial Year 2018/19	64
Figure 22: Comparative of actual expenditures for Financial Years 2016/17, 2017/18 & 2018/19	65
Figure 23: Activities organised by PSC and DFSC Staff Welfare Association	68

LIST OF TABLES

Table 1: Funded vacancies as per Estimates for Financial Years 2017/18 and 2018/19	33
Table 2: Funded vacancies reported to the Commissions for Financial Years 2017/18 and 2018/19	33
Table 3: Reported vacancies filled by the Commissions for Financial Years 2017/18 & 2018/19	34
Table 4: Number of applications received (post-wise) for Financial Year 2017/18	35
Table 5: Number of applications received (post-wise) for Financial Year 2018/19	35
Table 6: Written examinations conducted during Financial Year 2017/18.....	36
Table 7: Written examinations conducted during Financial Year 2018/19	37
Table 8: Interviews carried out/Candidates convened for interview for Financial Years 2017/18 and 2018/19	38
Table 9: Comparative percentage for Financial Years 2016/17, 2017/18 and 2018/19	38
Table 10: Mode of filling of vacancies for Financial Years 2016/17, 2017/18 and 2018/19	40
Table 11: Acting Appointment/Assignment of Duties for Financial Years 2017/18 and 2018/19	42
Table 12: Approved retirements for Financial Years 2017/18 and 2018/19	43
Table 13: Schemes of Service agreed upon for Financial Years 2017/18 and 2018/19	44
Table 14: Vacancies filled under contract for Financial Year 2017/18.....	45
Table 15: Vacancies filled under contract for Financial Year 2018/19.....	46
Table 16: Substantive Appointments made by the PSC during Financial Year 2017/18.....	47
Table 17: Substantive Appointments made by the PSC during Financial Year 2018/19	48
Table 18: Appointments made by the DFSC for Financial Year 2017/18 and 2018/19.....	49

Table 19: Disciplinary actions initiated by the PSC for Financial Year 2017/18.....	49
Table 20: Disciplinary actions initiated by the PSC for Financial Year 2018/19.....	50
Table 21: Disciplinary actions initiated by the DFSC for Financial Years 2017/18 & 2018/19.....	51
Table 22: Confirmations & Extension of Probationary period by the DFSC for Financial Years 2017/18 & 2018/19.....	52
Table 23: Transfers approved by the PSC for Financial Years 2017/18 and 2018/19	53
Table 24: Transfers approved by the DFSC for Financial Years 2017/18 and 2018/19	54
Table 25: Reversions approved by the PSC for Financial Years 2017/18 & 2018/19.....	54
Table 26: Reversions approved by the DFSC for Financial Years 2017/18 & 2018/19.....	54
Table 27: Cases lodged before the PBAT for Financial Years 2017/18 & 2018/19.....	55
Table 28: Cases finalised before the PBAT.....	56
Table 29: Cases lodged against the PSC before the Supreme Court as at end of Financial Year 2018/19	57
Table 30: Cases lodged against the DFSC before the Supreme Court for Financial Years 2017/18 & 2018/19.....	57
Table 31: Monitoring of key actions and key performance indicators for Financial Year 2017/18.....	58
Table 32: Monitoring of key actions and key performance indicators for Financial Year 2018/19.....	59
Table 33: Total Expenditure for Financial Years 2017/18 and 2018/19.....	64
Table 34: Comparison of estimated & actual expenditures for Financial Years 2016/17, 2017/18 & 2018/19.....	65
Table 35: Composition of PSC and DFSC Staff Welfare Association.....	66
Table 36: Activities organised by the PSC and DFSC Staff Welfare Association during Financial Years 2017/18 & 2018/19	67

LIST OF ACRONYMS

AAPSComs	-	Association of African Public Services Commissions
CIB	-	Central Informatics Bureau
CISD	-	Central Information Systems Division
DFSC	-	Disciplined Forces Service Commission
ERT	-	Employment Relations Tribunal
GOC	-	Government Online Centre
HRMIS	-	Human Resource Management Information System
ICT	-	Information, Communication and Technology
MCSAR	-	Ministry of Civil Service and Administrative Reforms
MoU	-	Memorandum of Understanding
NSS	-	National Security Service
OTRS	-	One-Time-Registration System
PBAT	-	Public Bodies Appeal Tribunal
POWC	-	Public Officers' Welfare Council
PRB	-	Pay Research Bureau
PSC	-	Public Service Commission
RRA	-	Rodrigues Regional Assembly
SoS	-	Scheme of Service
UPSC	-	Union Public Service Commission of India

LIST OF APPENDICES

Appendix 1 - Vacancies filled by the PSC	72
Appendix 2 - Vacancies filled by the DFSC	93
Appendix 3 - Acting Appointment/Assignment of Duties approved by the PSC.....	94
Appendix 4 - Details on the number of Acting Appointment/Assignment of Duties approved by the DFSC	113
Appendix 5 - Schemes of Service agreed upon by the PSC - (Financial Years 2017/18 and 2018/19)	114
Appendix 6 - Schemes of Service agreed upon by the DFSC - (Financial Years 2017/18 and 2018/19)	126
Appendix 7 - Schemes of Service agreed upon by the PSC for RRA - (Financial Years 2017/18 and 2018/19)	127

CHAIRPERSON'S REVIEW



Mr S. Gunessee
Chairperson

The publication of this two-year 2017-2019 joint report of the Public Service Commission and Disciplined Forces Service Commission (PSC & DFSC) coincides with the period of celebration of the 50th Anniversary of the Independence of Mauritius and the completion of my two years' Chairmanship of these important institutions. As such, it offers an opportunity to review, not only the activities of the PSC and DFSC during this period, but also to take stock and reflect on future challenges and perspectives.

Learning and adopting best practices of Public Service Commission in other countries are considered important. Therefore, to mark the celebration of the 50th Anniversary of the Independence of Mauritius on 12 March, 2018 the PSC signed, in the presence of His Excellency Mr Ram Nath KOVIND, President of the Republic of India, and the Prime Minister of Mauritius, a Memorandum of Understanding (MoU) with the Union Public Service Commission of India (UPSC). This was done in an effort to learn from its best practices, given that the UPSC is recognised as one of the oldest and premier institutions in the field. Moreover, the PSC has already completed discussions with the PSC of South Africa to sign an MoU.

Since the establishment of the PSC, with the adoption of its Regulations in 1967 and those of the DFSC in 1997, public service worldwide has undergone unprecedented changes. Admittedly, change is inevitable, but what makes a difference is how institutions, like the PSC and DFSC, must adapt in order to meet the constantly evolving challenges and address the needs of a dynamic public service. In such circumstances, the "*status quo*" is not an option. That is what motivated me to embark on my chairmanship with a mandate for transformational change and professionalization of the PSC and DFSC inspired by long years of active service abroad and in the public service.

Members of the Commissions are strongly committed to safeguard the integrity and impartiality of the PSC and DFSC and to promote meritocracy at all levels. They also recognize the imperative need for change in the whole approach that helps to build a

varied pool of competent officers and to attract and nurture our best talents and brains in the public service. This is a constant challenge.

Over the years, the workloads of the PSC and DFSC have increased significantly. During the period under review, the number of applications has increased from 101,664 in 2016/17 to 122,020 in 2017/18 to decrease to 80,450 in 2018/19. The number of vacancies filled has increased from 6,132 in 2016/17 to 7,816 in 2018/19. In fact, in 2018, 96% of all reported vacancies was filled. This was an element of great satisfaction for the PSC and DFSC as they established an all-time record, notwithstanding the fact that the PSC has had to deal with a growing number of cases referred to the Public Bodies Appeal Tribunal (PBAT).

With the setting up of the PBAT in 2008, appeals made to the Tribunal have increased regularly to reach 141 in 2019. The number of cases set aside by the PBAT has also increased from 29 in 2017 to 30 in 2019. Those quashed by the Tribunal has decreased from 27 in 2017/18 to 21 in 2018/19. The objective is to further improve on this performance. The PSC recognizes the importance of the PBAT in providing checks and balances and is committed to cooperate fully with the latter.

Every effort is being made to minimize the risk of any litigation by reviewing and further strengthening the assessment procedures and criteria. Moreover, a dedicated unit to deal with all PBAT cases is being set up. A Legal Officer is also being recruited to strengthen the team. With these measures, it is expected that the number of PBAT cases will diminish so that the Commission can better devote its resources to perform its constitutional duties.

Another important issue relates to discipline. There are at present over 50 disciplinary cases still pending mainly in the Police. Tens of millions of rupees continue to be paid to the interdicted officers. Some cases have remained unsolved for over 5 years. Some interdicted officers have been conditionally re-called or re-instated. But there are at present no well-spelt guidelines for such decision taken by the Responsible Officers. Moreover, many alleged cases of discipline are being dismissed by the Court for “want of prosecution or undue delays”. According to the existing PSC and DFSC Regulations, Responsible Officers have to initiate and take action against officers in cases of indiscipline and serious offences. They subsequently seek covering approval of the Commissions *which do not have the right of initiative at present*. This is an anomalous situation which needs to be redressed.

This creates an unhealthy situation because Government has to continue to pay the salaries of the interdicted officers and, more importantly, essential services, like the Police and the Prison, are being deprived of the human resources. Even at the human aspect level, such a situation causes frustration and demotivation to the interdicted officers because of possible social stigma and even punitive transfer in certain cases.

Therefore, expediting the resolution of all cases of interdiction within a reasonable period of time is one of the current priorities of the Commissions. In the context of the proposed review of the PSC & DFSC Regulations, the possibility of setting up a PSC and DFSC Disciplinary Committee chaired, preferably by a retired judge. Its main task will be to examine all cases of discipline in the public service and, as far as possible, submit a report within 6 months to enable the relevant Commission to take an informed decision.

The treatment of members of the disciplined forces involved in alleged cases of indiscipline, particularly for criminal offences, needs to be looked into as well. Perhaps consideration could be given to establish an Investigation Division in the Office of the Director of Public Prosecutions to enquire all cases independently of the Police.

Moreover, to ensure that members of the disciplined forces remain healthy it is proposed to introduce an *Electronic Health Card System*. The intention is to have police officials to undergo an annual health check. It is hoped that this will encourage them to be medically/physically fit and maintain their BMI (Body Mass Index) and may even constitute an important element for future promotion purposes. Such a system will be good for the disciplined forces and the officers themselves. It will be a win-win system.

It is hoped that the proposals that are being envisaged will ensure fairness and expediency in resolving cases of indiscipline and offences in the public service and disciplined forces. This will be an important part of the transformation and modernization agenda of the Commissions and eventually for the public service.

There is presently a mismatch between the available human resources and the changing and more sophisticated needs of a modern public service capable to meet the challenges of an ever more demanding and competitive environment. Indeed, the PSC has to compete with the private sector for the best available talent and expertise and also to attract our highly educated people, particularly those who are studying abroad and who have acquired vital knowledge and expertise, including *Artificial Intelligence and Robotics* that may be increasingly used in the public service.

These Mauritian nationals may make a vital contribution to enable Mauritius acquire new technologies and expertise necessary to attain a high-income country status, as envisaged in the **Vision 2030 statement** and also to successfully embark on its next phase of sustainable development.

Moreover, the Commission is increasingly facing the problem of selecting the best candidates at the top level, especially for technical/specialist posts because there are not enough suitable candidates. In some cases, where there are eligible candidates, they are not found suitable. Therefore, better consideration needs to be given to open up the vacancies to candidates outside the service and even consider employment on a contractual basis with interesting packages and incentives with a view to attracting the best and the brightest. This will require a change in policy and the Pay Research Bureau (PRB) has to make necessary provisions, including a thorough review and rationalization of Schemes of Service (SoS) which, in some cases, date back to 1967 and are outdated.

There are at present 2448 SoS. The proliferation and growing complexity of SoS complicate and delay recruitment. For example, for 129 vacant posts of Educator (Secondary) 11,078 applications from candidates holding university degree in 44 different subjects were received. Among them there were many serving officers. The streamlining and rationalization of the SoS are, therefore, of critical importance for the smooth and effective implementation of the PSC/DFSC E-Recruitment system. This is a top priority of the Commissions. At its level, the DFSC has, with the collaboration of the Responsible Officers, rationalized and harmonized the SoS for Police Constables, Prison Officers and Fire-fighters. For the last recruitment exercise for the Disciplined Forces Services, the new SoS was used. It greatly facilitated and expedited the recruitment exercise.

Since the start of my Chairmanship, I have impressed upon the need to establish a modern E-Recruitment system in order to expedite the processing of the growing number of applications and the filling of promotional posts. This was an important milestone in the development of the Commissions. But this process cannot be enhanced unless the PSC and DFSC are endowed with a core pool of permanent staff that will ensure continuity and the preservation of trained and experienced staff. The status, terms and conditions of services of the top management also need to be reviewed. This will require an overhauling of the administrative structure.

In order to improve the planning and optimal utilization of human resources in the public service, it is important to move away from the current demand-driven approach

to recruitment to a supply-driven approach characterized by identifying and grooming talents for a robust and forward-looking public service capable of identifying and effectively implementing Government policies. This will require the adoption by the public service of a forward-planning human resource management strategy that will clearly spell out the human resource needs of the general public service over the short and medium terms. Such an approach will also facilitate the planning of recruitment, thereby helping the Commissions to undertake their own selection exercise taking into account the priorities of the public service. In this respect, as is the practice in many countries, the PSC and DFSC need to be provided with a number of scholarships which they can use to attract potential candidates for high level and specialist posts.

A greater interface between the proposed creation of a PSC/DFSC data-base through the use of a One-Time-Registration System (OTRS) and the Human Resource Management Information System (HRMIS) being implemented by the Ministry of Civil Service and Administrative Reforms (MCSAR) will further help to expedite processing and timely decision on vacancies filled by promotion based on merit and experience.

In this respect, the PSC has secured the cooperation of the Telangana State Public Service Commission to put in place the OTRS and to review its E-Recruitment system. At present, many graduates are applying for posts requiring only SC and HSC qualifications. This unduly and unnecessarily complicates the processing of applications, besides considerably delaying the selection exercise. By resorting to examinations, the Commissions feel that they can ensure greater equity and transparency. Consideration could be given to organise an **Annual National Public Service Entrance Examination**, based on a clear syllabus, as a first stage screening in the recruitment process. This will be based on best practices and procedures. It will be finalized after consultations with the competent authorities/organisations and stakeholders.

To conclude, I am happy to recognize that, over the last two years, significant progress has been made in terms of vacancies filled and handling of PBAT and discipline cases. With the effective implementation of the transformation and modernization agenda, it is my sincere hope that the future perspectives are good for the PSC and DFSC to become premier institutions equipped to deliver on their respective Constitutional mandate.

In this regard, the Commissions are also working closely with the Ministry of Civil Service and Administrative Reforms in the implementation of the latter's

business transformation strategy. The completion of the study on the modernization and transformation of the PSC and DFSC remains an important challenge whose fulfilment will hopefully help to ensure a seamless delivery of services as envisaged in their respective mandate. The implementation of some recommendations contained in this overview will require policy decision.

I would like to take this opportunity to place on record my deep appreciation for the valuable contribution of Prof S. Bhoojedhur, Deputy Chairperson, to the PSC. His terms of office ended on 28 November 2018. I am equally happy to congratulate Mr A. Veerasamy, serving Commissioner, who was appointed as the new Deputy Chairperson in replacement of Prof S. Bhoojedhur, and also to welcome Dr S. Kaleeah as the new Commissioner. It would be remiss on my part if I were not to place on record my appreciation for the good work done by members of the two Commissions.

All the members of the two Commissions and myself would like to thank and commend all staff members for their dedicated service and commitment. Indeed, they contributed significantly in the achievements of the Commissions. Their collaboration will be of critical importance to take successfully forward our agenda for transformational change which is vital for a dynamic and modern public service. I have no doubt that the staff will rise to the challenge.

S. Gunessee
Chairperson
December 2019

Chapter 1: The Public Service Commission (PSC) and the Disciplined Forces Service Commission (DFSC)

1.0 Mandate

The Public Service Commission was established by Ordinance No. 23 of 1953, which came into force by Proclamation No. 8 of 1955 on the 11 May, 1955. From 1955 to 1967, the Commission functioned in an advisory capacity for the Governor according to the Colonial Regulations, General Orders and Secretariat Circulars. On the 2 August 1967, it then assumed executive functions, under the provisions of the schedule to the Mauritius Constitution Order, 1966 (G.N. No. 7 of 1967) with constitutional responsibility for the recruitment of staff, promotions, disciplinary control and removal of persons from office.

The vision, mission and core values of the Public Service Commission and the Disciplined Forces Service Commission are:

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 Public Service geared towards excellence.

Core Values

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

Chapter 2: Organisational Structure and Decision-Making

2.1 Organigram of the Commissions

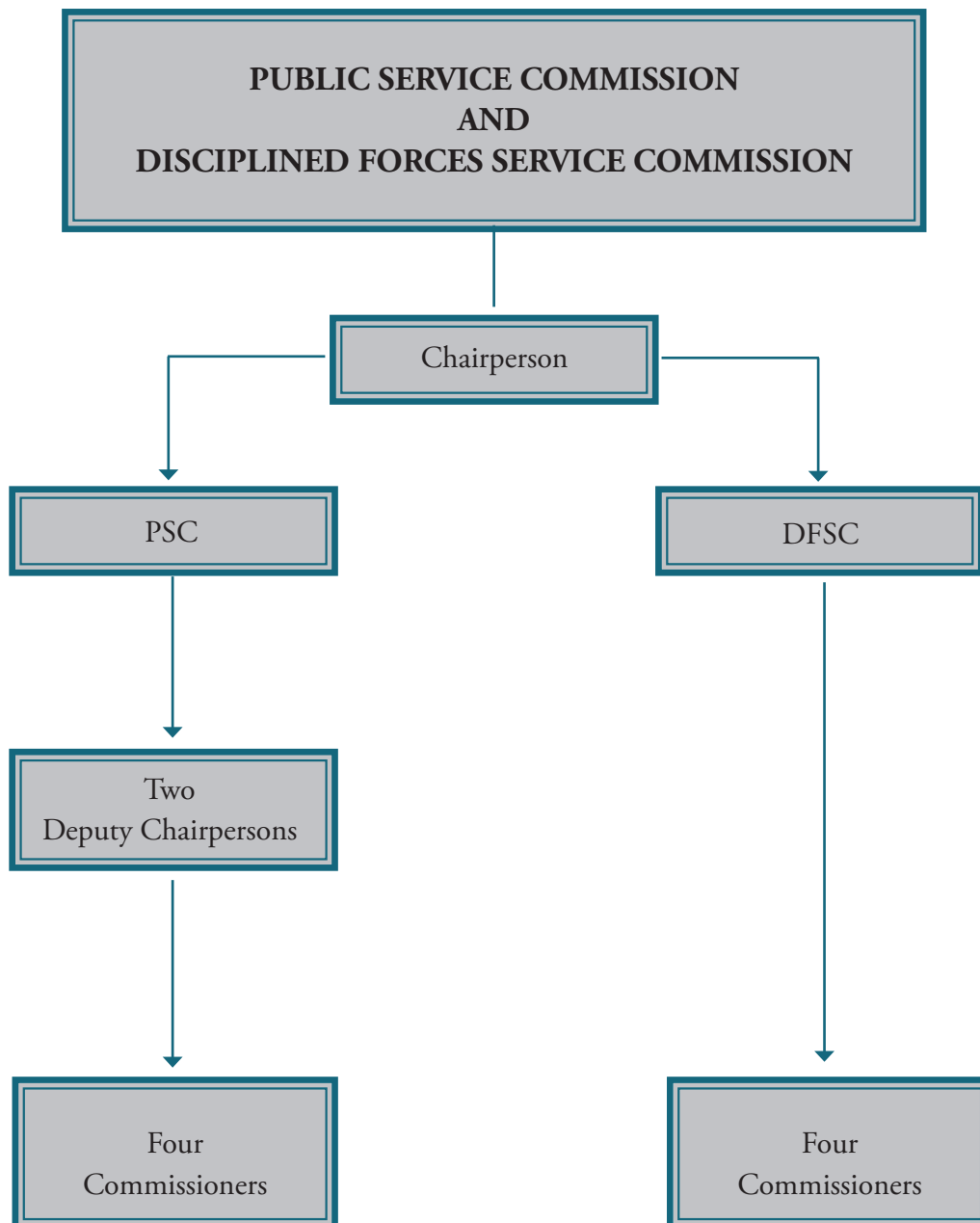


Figure 1: Organigram of the Commissions

2.2 Composition of the PSC

The composition of the PSC was as follows:

Chairperson	Mr Sutiawan GUNESSEE
Deputy Chairpersons	Prof. Seewant BHOOJEDHUR (up to 23.11.2018) Mr Anilkumar RAMKURRUN Mr Anbanaden VEERASAMY, OSK (w.e.f 24.11.2018)
Commissioners	Mr Philip AH-CHUEN Mr Gerard Cliff Rudy GRENADE (up to 09.08.2019) Dr Suryadeve KALEEAH (w.e.f 24.11.2018) Mr Ahmud Nazir KHODABUX



Mr S. Gunessee
Chairperson

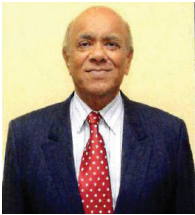
Mr S. Gunessee holds a Diploma in International Relations/Diplomacy (Oxford), Diploma in International Trade Policy (Geneva), Bachelor of Commerce and Master in Business Administration (Delhi).

He has been a career Diplomat/Ambassador/Permanent Representative with accreditation to a number of European Countries, EU and ACP Institutions in Brussels, UN Agencies in The Hague and Geneva, and African Regional Organisations.

He has been Chairman at many ACP, ACP/EU and African Union Committees, Chief Ambassadorial Negotiator on many subjects. He was Senior Advisor on ACP-EU Relations/Regional Integration and has served as Member of the Board of Directors of the Mauritius-Africa Fund.

His areas of expertise include Diplomacy, Foreign Policy/International relations, Negotiations of Multilateral/Regional and Bilateral Cooperation Agreements and Consultancy on International Development Cooperation.

Mr S. Gunessee was appointed Chairperson of the Public Service Commission and Disciplined Forces Service Commission on 23 August 2017.



Professor S. BHOOJEDHUR
Deputy Chairperson
Appointed Deputy Chairperson
in November 2015

- Qualifications:
- PhD in Environment and Development
 - MSc in Land Use.
 - BSc from the University of British Columbia.
- Experience:
- Dean of the Faculty of Agriculture at the University of Mauritius.
 - Team leader for UNOPS and FAO.
 - Executive Director of the African Development Bank.
 - Board member of the Mauritius Oceanography Institute.
 - Vice President of the Mauritius Academy of Science and Technology.



Mr A. RAMKURRUN
Deputy Chairperson
Appointed in November 2015

- Qualifications:
- BSc (Hons) Banking Studies from the University of Mauritius.
- Experience:
- Court Officer, Judicial Department.
 - Manager in the Banking and Currency Department, Bank of Mauritius.



Mr A. VEERASAMY, OSK
Commissioner
(August 2017 - 23.11.2018)
Deputy Chairperson
Appointed in November 2018

- Qualifications:
- Diploma in Public Administration and Management.
 - Master degree in Business Administration with specialisation in Human Resource/Knowledge Management.
- Experience:
- 20 years in a senior management position as Deputy Permanent Secretary and Permanent Secretary in several Ministries.
 - Chairperson and Member of a number of public sector bodies as well as Director of a few private and public companies.



Mr P. AH-CHUEN
Commissioner
Appointed in November 2015

- Qualifications:**
- BTech (Hons) from Brunel University.
 - MSc in Industrial Administration from ASTON University.
- Experience:**
- Executive Director of Allied Motors Co. Ltd.
 - Non-Executive Director of Chue Wing & Company(ABC Foods).
 - Independent Non-Executive Director SBM Bank.
 - Chairperson of the Corporate Governance and Review Committee.
 - Chairperson of Utility Regulatory Authority (URA).



Mr A.N. KHODABUX
Commissioner
Appointed in November 2015

- Qualifications:**
- BSc (Hons) in Mathematics.
- Experience:**
- College Rector.
 - Project Consultant for the setting up of Private Fee Paying Secondary Schools and Post-Secondary Tertiary Registered Institutions.



Mr G.C.R. GRENADE
Commissioner
Appointed in August 2016

- Qualifications:**
- LLB from Victoria University.
 - Graduate Diploma of Legal Practice from the Australian National University.
 - Fellow of the Taxation Institute of Australia.
- Experience:**
- Australian Lawyer on the roll of the Supreme Court of Victoria and the High Court of Australia.
 - Tax Manager at KPMG.
 - Member of the National Remuneration Board in 2015.



Dr S. KALEEAAH
Commissioner
Appointed in August 2018

- Qualifications:**
- M.A and Ph.D. from University of Bombay
- Experience:**
- Deputy Director on “Management of Drug Addiction in India” projects.
 - Head, Planning and Research Unit of the Ministry of Women’s Right, Child Development and Family Welfare.
 - Formed part of different Commonwealth Organisations.
 - Member of Public Officers Welfare Council, Trade Union Trust Fund and Labour Advisory Board.

2.3 Public Service Commission (PSC)

2.3.1 Background

The PSC in its current form and status was established in August 1967. It assumed executive powers under the provisions of the Schedule to the Mauritius Constitution Order, 1966.

2.3.2 Powers

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

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

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

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

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

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

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

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

2.3.3 Objectives

The objectives of the PSC are to:

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

2.3.4 Scope

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

The vital function of the Commission is to ensure that the Republic of Mauritius has a professional, non-partisan and representative Public Service. With a glorious past of more than 50 years, the PSC is responsible for safeguarding the principles and values that underlie professionalism and integrity of the Public Service.

In addition, the Commission also considers cases forwarded by Responsible Officers of Ministries/Departments pertaining to appointment, promotion, filling of vacancies under delegated powers, discipline and formulation or review of schemes of service in the Public Service and training/scholarship related to promotion.

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

2.3.5 Functions

2.3.5.1 Processing of applications

Since the beginning of 2018, the PSC is using the Oracle system to expedite the processing of applications. Candidates are thus able to apply online, not only from their personal computer, but also from their smart phone, tablet or other compatible electronic devices. Candidates applying online receive instant acknowledgement on their personal e-mail. A Help Desk Unit is also available at the office to assist members of the public/serving officers to submit their online applications.

2.3.5.2 Recruitment Process

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

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

2.3.5.3 Appointment

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

2.3.5.4 Transfer and Reversion

The Commission has the authority to approve:

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

2.3.5.5 Appeal/Judicial review

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

2.3.5.6 Processing of Disciplinary cases

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

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

2.4 Composition of the DFSC

The composition of the DFSC was as follows:

Chairperson	Mr Sutiawan GUNESSEE
Commissioners	Mr Deywanund BHOGUN Mr Shailendra Kumar Singh DUSOWOTH Mr Antoine Hervé SYDONIE Mr Ariff SALAUROO



Mr D. BHOGUN
Commissioner
Appointed in October 2016

Qualifications: - Graduate in Political Science.

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



Mr S. K. S. DUSOWOTH
Commissioner
Appointed in October 2016

Qualifications: - BA in Economics
- MA in Public Administration.

Experience: - High Commissioner of Mauritius to Malaysia.
- Ambassador of Mauritius to Madagascar.
- Chairperson of the Petroleum Pricing Committee



Mr A. SALAUROO
Commissioner
Appointed in October 2016

Qualifications: - Post-Graduate Diploma in Total Quality Management.
- Master in Business Administration.

Experience: - Chartered Fellow of the Chartered Institute of Personnel and Development.
- President of the Association of Human Resource Professionals of Mauritius.
- President of the African Human Resources Confederation.
- Director on various Boards.



Mr A. H. SYDONIE
Commissioner
Appointed in October 2016

Qualifications: - Diploma in Hotel Management.
- Diploma in Business Management.
- Master of Business Administration.
- MQA certified trainer in Management.

Experience: - Executive Manager at Sun Resorts Ltd.

2.5 Disciplined Forces Service Commission (DFSC)

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

2.5.1 Background

The Commission was established in 1959 as the Police Service Commission. In 1997, following an amendment to the Constitution of Mauritius, the Disciplined Forces Service Commission (commonly known as DFSC) replaced the Police Service Commission and performed its functions not only to the Mauritius Police Force, but also to the Mauritius Fire and Rescue Service and the Mauritius Prison Service. With a view to offering the highest standards of service in respect of the three Disciplined Forces, named above, it has identified a clear mission for itself: **“To ensure that the Republic of Mauritius has a professional and efficient Disciplined Forces service geared towards excellence.”**

2.5.2 Powers

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

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

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

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

2.5.3 Objectives

The objectives of the DFSC are to:

- ensure that the Republic of Mauritius has a professional and efficient disciplined forces service;
- identify and enlist persons of specified educational attainments, with the drive, merit and talent for efficient performance. To safeguard the impartiality and integrity of the Commission regarding appointments and promotions in the Disciplined Forces Service and to ensure that these are based on merits.
- take disciplinary action, whenever necessary, with a view to maintaining work ethical standards, and upholding public confidence in the three forces.

2.5.4 Scope and Functions

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

In line with the strategy of achieving a professional and efficient disciplined forces service, the DFSC, as from this year (2018), has come up with a new set of common requirements for prospective candidates wishing to join the Police Force, the Prison service or the Fire and Rescue service. In that respect, the basic academic prerequisite for an eligible candidate is the Cambridge School Certificate, with at least a pass in English Language, French Language, and Mathematics or Principles of Accounts.

Regarding physical requirements, while male candidates should be 1m70 high, with a chest of 84 cm, female candidates should be 1m63 high with a Body Mass Index ranging between 18.50 and 27.50. Ensuing their eligibility as candidates, they will be required to undergo a medical examination and other tests including an interview by the DFSC. This is a new and innovative step in the harmonisation of recruitment and selection for the three categories. The same recruitment procedure is applied to candidates domiciled in Rodrigues.

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

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

Punishment inflicted to a police officer can be:

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

2.6 The PSC and DFSC Secretariat

The PSC and DFSC Secretariat is presently headed by a Secretary, holding the substantive post of Permanent Secretary, who has been assigned the duties of Secretary to the Commission.

The Secretariat consists of a pool of public officers from different grades. In view of achieving operational flexibility and quick service delivery, the workload of the Secretariat has been distributed on a team-basis. Each team, headed by an experienced Manager, Human Resources, is responsible for at least five different Ministries/Departments. They are responsible for the scrutiny, verification and providing expert advice to the Commissions relating to different issues to enable the Commissions to take informed decisions. All recommendations made by Responsible Officers of different Ministries/Departments, including the Rodrigues Regional Assembly, are scrutinised by the Secretariat ensuring that these are in line with rules, regulations and established procedures.

2.7 Senior Staff

Secretary, Public Service Commission and Disciplined Forces Service Commission

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

Mr K. CONHYE (up to 01.04.2018)
Mrs N. BHEENICK (up to 18.02.2019)
Dr S.P. BOODHUN (w.e.f. 19.02.2019)

Deputy Permanent Secretary

Mrs B. SIBDOYAL
Mrs M. JHUGROO

Assistant Secretary, Public Service Commission and Disciplined Forces Service Commission

Mr S. CHOOROMONEY (Retired on 31.05.2019)

Assistant Permanent Secretary

Mrs M. MOHITH-MUSSAI
Mr F.Y. LAVICTOIRE

Manager, Human Resources

Mrs M.N. LABONNE (up to 28.01.2019)
Mrs K. MOOLOO (up to 28.01.2019)
Mrs B.D. NUNDLOLL
Mrs A.D. HEERASING
Mr K. AUBEELUCK

Assistant Manager, Human Resources

Mr T. RAMLOCHUND
Mrs M.N.B. PRAYAG
Mrs S.D. SOOBEN-PONNUSAWMY
Mrs D. RAJANAH
Mrs G. VEERAMAH-RAMASAWMY
Mrs S. LUCKOO
Mr A. BISSESSUR
Mrs R. FOWDUR
Mrs B. GOPAUL (w.e.f. 28.01.19)

Ag. Assistant Manager, Financial Operations

Mr T. AUBEELUCK

Senior System Analyst

Mr V.K. SEEBALLACK

Principal Procurement and Supply Officer

Mr S. PEYAN (up to 24.07.2018)
Mr P. LUTCHMUN (w.e.f 25.07.2018)

2.8 Organigram of the PSC and DFSC

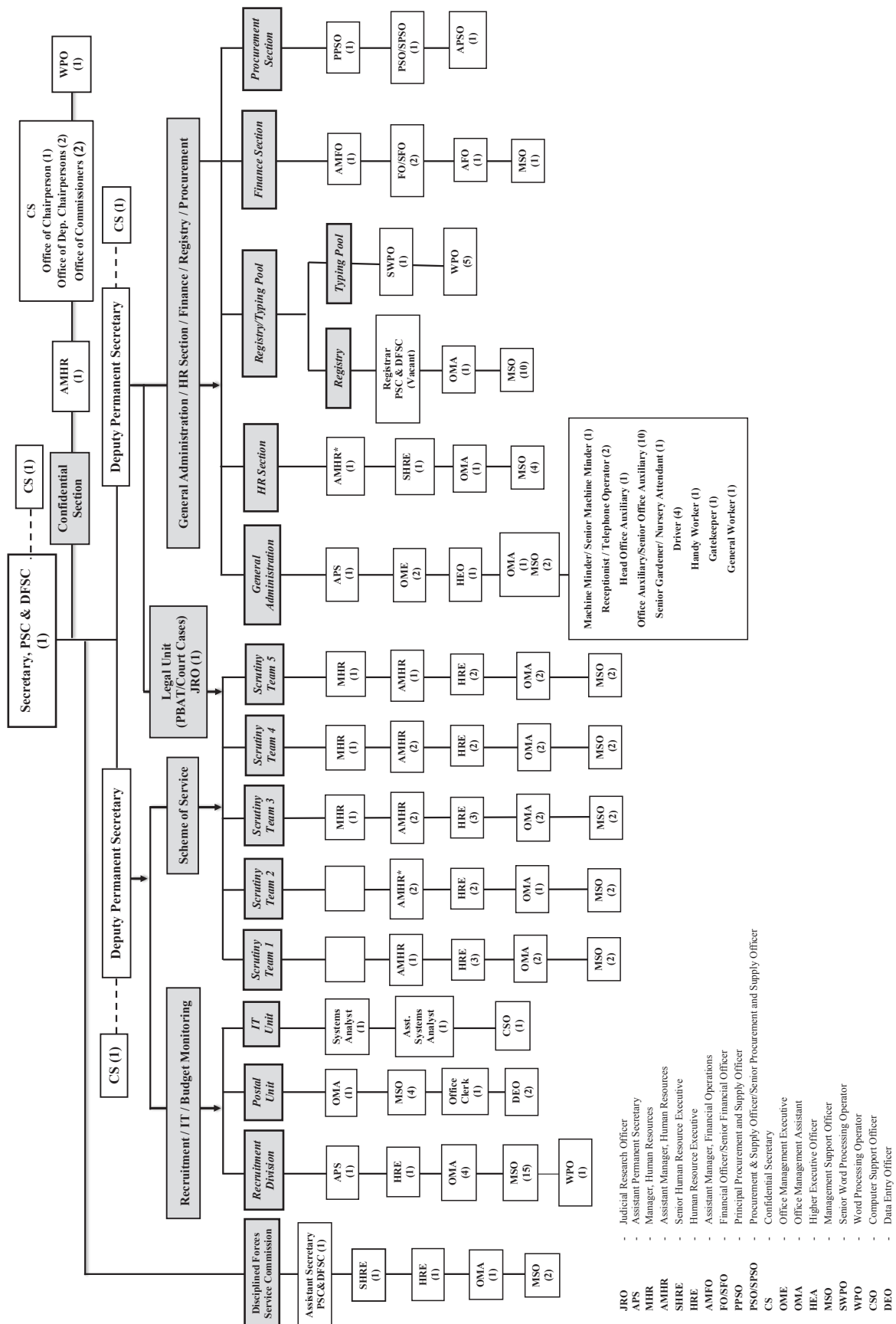


Figure 2: Organigram of the PSC and DFSC

Chapter 3: Achievements and Challenges

3.1 Achievements

3.1.1 Recruitment in the Public Service

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

3.1.2 Funded vacancies for Financial Years 2017/2018 and 2018/2019

The Estimates 2017/2018 and 2018/2019 provide for 8728 and 11417 funded vacancies respectively, as detailed in the table below:

Financial Year	Filled by Selection	Filled by Promotion	Filled under Delegated Power by RO of Mins/Depts	Total
2017/2018	4609	1524	2595	8728
2018/2019	4944	3263	3210	11417

Table 1: Funded vacancies for Financial Years 2017/18 and 2018/19

3.1.3 Funded vacancies reported to the Commissions

7412 and 8350 funded vacancies reported to the PSC and the DFSC for Financial Years 2017/2018 and 2018/2019 are as follows: -

Financial Year	Filled by Selection	Filled by Promotion	Filled under Delegated Power by RO of Mins/Depts	Total
2017/2018	3405	1524	2483	7412
2018/2019	3727	1213	3410	8350

Table 2: Funded vacancies reported to the Commissions for Financial Years 2017/18 and 2018/19

3.1.4 Reported vacancies filled by the Commissions

The table below gives the status of the filling of vacancies reported by Responsible Officers to the Commissions:

Financial Year	Filled by Selection	Filled by Promotion	Filled under Delegated Power by RO of Mins/Depts	Total
2017/2018	3198	1442	2483	7123
2018/2019	3314	1092	3410	7816

Table 3: Reported vacancies filled by the Commissions for Financial Years 2017/18 & 2018/19

The Bar Chart below gives a graphical representation of the Funded Vacancies, Reported Vacancies and Vacancies Filled for Financial Years 2017/2018 and 2018/2019.

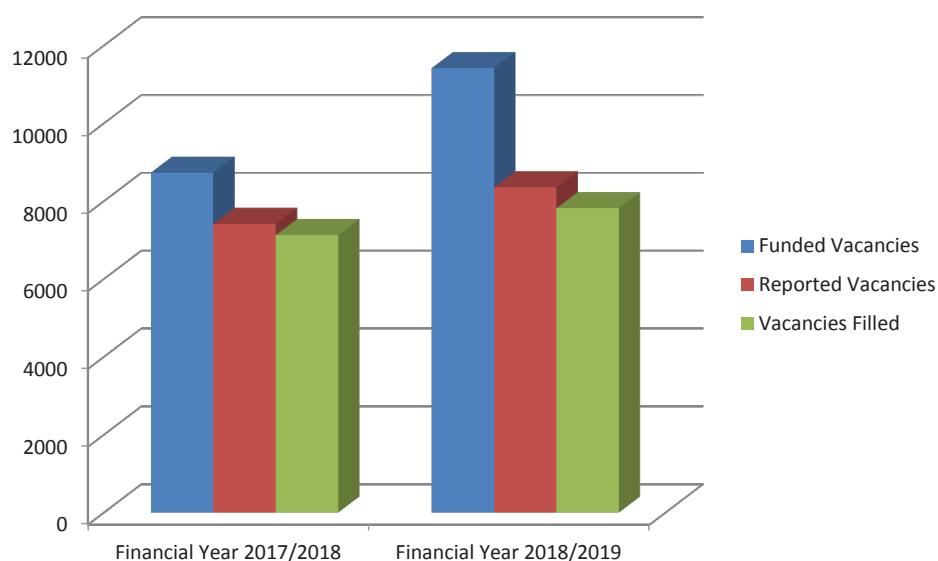


Figure 3: Funded vacancies, reported vacancies and vacancies filled for Financial Years 2017/18 and 2018/19

3.1.5 Advertisements Issued and Number of Applications Received

During the Financial Year 2017/2018, 122,020 applications were received in respect of 243 posts and 80,450 applications were received in respect of 261 advertised posts during Financial Year 2018/2019. The highest number of applications received was for the following posts:

Financial Year 2017/2018		
Post	Number of Vacancies	Number of Applications
Management Support Officer	78	8574
Trainee Primary School Educator	115	8903
School Clerk	24	7300
Trainee Nurse	75	4542
Firefighter	93	4050
Analyst/Senior Analyst	23	3243
Educator (Secondary) Kreol Morisien	6	3195
Registration Officer/Senior Registration Officer	10	2557
Word Processing Operator	16	2415
TOTAL	440	44,779

Table 4: Number of applications received (post-wise) for Financial Year 2017/18

Financial Year 2018/2019		
Post	Number of Vacancies	Number of Applications
Educator (Secondary)	129	11086
Trainee Primary School Educator	7	5190
Trainee Court Officer	14	3911
Assistant Permanent Secretary	23	3643
Compliance Officer	17	2941
Word Processing Operator	47	2896
Second Secretary	3	2400
Trainee Legal Assistant	2	2200
Support Teacher	21	2124
TOTAL	263	36,391

Table 5: Number of applications received (post-wise) for Financial Year 2018/19

3.1.6 Written examinations carried out by the Commissions

The Commissions conducted nine (9) and eight (8) written examinations respectively during Financial Years 2017/2018 and 2018/2019 as follows: -

Financial Year 2017/2018

SN	Post	Ministry/ Department	Date of Examination	Number of Candidates convened
1	Assistant Superintendent of Prisons	Mauritius Prison Service	28 October 2017	100
2	Administrative Officer – RRA	Rodrigues Regional Assembly	13 January 2018	137
3	Word Processing Operator – RRA	Rodrigues Regional Assembly	13 January 2018	7
4	Office Management Assistant	Civil Service and Administrative Reforms	3 February 2018	1024
5	Assistant Financial Officer	Finance and Economic Development	24 March 2018	653
6	Trainee Nurse	Health and Quality of Life	05 May 2018	1584
7	Human Resource Officer – RRA	Rodrigues Regional Assembly	26 May 2018	11
8	Analyst/Senior Analyst	Finance and Economic Development	09 June 2018	2432
9	Word Processing Operator	Civil Service and Administrative Reforms	19, 20 & 21 June 2018	355

Table 6: Written examinations conducted during Financial Year 2017/18

Financial Year 2018/2019

SN	Post	Ministry/Department	Date of Examination	Number of Candidates convened
1	Appointment of Examiner of Accounts	National Audit Office	21 July 2018	28
2	Court Usher	The Judiciary	04 August 2018	1016
3	Human Resource Executive	Ministry of Civil Service and Administrative Reforms	11 August 2018	93
4	Word Processing Operator	Rodrigues Regional Assembly	16,17 & 18 Aug 2018	140
5	Assistant Procurement & Supply Officer	Ministry of Finance and Economic Development	20 October 2018	420
6	Trainee Meteorologist	Meteorological Services	23 March 2019	363
7	Survey Officer	Pay Research Bureau	30 March 2019	181
8	Assistant Permanent Secretary	Prime Minister's Office	25 May 2019	3160

Table 7: Written examinations conducted during Financial Year 2018/19

3.1.7 Interviews and candidates convened

The number of interviews carried out for different posts and the number of candidates convened are shown in the table below for Financial Years 2017/2018 and 2018/2019.

Financial Year	Number of interviews carried out	Number of candidates convened
2017/2018	252	16908
2018/2019	168	9477

Table 8: Interviews carried out / Candidates convened for interview for Financial Years 2017/18 and 2018/19

	Financial Year 2016/2017	Financial Year 2017/2018	Percentage Increase/ Decrease 2016/2017 and 2017/2018	Financial Year 2018/2019	Percentage Increase/ Decrease 2017/2018 and 2018/2019
Advertisements issued	277	243	(12.3%)	261	7.4%
Applications received	101664	122020	20.0%	80450	(34.1%)
Candidates convened for interview	10362	16908	63.2%	9477	(44.0%)
Vacancies filled	6132	7123	16.2%	7816	9.7%

Table 9: Comparative percentage for Financial Years 2016/17, 2017/18 and 2018/19

3.1.8 Comparative table with the previous Financial Years

A comparison table with the last two Financial Years with regard to filling of vacancies is depicted below: -

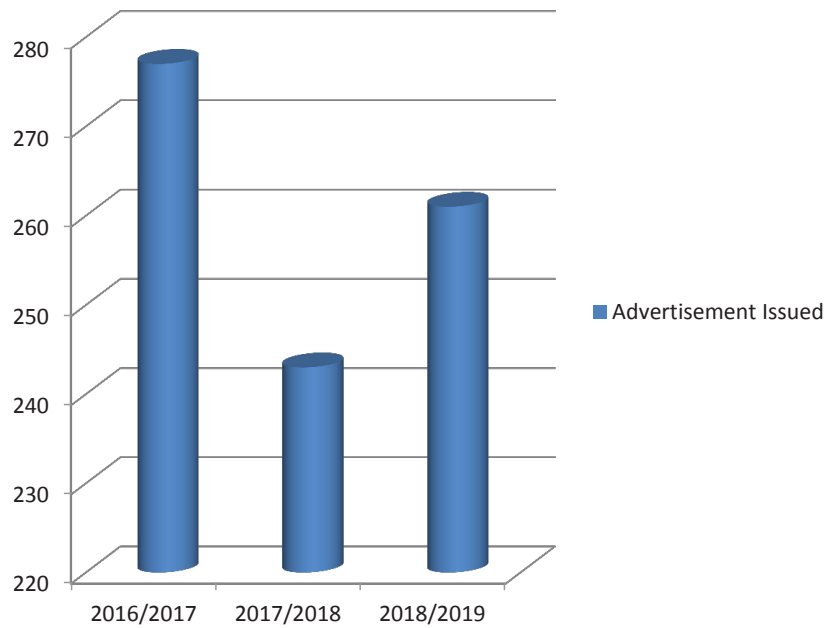


Figure 4: Comparative figures in respect of advertisement issued for Financial Years 2017/18 and 2018/19



Figure 5: Comparative figures in respect of applications received/candidates convened for interview for Financial Years 2016/17, 2017/18 and 2018/19

3.1.9 Number of Vacancies Filled

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

Mode of Filling of Vacancies	Financial Year 2016/2017	Financial Year 2017/2018	Financial Year 2018/2019
Selection	3194	3198	3314
Promotion	1342	1442	1092
Under Delegated Power	1596	2483	3410
TOTAL	6132	7123	7816
No. of Vacancies Reported	7069	7412	8350
% of Vacancies filled	86.7%	96.1%	93.6%

Table 10: Mode of filling of vacancies for Financial Years 2016/17, 2017/18 and 2018/19

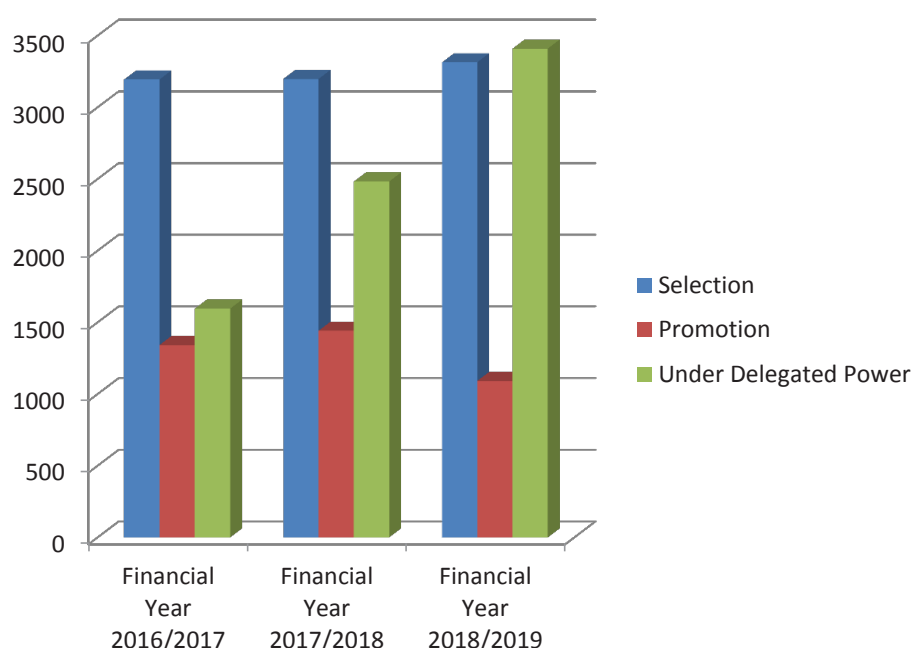


Figure 6: Mode of filling of vacancies for Financial Years 2016/17, 2017/18 and 2018/19

A graphical representation of the number of vacancies filled for three consecutive Financial Years is shown on the previous page.

It is to be highlighted that during the Financial Year 2018/2019, the highest number of vacancies filled by selection was made in the Ministry of Civil Service and Administrative Reforms with 1033 vacancies filled. The Ministry of Education and Human Resources, Tertiary Education and Scientific Research and the Ministry of Health and Quality of Life came in the second and third position respectively. Details are at **Appendices 1 and 2**.

3.1.10 Difficulties encountered in the filling of vacancies by the Commissions

The Commissions encountered several major difficulties in the filling of vacancies such as: -

- Multiple applications received from candidates
- Delay by Responsible Officers of Ministries/Departments in submission of Performance Appraisal Forms/Ad hoc Report and Report on Fitness for Promotion on candidates
- Missing signature of Appraiser on Performance Appraisal Forms
- Arithmetical error on Performance Appraisal Forms
- Delay of Police Clearance

- Incorrect filling of PSC Form 1 (Report of Vacancy) and PSC Form 2 (Promotion)
- Complex Schemes of Service for certain posts, including diverse fields of studies at University level
- The processing of applications of some selection exercises is rendered more complex by the wide array of qualifications held by applicants
- Equivalence of qualifications not submitted by candidates
- PSC Form 22 not submitted within the prescribed time of at least one week after the closing date of advertisement by Ministries/Departments

3.1.11 Acting Appointment and Assignment of Duties

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

The Public Service Commission, has under section 89 (2) of the Constitution, delegated to Responsible Officers, in specific cases, the power to make acting appointment and assignment of duties in their Ministry/Department in respect of grades under their responsibility. All other cases are submitted to the Commissions for approval. The table below specifies the number of appointments/assignments of duties approved during Financial Years 2017/2018 and 2018/2019. Details of the number of appointments/assignments of duties implemented are at **Appendices 3 and 4**.

Acting Appointment/Assignment of duties Approved	Financial Year 2017/2018	Financial Year 2018/2019
PSC	772	844
DFSC	243	524
TOTAL	1015	1368

Table 11: Acting appointment/Assignment of duties for Financial Years 2017/18 and 2018/19

Financial Year 2017/2018

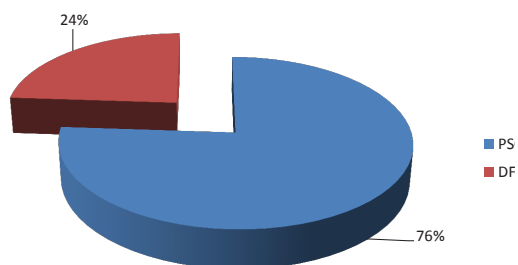


Figure 7: Acting Appointment/Assignment of Duties for Financial Year 2017/18

Financial Year 2018/2019

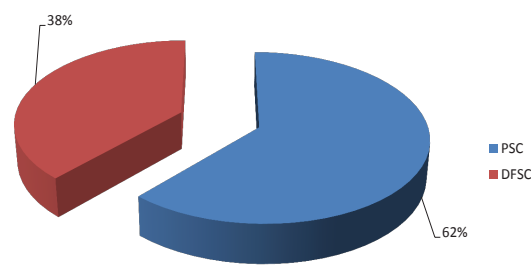


Figure 8: Acting Appointment Assignment of Duties for Financial Year 2018/19

3.1.12 Retirements approved by the Commissions

During the last two Financial Years, the number of Officers who have retired with the approval of the PSC and DFSC is as follows:

Retirements approved	Financial Year 2017/2018	Financial Year 2018/2019
PSC	138	103
DFSC	52	75
TOTAL	190	178

Table 12: Approved retirements for Financial Years 2017/18 and 2018/19

Financial Year 2017/2018

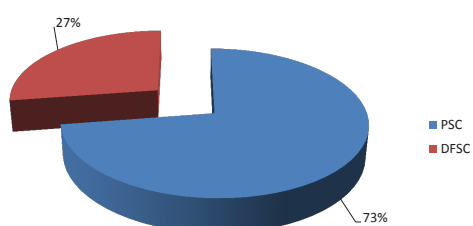


Figure 9: Retirements approved for Financial Year 2017/18

Financial Year 2018/2019

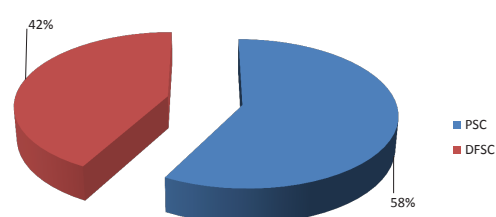


Figure 10: Retirements approved for Financial Year 2018/19

3.1.13 Scheme of Service

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

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

Scheme of Service	Financial Year 2017/2018	Financial Year 2018/2019
PSC	94	135
DFSC	9	1
TOTAL	103	136

Table 13: Number of Scheme of Service agreed upon for Financial Years 2017/18 and 2018/19

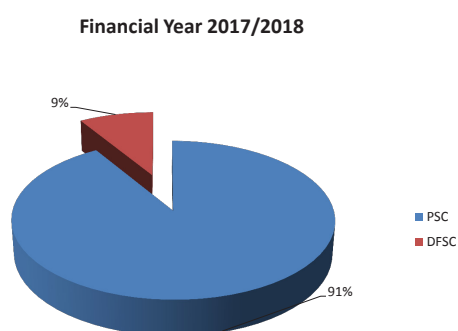


Figure 11: Schemes of Service agreed upon for Financial Year 2017/18

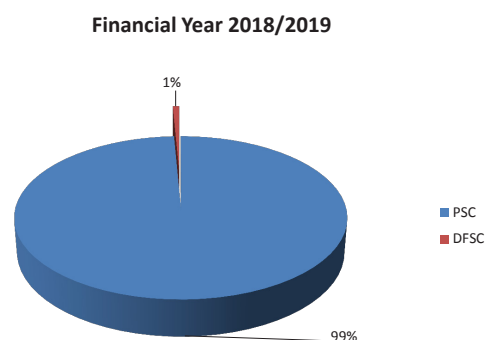


Figure 12: Schemes of Service agreed upon for Financial Year 2018/19

Details on the Schemes of Service agreed upon by the Commissions are at **Appendices 5 to 7**

3.1.14 Delegation of Power

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

During the last two Financial Years, 2017/2018 and 2018/2019, Responsible Officers have recruited **2483** and **3410** Officers respectively under Delegated Power.

Delegation of power is also granted in respect of employment on contract, especially in cases where due to lack of qualified candidates, vacancies cannot be filled in the normal manner or for short-term projects. Responsible Officers are also granted delegation of power to recruit persons on a sessional or part-time basis. The tables below give some of the various posts filled under contract during Financial Years 2017/2018 and 2018/2019 respectively:

Financial Year 2017/2018

Ministry/Department	No of vacancies filled during Financial Year 2017/2018
Housing and Lands	
Surveyor (on contract)	1
Gender Equality, Child Development and Family Welfare	
Psychiatric Nurse (on contract)	1
Education and Human Resources, Tertiary Education and Scientific Research	
Engineer (Civil) (on contract)	1
Electrical Engineer (on contract)	1
Mechanical Engineer (on contract)	1
Quantity Surveyor (on contract)	1
Registrar General Civil Engineer	1

Table 14: Vacancies filled under contract for Financial Year 2017/18

Financial Year 2018/2019

Ministry/Department	No. of vacancies filled during Financial Year 2018/2019
Civil Status Division	
Systems Support Engineer	1
Hardware and Support Engineer	1
Gender Equality, Child Development and Family Welfare	
Psychiatric Nurse	1
Resource Person in the field of Yoga	4
Ocean Economy, Marine Resources, Fisheries and Shipping	
Lecturer (Nautical Studies)	1
Finance and Economic Development	
Civil Engineer	1
Electrical/Electronic Engineer	1

Table 15: Vacancies filled under contract for Financial Year 2018/19

3.1.15 Appointment made

Substantive appointments made by the Public Service Commission during Financial Year 2017/2018:

SN	Ministry/Department	Total
1.	Mauritius Meteorological Services	5
2.	Energy and Public Utilities	1
3.	Agro-Industry and Food Security	2
4.	Social Integration and Economic Empowerment	5
	Assistant Secretary General (Ex- NESC)	1
	Driver/Office Attendant (EX-NESC)	1
	Confidential secretary (Ex-NESC)	1
	Research Executive (Ex-NESC)	2
5.	Labour, Industrial Relations, Employment and Training	20
6.	Health and Quality of Life	394
	Medical and Health Officer/Senior Medical and Health Officer	337
	Nursing Administrator (Female)	1
	Biomedical Health Engineer (Health)	2
	Nursing Officer	53
	Specialist/Senior Specialist (Pediatrics)	1
7.	Business, Enterprise and Cooperatives	5
8.	Housing and Lands	1
	Surveyor	1

Table 16: Substantive Appointments made by the PSC during Financial Year 2017/18

Some examples of Substantive Appointments made by the Public Service Commission during 2018/2019:

S.N	Ministry/Department	Total
1.	Attorney General's Office	
	Legal Assistant	2
2.	Agro-Industry and Food Security	
	Technical Design Officer	2
3.	Public Infrastructure and Land Transport	
	Mechanical Engineer/Senior Mechanical Engineer	1
	Inspector, ESD	1
	Technician, ESD	5
4.	Housing and Lands	
	Technical Design Officer	1
	Surveyor	1
5.	Mauritius Meteorological Services	
	Meteorologist/Senior Meteorologist	1
	Meteorological Technician	13
6.	Energy and Public Utilities	
	Assistant Inspector	1
	Technical Officer, Energy Efficiency	1
7.	Valuation Department	
	Property Valuation Inspector	8

Table 17: Substantive Appointments made by the PSC during Financial Year 2018/19

Appointments made by the Disciplined Forces Service Commission

SN	Ministry/Department	Financial Year 2017/2018	Financial Year 2018/2019
1.	Mauritius Police Force	612	685
2.	Mauritius Prison Service	23	4
3.	Mauritius Fire and Rescue Service	16	17
	TOTAL	651	706

Table 18: Appointments made by the DFSC for Financial Years 2017/18 and 2018/19

3.1.16 Discipline

The Commissions have the constitutional power to exercise disciplinary control over all public officers. It is the responsibility of the Commissions to exercise such power in all fairness over each accused officer within the parameters laid down in the PSC and the DFSC Regulations, as appropriate. Disciplinary actions initiated by the Public Service Commission under the PSC Regulations are as per below figures.

Financial Year 2017/2018

PSC Regulations	No. of Disciplinary Cases
Under Regulation 31	10
Under Regulation 32	4
Under Regulation 35	19
Under Regulation 36	46
Under Regulation 37	2
Under Regulation 41	4
Appeal Under Regulation 42B(1)	3
Under Regulation 43	17
TOTAL	105

Table 19: Disciplinary actions initiated by the PSC for Financial Year 2017/18

Financial Year 2018/2019

PSC Regulations	No. of Disciplinary Cases
Under Regulation 35(1)	3
Under Regulation 35(3)	
Reinstatement	3
Under Regulation 36	
Reprimand	15
Severe reprimand	12
Suspension from work without pay (1-4 days)	5
Stoppage of increment	2
Dismissal	2
Retirement in the interest of public service	1
Under Regulation 37	
Misconduct justifying dismissal	1
Under Regulation 39	
Retirement in the interest of public service	2
Appeal Under Regulation 42B(1)	2
Under Regulation 43	
Post declared vacant	26
Termination of Temporary Appointment	2
Extension of Probationary Period	1
TOTAL	77

Table 20: Disciplinary actions initiated by the PSC for Financial Year 2018/19

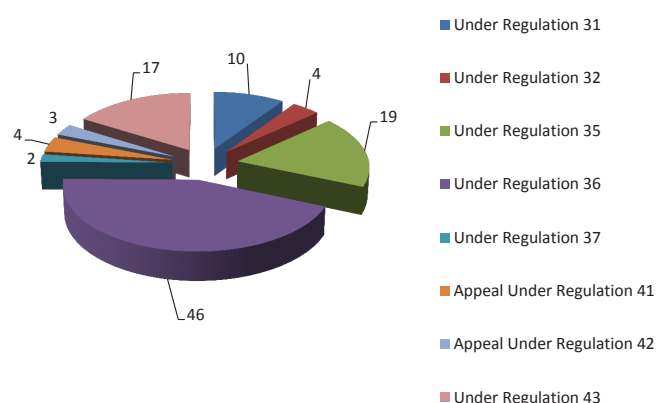


Figure 13: Disciplinary actions initiated by the PSC for Financial Year 2017/18

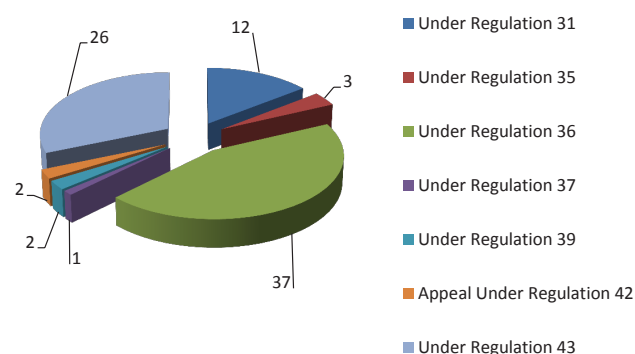


Figure 14: Disciplinary actions initiated by the PSC for Financial Year 2018/19

Disciplinary actions initiated by the Disciplined Forces Service Commission under the DFSC Regulations in Financial Year 2017/2018

Financial Year 2017/2018 and 2018/2019

DFSC Regulations	No. of Disciplinary Cases in FY 2017/2018	No. of Disciplinary Cases in FY 2018/2019
Reprimand (Reg 33)	21	18
Severe Reprimand	7	6
Suspension from work without pay	3	5
Dismissal following conviction (Reg 33(1))	8	3
Summary Dismissal (Reg 39)	16	18
Termination of enlistment	2	2
Stoppage of Increment	2	2
Interdiction	24	35
Remain under Interdiction	-	3
Reinstatement	17	11

Table 21: Disciplinary actions initiated by the DFSC for Financial Years 2017/18 & 2018/19

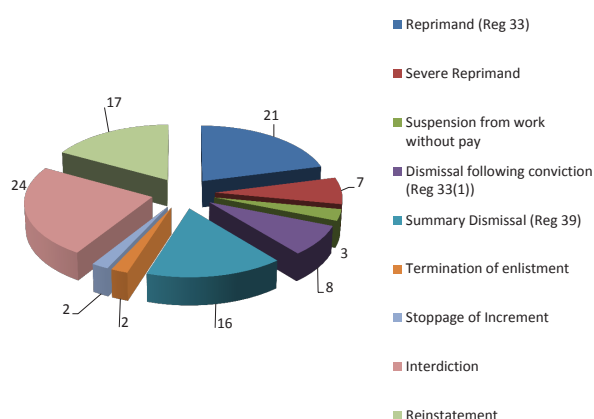


Figure 15: Disciplinary actions initiated by the DFSC for Financial Year 2017/18

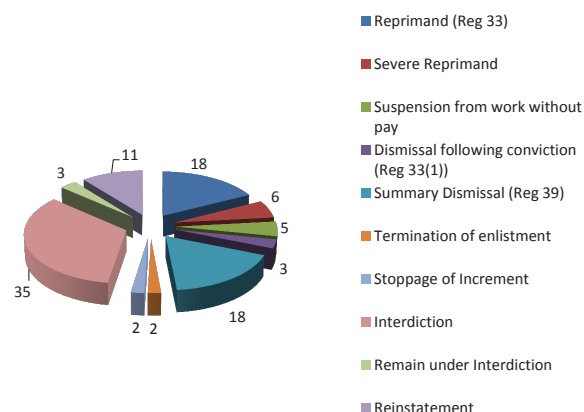


Figure 16: Disciplinary actions initiated by the DFSC for Financial Year 2018/19

Some relevant additional information relating to discipline and important cases and the rulings of the Court/Tribunal are at **Annex**.

3.1.17 Confirmation

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

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

The Disciplined Forces Service Commission has approved the confirmation and extension of probationary period of many members of the Disciplined Forces as shown below: -

SN	Department	Financial Year 2017/2018	Financial Year 2018/2019
1.	Mauritius Police Force	821	527
2.	Mauritius Prison Service	50	13
3.	Mauritius Fire & Rescue Service	36	57
	TOTAL	907	597

Table 22: Confirmations & Extension of Probationary period by the DFSC for Financial Years 2017/18 & 2018/19

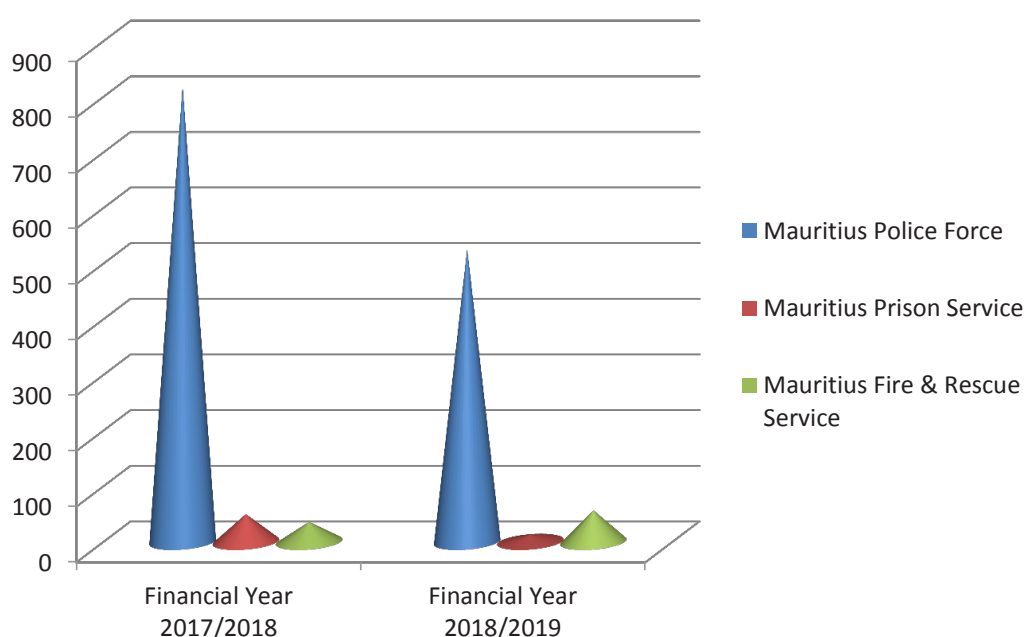


Figure 17: Confirmations & Extension of Probationary period by the DFSC for Financial Years 2017/18 & 2018/19

3.1.18 Transfer

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

- Transfer approved by the Public Service Commission

	Financial Year 2017/2018	Financial Year 2018/2019
Transfer to Approved Service	32	58
Transfer between Ministries/Departments		
Temporary Transfer	153	33
Permanent Transfer	6	11

Table 23: Transfers approved by the PSC for Financial Years 2017/18 and 2018/19

- Transfer approved by the Disciplined Forces Service Commission

	Financial Year 2017/2018	Financial Year 2018/2019
Transfer between Ministries/ Departments		
Temporary Transfer	Nil	1
Permanent Transfer	1	Nil

Table 24: Transfers approved by the DFSC for Financial Years 2017/18 and 2018/19

3.1.19 Reversion

The Commissions often have to consider applications for reversion from officers already holding a substantive appointment in a post in the public service and who subsequently apply for and are offered a temporary appointment in another grade. These officers may be unable to adapt to the new work environment or prefer to return to their previous post. The number of reversions approved by the Commissions are detailed as per below table.

Reversions approved by the PSC - 01 July 2017 to 30 June 2019

Number of Reversions	Financial Year 2017/2018	Financial Year 2018/2019
Reversions	43	52

Table 25: Reversions approved by the PSC for Financial Years 2017/18 & 2018/19

Reversions approved by the DFSC - 01 July 2017 to 30 June 2019

Number of Reversion	Financial Year 2017/2018	Financial Year 2018/2019
Reversion	1	1

Table 26: Reversions approved by the DFSC for Financial Years 2017/18 & 2018/19

3.1.20 Grievance Procedures

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

a) Position regarding cases entered before the Public Bodies Appeal Tribunal

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

It is to be noted that:

1. No appeal shall lie to the PBAT where the appeal relates to either (a) an appointment made following an invitation of applications for a post by way of public advertisement;

or (b) a decision taken by the PSC after consultation with, or with the concurrence of, or on the advice of the Prime Minister; and
2. Decisions of the Disciplined Forces Service Commission are not subject to appeal before the PBAT. Aggrieved members of any Disciplined Force may, however, appeal to the Supreme Court.

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

	2017/2018	2018/2019
Cases brought forward from previous year	77	27
New cases lodged in the year	29	114
TOTAL	106	141
Number of Cases finalised *	79	83
Cases carried forward	27	58

Table 27: Cases lodged before the PBAT for Financial Years 2017/18 & 2018/19

* Details of cases finalised at table 28

	2017/2018	2018/2019
Withdrawn	20	29
Set Aside	29	30
Struck Out	3	3
Commission's Decision Quashed	27	21
TOTAL	79	83

Table 28: Details pertaining to cases finalised before the PBAT

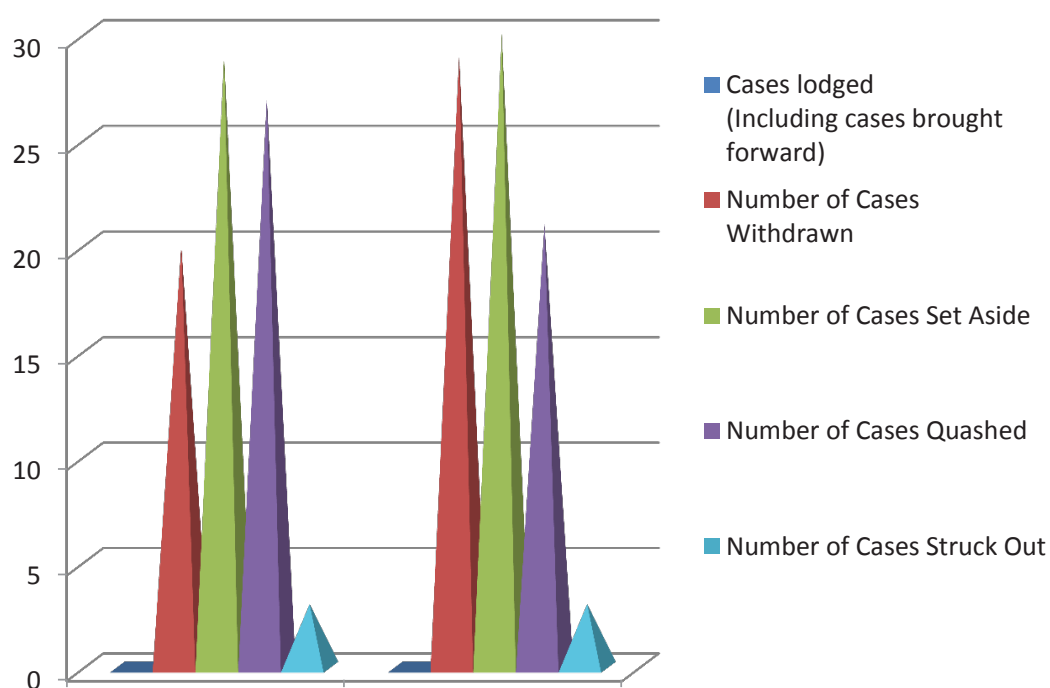


Figure 18: Details pertaining to cases finalised before the PBAT

b) Position regarding cases before the Supreme Court

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

Court Cases (PSC) as at end of Financial Year 2018/2019:

Cases pending as at 30 June 2018	37
Cases lodged for review during the period July 2018 to June 2019	18
Cases Set Aside	55
Cases Quashed	4
Cases Struck out	2
Cases referred back to PBAT	2
Leave Refused	1
Cases pending as at 30 June 2019	46

Table 29: Cases lodged against the PSC before the Supreme Court as at end of Financial Year 2018/19

Court Cases (DFSC) for Financial Year 2017/2018 and 2018/2019:

	Financial Year 2017/2018	Financial Year 2018/2019
Number of cases	9	7
Cases pending	7	7
Case set aside	1	Nil
Decision quashed	1	Nil

Table 30: Cases lodged against the DFSC before the Supreme Court for Financial Years 2017/18 & 2018/19

3.2 Status on Implementation of Key Actions

Financial Year 2017/2018

MONITORING OF KEY ACTIONS AND KEY PERFORMANCE INDICATORS FOR FINANCIAL YEAR 2017/2018				
Key Action	Key Performance Indicator	Target 2017/18	Achievement as at 30 June 2018	Remarks
Automation of submission and processing of applications resulting in improved efficiency and service delivery and reduced time taken to process recruitment	Average time taken to process recruitment (weeks)	28	27	The average time taken to process recruitment exercises has decreased by one week since the implementation of the E-recruitment system on a phase-wise basis. The system will be fully operational once the issue of complexity of schemes of service is addressed to.
Timely processing of schemes of service by reducing time taken for approval of schemes	Average time taken for approval of schemes of service (weeks)	6	6	Generally, simple cases can be processed in less than 6 weeks whereas for complex cases where additional information is required from Ministries/ Departments, the processing time may take more than 6 weeks.
Timely processing of disciplinary cases by reducing time taken to settle cases	Average time taken to settle disciplinary cases (weeks)	4	4	The processing time for disciplinary cases varies from 2-4 weeks depending on the complexity of the case and provided that all relevant information and documentary evidence from Ministries/ Departments (e.g. court records) have been made available to this Office.

Table 31: Monitoring of key actions and key performance indicators for Financial Year 2017/18

Financial Year 2018/2019

MONITORING OF KEY ACTIONS AND KEY PERFORMANCE INDICATORS FOR FINANCIAL YEAR 2018/2019				
Key Action	Key Performance Indicator	Target 2018/19	Achievement as at 30 June 2019	Remarks
Automation of submission and processing of applications resulting in improved efficiency and service delivery	Average time taken to process recruitment (weeks)	27	24	The average time taken to process recruitment exercises has decreased by three weeks. However, the following conditions still prevail: The Commission continues to receive large volume of applications; There are diverse degree programs for which equivalence has to be sought at times; and The E-Recruitment system cannot be used to process all advertisements as some of the Schemes of Service are still complex.
Timely processing of schemes of service by reducing time taken for approval of schemes	Average time taken for approval of schemes of service (weeks)	5	6	Generally, simple cases can be processed in less than 6 weeks whereas for complex cases where additional information is required from Ministries/ Departments, the processing time may take more than 6 weeks.

Table 32: Monitoring of key actions and key performance indicators for Financial Year 2018/19

3.3 E-Recruitment

In line with Government's vision to digitalise the economy and to accompany the Government in its transformation journey as stated in the Budget 2018-2019, the Public Service Commission and Disciplined Forces Service Commission have digitalised its recruitment procedure.

Previously, application forms along with their resume were sent to the Public Service Commission and Disciplined Forces Service Commission by post. Today this process has been made much easier by using web recruitment. Job seekers get instant access to posts advertised where they can apply for jobs that suit their profile.

The Commission has embarked on an E-Recruitment system with a view to speeding up the processing of applications and filling of vacancies reported by the Responsible Officers. The system is an integrated module which allows applicants to apply for vacant positions advertised by the Commissions using the E-Recruitment System whereby the system electronically displays all the eligible candidates who meet the requirements of the posts advertised.

The E-Recruitment system was soft launched to Public Officers only on **01 June 2017**. The system has also been extended to members of the public for posts where the scheme of service is well-defined in terms of qualifications and other requirements. However, in order to become fully functional, the Schemes of Service have to be synchronized.

Currently, applications can be submitted electronically through the Government Online Centre (GOC) from laptops and personal computers (where there is internet access) within the prescribed closing date and time of the advertisement. Once successfully submitted, the applicant receives an acknowledgement through e-mail and the filled-in application can also be printed. Applicants can update their profiles (qualifications and certificates) at any given time before the closing date and time and they have the facility to view their previous post(s) applied for.

3.4 Memorandum of Understanding (MoU) with Prestigious Institutions

The Public Service Commission and Disciplined Forces Service Commission have, for the first time since it came into operation in May 1955, signed a Memorandum of Understanding (MoU) on 12 March 2018 with its Indian counterpart, namely, the Union Public Service Commission (UPSC).



Figure 19: Signing of MoU with UPSC

In view of the friendly relationship that exists between the Republic of Mauritius and the Republic of India, the two Commissions have agreed to establish a close cooperation on a long term basis for mutual interests and benefits.

The MoU, which sets out the framework within which the two institutions can collaborate as well as the obligations of the respective parties, has become imperative in view of the numerous challenges lying ahead of the PSC and DFSC. The MoU facilitates cooperation in the following non-exhaustive areas:

- i. Exchange of experience on modern approach to public recruitment and selection;
- ii. Exchange of information and expertise including in the use of Information Technology (IT) in the preparation of written examinations and holding of Computer Base Recruitment Tests; and
- iii. Sharing of experience and expertise in expeditious scrutiny and speedy disposal of applications as well as on various processes involved in examination system which are routine in nature.

Under the signed MoU, a delegation comprising the Chairman, PSC and DFSC and one Senior Staff of the DFSC have proceeded to India in November 2018 to seek, among others, assistance from the UPSC regarding the anticipated setting up of a fully-fledged Examination Unit.

The Telangana State Public Service Commission is also collaborating with the PSC with a view to further reviewing its recruitment procedures including digitisation, in an effort to expedite service delivery.

In the same vein, the PSC and DFSC are also seeking further avenues of collaboration with other friendly countries including with South Africa. The main objective is to create joint beneficial working relationships in order to better prepare the Commissions to face new and rising challenges.

The PSC is also a member of AAPSComs, established on 9 April 2008 at the Speke Resort and Conference Centre in Kampala, Uganda. A Memorandum of Understanding was signed between twenty (20) African Public Services Commissions representing fifteen (15) countries in Africa. The purpose of the Association is to collaborate, share experiences and best practices among Public Services Commissions in order to promote good governance and improve service delivery in the public services of the continent.

The collaboration between PSC and friendly countries, including certain relevant organisation is meant to improve the service delivery by adopting best practices obtained elsewhere.

3.5 Challenges

3.5.1 Harmonisation of the Requirements for Entry Grades in the Disciplined Forces

The Disciplined Forces Service Commission has decided that the requirements for the posts of Police Constable, Woman Police Constable, Prisons Officer/Senior Prisons Officer, Woman Prisons Officer/Senior Woman Prisons Officer and that of Firefighter (male and female) be harmonised with a view to conducting a common selection exercise for the entry grades in the Disciplined Forces. Being given that the basic entry qualifications to join the Police Force, the Prison Service and the Fire and Rescue Service were almost similar and, whenever vacancies were advertised, the same applicants applied for the three positions.

Various meetings were held with Responsible Officers/Senior Officials/stakeholders to review the respective Schemes of Service with a view to aligning the academic qualifications, age, physical and other requirements as well as training conditions for the above mentioned entry grades.

This new common exercise had enabled candidates to make a single application for one or more positions indicating their choice in order of preference and to undergo the recruitment procedure only once.

3.5.2 Recommendations

In view of the underlying philosophy of recalling interdicted officers for duty whilst criminal proceedings against them are still pending and in the absence of any legislative provisions in the **PSC Regulations** with respect to the recalling of interdicted public officers, the Commission is looking into new parameters to expedite the cases of interdicted public officers. In view of the present provisions of the **PSC Regulations** and the **DFSC Regulations**, the procedures for interdiction of public officers and the recalling of public officers are matters which are dealt with by the Responsible Officers of the relevant Ministries/Departments in consultation with the State Law Office.

The Commission is involved only after having been informed of the decision and intention of the Responsible Officers.

The Commission is therefore of the view that:

- (a) a Committee needs to be set up in order to establish a proper mechanism to expedite the determination of the cases of officers under interdiction as apprised by the Cabinet;
- (b) the fast track mechanism which had been put in place in October 2008 at the level of the three institutions namely the Judiciary, the Office of the Director of Public Prosecutions, and the Commissioner of Police whereby priority was to be given to cases involving public officers under interdiction, be revived;
- (c) proper guidelines/instructions need to be issued for future guidance in respect of:
 - (i) the types of criminal offences that call for interdiction and a description of the minor offences which do not call for interdiction;
 - (ii) other cases which have up to now warranted interdiction of officers; and
 - (iii) cases where officers are not willing to resume duty when recalled from interdiction.

The Commission may also consider any possible amendments to the **PSC Regulations** to include provisions on the procedure and conditions for recalling public officers under interdiction for duty.

Chapter 4: Financial Performance

4.1 Financial Highlights

As per budget estimates, the PSC and DFSC has one Vote under its control namely:

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

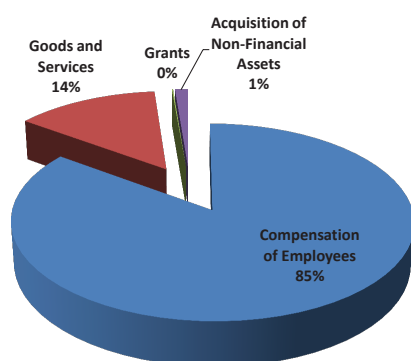
The appropriation of funds is made through Vote/Sub-Heads 010701.

The table below shows the total Expenditure for Vote 1-7.

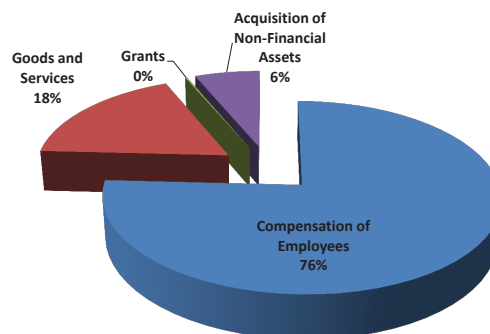
Main Economic Categories	2017-2018	2018-2019
	Rs million Actual	Rs million Actual
Compensation of Employees	56.38	64.27
Goods and Services	8.98	15.06
Grants	0.08	0.15
Acquisition of Non-Financial Assets	0.82	5.30
TOTAL	66.26	84.78

Table 33: Total Expenditure for Financial Years 2017/18 and 2018/19

The figures below provide an illustration of total expenditure incurred by the Public Service Commission and Disciplined Forces Service Commission in Financial Year 2017/2018 and Financial Year 2018/2019 respectively.



**Figure 20: Expenditure incurred in
Financial Year 2017/18**



**Figure 21: Expenditure incurred in
Financial Year 2018/19**

4.2 Analysis of Expenditure

For comparative purposes, the Actual Expenditure incurred in fiscal year 2016-2017 has been used:

Main Economic Categories	2016-2017 Estimates (Rs million)	2016-2017 Actual (Rs million)	2017-2018 Estimates (Rs million)	2017-2018 Actual (Rs million)	2018-2019 Estimates (Rs million)	2018-2019 Actual (Rs million)
Compensation of Employees	64.06	57.09	62.29	56.38	65.69	64.27
Goods and Services	14.85	10.43	14.22	8.98	20.64	15.06
Grants	0.10	0.08	0.10	0.08	0.17	0.15
Acquisition of Non-Financial Assets	10.60	5.02	13.40	0.82	17.50	5.30
TOTAL	89.60	72.61	90.00	66.26	104.00	84.78

Table 34: Comparative of estimated & actual expenditures for Financial Years 2016/17, 2017/18 & 2018/19

Comparative Analysis of Actual Expenditure

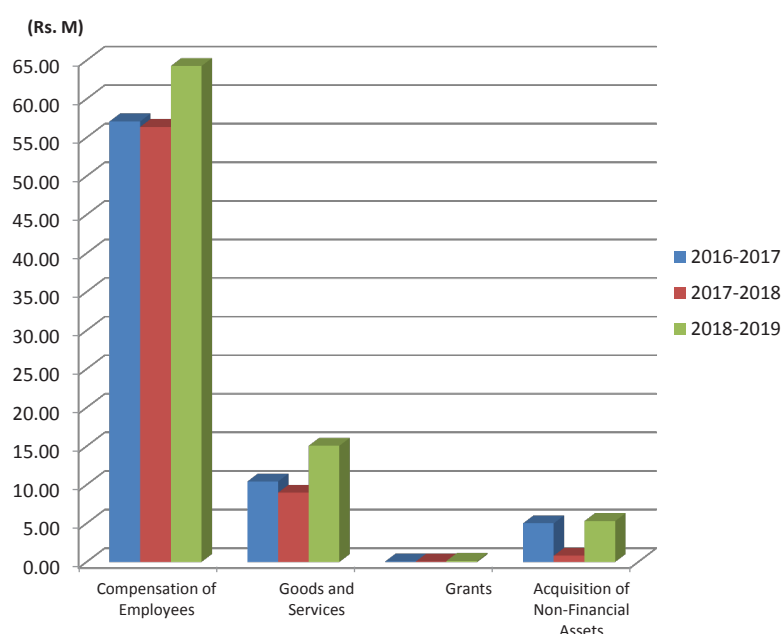


Figure 22: Comparative of actual expenditures for Financial Years 2016/17, 2017/18 & 2018/19

Chapter 5: Welfare of Staff

The PSC and DFSC Staff Welfare Association, established in 1993, is affiliated to the Public Officers' Welfare Council (POWC). The Association focuses on the promotion of the safety, health and welfare of its members through various social and leisure activities. Such activities do not only help to create a healthy and conducive working environment but they also encourage our staff to develop their skills and discover their talents.

The Association has an important role in maintaining the team spirit among its staff which is crucial for the Commissions to achieve their goals and objectives.

5.1 Composition of the PSC and DFSC Staff Welfare Association

SN	NAME OF OFFICER	JOB TITLE	DESIGNATION
1	Mrs Sunghmitra NOBUTSING-SAGAR	Office Management Assistant	President
2	Mr Gawtam SOOKAL	Driver	Vice-President
3	Mr Leckrazsingh NEKITSING	Office Management Assistant	Secretary
4	Mr Girish KHOOSEE	Office Management Assistant	Treasurer
5	Mrs Soonita DOOMAN	Office Clerk	PRO
6	Mrs Kavita MUNGRA	Confidential Secretary	Executive Member
7	Mrs Indranee BIDESSIE-POTHUNNAH	Human Resource Executive	Executive Member
8	MissJemimaARNACHELLUM	Management Support Officer	Executive Member
9	Mr Avinash SOOCAN	Office Management Assitant	Auditor
10	Mrs Amrawtee Devi SINGH	Human Resource Executive	Auditor

Table 35: Composition of PSC and DFSC Staff Welfare Association

5.2 Activities

The activities organised by the PSC and DFSC Staff Welfare Association for the period of 01 July 2017 to 30 June 2019 were as follows: -

SN	ACTIVITIES/PARTICIPATION	PERIOD
1	Silver Jubilee Badminton Tournament for Public Officers (Male)	August 2017
2	Civil Service Kermesse 2017	5 November 2017
3	End of Year Lunch at Maritim Crystal Beach Hotel	22 December 2017
4	50 th Independence Day Celebration	9 March 2018
5	Football Tournament 2018 (organised by Public Officers' Welfare Council)	March-April 2018
6	Music Day Celebration and Retirement Farewell Gathering	22 June 2018
7	Mid-year Lunch	16 August 2018
8	Civil Service Kermesse 2018	11 November 2018
9	End of Year Lunch at Avalon Golf Estate	21 December 2018
10	Children's Christmas Party	24 December 2018
11	End of Year Gathering	31 December 2018
12	Women's Day Celebration	08 March 2019
13	51 st Independence Day Celebration	11 March 2019
14	Football Tournament 2019 (Organised by Public Officers' Welfare Council) – Qualified till Quarter Finals	March-April 2019

Table 36: Activities organised by the PSC and DFSC Staff Welfare Association during Financial Years 2017/18 & 2018/19



Figure 23: Activities organised by PSC and DFSC Staff Welfare Association

ANNEX

Interdiction of Public Officers

The **PSC Regulations** provide that where a Responsible Officer considers that the interest of the public service requires that a public officer should instantly cease to exercise the powers and functions of his office, he may, subject to the covering authority of the Public Service Commission (the 'Commission'), interdict the officer at once from the exercise of those powers and functions. Pursuant to the **PSC Regulations**, the role of the Commission is therefore to exercise its discretion in providing the covering authority after being informed by the Responsible Officers of the relevant Ministries/Departments of their intention to interdict a public officer.

The role of the Commission in the interdiction of a public officer

The power to interdict a public officer rests with the Responsible Officer although the Commission retains the discretion to accept or refuse its covering authority. The **PSC Regulations** further stipulate that in exercising their delegated powers, the Responsible Officers should act judiciously. The Commission issued the **PSC Circular No 3 of 2008** for the Responsible Officers to use their powers to interdict public officers judiciously.

In **the State of Mauritius v/s Sookna 2001 SCJ 51** the Supreme Court explained that the **Regulation 31 of the PSC Regulations** covers two limbs, namely:

- (a) the Responsible Officer is enjoined to interdict a public officer at once if he considers that the public interest requires that the officer should instantly cease to exercise the powers and functions of his office; and
- (b) immediately thereafter to seek the covering authority of the Commission.

Once the Commission gives its covering approval, the decision to interdict becomes that of the Commission. The decision of the Court of Civil Appeal was adopted in the recent decision of the Supreme Court in **Gutto C v/s the State of Mauritius (2017 SCJ 57)**.

However, it was made clear by the Solicitor General in 1990 that the Commission must be wary in refusing the covering approval as it should not attempt to substitute its own opinion of what is in the public interest except in the clearest of cases, as this will only defeat the very object of the delegation of the power to interdict given to the Responsible Officers.

It was further clarified that nothing prevents a Responsible Officer from seeking the advice of the Commission before interdicting an officer in case he is in doubt as to whether the alleged offence or the offence committed requires such an interdiction in the public interest.

In the case of **Auckloo v/s the State of Mauritius** (*supra*) the Supreme Court laid emphasis on the fact that the decision to issue an interim interdiction under **Regulation 31** remains the sole responsibility of the Responsible Officer. The Commission enters the scene after such decision has been taken. The Commission has no power to initiate process under Regulation 31. A covering authority is needed only with respect to interdiction where proceedings are being undertaken, instituted or taken.

Mauritius v/s Singapore

The power of the Commission in Mauritius under the **PSC Regulations** may be contrasted with the Public Service Commission in Singapore. The Public Service Commission in Singapore is empowered under **Regulation 7** of the **Public Service (Disciplinary Proceedings) Regulations** to interdict a public officer from the exercise of the powers and functions of his office if it considers that the public interest requires that the public officer be interdicted and provided that criminal proceedings or proceedings for his dismissal or reduction in rank are being contemplated. The decision and the power to interdict a public officer in Singapore rest solely with the Public Service Commission.

The role of the Commission for recalling interdicted public officers

There is currently no legislative provision for recalling interdicted public officers for duty under the **PSC Regulations** and the **DFSC Regulations**.

Regulations 35(3) and **32(3)** of the **PSC Regulations** provide that where a public officer who is under interdiction is acquitted of a criminal charge in any court and when the Director of Public Prosecutions advises no further action against the public officer following a criminal investigation, the Responsible Officer shall reinstate the public officer and inform the Secretary of the Commission accordingly.

On the other hand, for officers of the DFSC, the prior approval of the DFSC is required for every case of reinstatement in accordance with the **DFSC Regulations**.

(Regulation 32 (3) of the DFSC Regulations)

However, the Supreme Court of Mauritius has stated in the case of **Aubeeluck v/s Ministry of Social Security, National Solidarity and Reform Institutions (2015 SCJ 349)** that the term “recall” means “a conditional reinstatement” .

It has been further understood from the case of **Aubeeluck** (*supra*) that the offer for conditional reinstatement is made to an officer under interdiction subject to the following conditions:

- (a) he is being reinstated simply because proceedings (investigation or hearing) are not likely to be over for quite some time;

- (b) upon criminal or disciplinary proceedings starting or being completed against him, he may be again interdicted or subjected to other forms of disciplinary measures, and
- (c) he may be subject to certain discretion, benefits or privileges due only to officers who are not under report or investigation being withheld.

On the basis of the judgment of **Aubeeluck** (*supra*), the Solicitor-General, further referred to **section 25(b)** of the **Interpretation and General Clauses Act**, to explain that the Responsible Officer may decide to interdict a public officer and accordingly decide to recall an interdicted public officer before seeking the corresponding covering authority from the Commission.

It is only after having informed the Commission of its intention and after having obtained the covering approval from the Commission, that the Responsible Officer may proceed with the recalling of an interdicted public officer.

APPENDIX 1

Vacancies filled by the PSC

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
The Judiciary		
Law Library Assistant	4	2
Trainee Court Officer	27	3
Law Library Officer	1	-
Judicial Research Assistant	18	-
Court Transcriber	4	-
Law Librarian /Senior Law Librarian	1	-
Chief Registrar	-	1
Court Usher	-	19
	55	25
National Audit Office		
Auditor	7	3
Assistant Director of Audit	1	-
Deputy Director of Auditor	-	2
Deputy Head, Examiner of Accounts Cadre	-	1
	8	6
National Assembly		
Parliamentary Librarian and Information Officer	1	-
Assistant Parliamentary Librarian and Information Officer	1	-
Parliamentary ICT Officer	-	1
Parliamentary ICT Support Officer	-	1
Parliamentary ICT Manager	1	-
Deputy Parliamentary ICT Manager	1	-
	4	2

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Electoral Commissioner's Office		
Principal Electoral Officer	1	1
Electoral Officer	-	2
	1	3
Employment Relations Tribunal (ERT)		
Shorthand Writer	3	-
Deputy Registrar, ERT	1	-
	4	-
Ombudsperson for Children's Office		
Secretary, Ombudsperson for Children's Office	1	-
Investigator	-	1
	1	1
Prime Minister's Office		
Assistant Permanent Secretary	6	-
Research and Development Officer/Senior Research and Development Officer-Continental Shelf and Maritime Exploration and Administration	6	-
Civil Status Officer	14	-
	26	-
Pay Research Bureau		
Job Analyst	2	2
Deputy Director	1	-
Secretary, Pay Research Bureau	-	1
Survey Officer	-	7
	3	10
National Development Unit		
Regional Development Officer	5	-
Project Officer/Senior Project Officer	3	-

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Project Assistant	6	5
Assistant Citizen's Advice Bureau Coordinator	2	-
Project Manager	2	-
Citizen's Advice Bureau Organiser	4	-
	22	5
Government Information Service		
Publicity and Documentation Officer	1	1
Information Officer	1	-
	2	1
Civil Status Division		
Civil Status Officer	-	34
	-	34
Local Government and Outer Islands		
Assistant Inspector of Works	-	3
	-	3
Civil Aviation Department		
Divisional Head, Air Traffic Management Section	1	-
Divisional Head, Airworthiness Section	1	-
Mandatory Occurrence Reporting Officer	1	-
Aviation Security Officer	6	-
Trainee Technician (Communication, Navigation and Surveillance)	15	-
Aeronautical Information Officer	4	-
Trainee Aviation Security/Facilitation Officer	4	-
Trainee Engineer – Airworthiness, Air frame & Power Plant	-	2
Station Officer	1	-
Air Traffic Services Standards Officer	-	1

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Flight Data Officer	-	9
	33	12
Police Department		
Psychologist	1	-
Catering Officer	-	1
	1	1
Government Printing		
Phototype Setting Operator (on roster)	3	-
Plate Making/Finishing Operator (on roster)	2	-
Assistant Printing Officer (on roster)	4	-
Assistant Government Printer	-	1
Graphic Artist	-	3
	9	4
Equal Opportunities Commission		
Investigator, Equal Opportunities Commission	2	-
	2	-
Finance and Economic Development		
Central Procurement Officer/Senior Central Procurement Officer	5	11
Deputy Director, Financial Operations	1	1
Secretary of the Board - Central Procurement Board	1	-
Internal Control Officer/Senior Internal Control Officer	16	-
Deputy Clerk, Assessment Review Committee	2	-
Deputy Director, Procurement and Supply	1	-
Vice Chairperson, Assessment Review Committee	1	-
Deputy Financial Secretary	1	-
Assistant Financial Officer	100	60

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Deputy Chief Executive, Central Procurement Board	1	-
Analyst/Senior Analyst	-	43
Assistant Procurement and Supply Officer	-	139
Lead Analyst	-	11
Manager, XBRL	-	1
	129	266
Independent Review Panel		
Secretary, Independent Review Panel	-	1
The Treasury		
Accounting Technician	-	21
Accountant /Senior Accountant	1	1
Assistant Accountant - General	1	-
	2	22
Registrar-General's Department		
Assistant Registrar - General	3	1
Registrar - General	1	-
Deputy Registrar - General	-	1
Registration Officer/Senior Registration Officer	-	12
	4	14
Statistics Mauritius		
Deputy Director of Statistics	-	1
Principal Statistical Officer	1	-
Senior Statistician	-	2
Statistician	9	2
	10	5
Valuation Department		
Property Valuation Inspector	10	9

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Assessment Review Committee		
Shorthand Writer	-	5
Energy and Public Utilities		
Lead Engineer (Project/Planning)	1	-
Engineer/Senior Engineer (Planning/Maintenance)	3	-
Engineer/Senior Engineer (Project/Planning)	1	-
Deputy Director, Technical Services (Public Utilities)	1	-
Technical Design Officer	1	-
Engineer/Senior Engineer, Energy Efficiency	3	-
Assistant Inspector (Water Services)	3	-
Hydrological Technician	4	4
Technical Officer, Energy Efficiency	-	2
	17	6
Housing and Lands		
Town and Country Planning Officer	1	4
Principal Housing Development Officer	-	1
Housing Development Officer	3	-
Trainee Technical Design Officer	4	-
Development Control Officer	6	4
Deputy Chief Town and Country Planning Officer	2	-
Survey Technician	5	12
Surveyor	-	4
	21	25
Defence and Rodrigues		
Superintendent, Rehabilitation Youth Centre	1	-
Probation Officer	4	-
Forensic Scientist/Senior Forensic Scientist	10	-

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Director - (Continental Shelf - Hydrocarbon/Mineral Production)	1	-
Trainee, Rehabilitation Youth Officer	-	6
Research and Development Officer/Senior Research and Development Officer (Continental Shelf and Maritime Zones Administration and Exploration)	-	3
	16	9
Education and Human Resources, Tertiary Education and Scientific Research		
Head, Specialised Schools	-	1
Rector	6	-
Trainee Primary School Educator - Holistic	158	-
Music Organiser - Oriental Music	-	1
School Clerk	8	79
School Superintendent	5	3
Educator (Special Education Needs)	10	1
Support Teacher	153	31
School Inspector	7	6
Senior Educator (Secondary)	-	25
Educator (Kreol Morisien)	-	2
Educator (Secondary) - Mathematics	10	-
Educator (Secondary) - French	15	-
Educator (Secondary) - English	18	-
Educator (Secondary) - Accounting	11	-
Educator (Secondary) - Home Economics (Design and Textiles)	9	-
Educator (Secondary) - Home Economics (Food Studies)	9	-
Educator (Secondary) - Urdu	5	-
Educator (Secondary) - Economics	8	-
Educator (Secondary) - Hindi	8	-

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Educator (Secondary - Travel and Tourism)	13	-
Educator (Secondary) - Classical Dance	2	-
Educator (Secondary) - Sociology	8	-
Educator (Secondary) - Business Studies	21	-
Educator (Secondary) - DC/DT	14	-
ICT Technician/Senior ICT Technician	8	-
Educator (Secondary) - Islamic Studies	3	-
Educator (Secondary) - Music Tabla	2	-
Educator (Secondary) - Hinduism	1	-
Educator (Secondary) - Chemistry	4	-
Educator (Secondary) - Telugu	4	2
Educator (Secondary) - Arabic	4	2
Educator (Secondary) - Computer Science	4	-
Educator (Secondary) - Art and Design	3	-
Educator (Secondary) - Marathi	2	2
Educator (Secondary) - Physics	4	-
Educator (Secondary) - Biology	2	-
Educator (Secondary) - Music Vocal	2	-
Educator (Secondary) - Physical Education	10	-
Educational Social Worker	9	6
Deputy Rector	53	1
Educator (Secondary)- Tamil	5	2
Careers Counsellor	3	4
Trainee Primary School Educator – Modern Chinese	1	2
Trainee Primary School Educator – Marathi	2	-
Trainee Primary School Educator – Telugu	3	6
Trainee Primary School Educator – Tamil	12	-

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Library Clerk	1	-
Librarian	-	2
Trainee Primary School Educator - Hindi	10	20
Trainee Primary School Educator - Urdu	9	27
Trainee Primary School Educator - Arabic	3	10
Trainee Primary School Educator - General Purpose	115	64
Director (Health and Wellness)	1	-
Assistant Director (Primary)	-	1
Assistant Manager (ICT)	-	1
Director	-	2
Assistant Director (Health and Wellness)	1	-
Quality Assurance Officer	2	-
Head, SEN Resource Centres	1	-
Assistant Director	2	-
Assistant Supervisor (Oriental Languages) - Hindi	1	11
Assistant Director (Tertiary Education Division)	1	-
Library Clerk	-	5
Liaison Officer/Senior Liaison Officer	1	-
Educational Psychologist	8	-
Assistant Supervisor (Oriental Languages) - Arabic	-	1
Assistant Supervisor (Oriental Languages) - Urdu	3	1
Assistant Supervisor (Oriental Languages) - Telugu	1	3
Assistant Supervisor (Oriental Languages) - Tamil	-	5
Assistant Supervisor (Oriental Languages) - Marathi	-	2
Assistant Supervisor (The Arts)	-	4
Assistant School Superintendent	30	12
Senior Careers Counsellor	1	-

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Inspector, Specialised Schools/Day Care Centres	1	-
Educator (Secondary) - Kreol Morisien	6	-
	837	347
Foreign Affairs, Regional Integration and International Trade		
Analyst (Co-operation)	6	-
Deputy Director, Cooperation	-	1
Industrial Property Officer	-	2
	6	3
Public Infrastructure and Land Transport		
Electrical Engineer/Senior Electrical Engineer, Energy Services Division	6	5
Technical and Mechanical Officer	4	2
Automobile Electronic Technician	1	1
Engineer/Senior Engineer (Civil)	12	5
Engineer/Senior Engineer (Civil) TMRSU	-	2
Assistant Quantity Surveyor	1	-
Technician (Quantity Surveying)	1	-
Trainee Technician, Energy Services Division	1	-
Mechanical Engineer/Senior Mechanical Engineer	2	-
Principal Technical and Mechanical Officer	1	-
Technical Officer	1	1
Assistant Quantity Surveyor	1	1
Materials Testing Officer	2	-
Trainee Technical Design Officer	6	-
Quantity Surveyor/Senior Quantity Surveyor	-	3
Architect/Senior Architect	-	3
Assistant Inspector of Works	-	3

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Superintendent of Works	-	1
	39	27
Land Transport Division		
Assistant Inspector of Works	2	-
Traffic Census Officer	3	-
Technical Officer (Civil Engineering)	1	-
	6	-
National Transport Authority		
Transport Planner	1	-
Transport Planning Officer	-	2
Senior Traffic Warden (on roster)	1	-
Traffic Warden (on roster)	2	-
Secretary, NTA Board	1	-
Chief Road Transport Inspector	1	1
Licensing/Registration Officer/ Senior Licensing/ Registration Officer	14	-
	20	3
Ministry of Health and Quality of Life		
Permanencier/Senior Permanencier	6	6
Catering Officer	6	-
Health Records Clerk	1	11
Hospital Physicist/Senior Hospital Physicist	6	-
Specialist/Senior Specialist - Orthopaedic Surgery	2	-
Specialist/Senior Specialist - Paediatrics	2	1
Specialist/Senior Specialist - Nephrology	1	2
Specialist/Senior Specialist - Neurology	-	1
Specialist/Senior Specialist - Rheumatology	-	2

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Specialist/Senior Specialist - Pathology with sub speciality in Molecular Pathology	1	-
Specialist/Senior Specialist - Plastic and Reconstructive Surgery	1	-
Specialist/Senior Specialist - Ophthalmology	3	-
Principal Public Health Nursing Officer	1	-
Specialist/Senior Specialist - Cardiology	2	-
Specialist/Senior Specialist - Anaesthesia	3	9
Analyst/Senior Analyst (Health)	2	-
Specialised Nurse (Diabetic Foot Care)	19	-
Clinical Psychologist	2	-
Medical Laboratory Technologist/Senior Medical Laboratory Technologist	13	13
Specialist (Dental Services) - Endodontics	1	-
Specialist (Dental Services) - Orthodontics	1	-
Specialist/Senior Specialist - General Medicine	1	-
Specialist/Senior Specialist - Geriatrics	-	1
Specialist/Senior Specialist - Microbiology	-	1
Dental Technician	1	-
Dental Assistant	-	17
Nursing Supervisor (Male)	3	16
Nursing Administrator (Female)	4	7
Medical and Health Officer/Senior Medical and Health Officer	61	-
Welfare Assistant	5	1
Specialist/Senior Specialist - Psychiatry	4	1
Specialist/Senior Specialist - General Surgery	1	-
Chief Occupational Therapist	1	-
Chief Pharmacy Technician	-	1

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Chief Midwife	-	1
Principal Midwife	-	17
Specialist/Senior Specialist - Radiology	2	-
Supervisor, Central Sterile Supply Department	1	-
Medical Imaging Assistant (on shift)	5	-
Regional Nursing Administrator	5	-
Government Analyst/Senior Government Analyst	1	-
Nursing Administrator (Male)	2	8
Nursing Supervisor (Female)	-	17
Nursing Supervisor (Male)	-	4
E.C.G Technician (Female)	1	10
Physiotherapy Assistant	4	-
Regional Public Health Superintendent	2	1
Supervisor, CSSD	3	-
Specialist/Senior Specialist - Obstetrics and Gynaecology	2	5
Specialist/Senior Specialist - Dermatology	-	1
Blood Bank Officer	5	-
Health Engineering Officer	2	1
Deputy Director, Laboratory Services	1	-
Deputy Director, Pharmaceutical Services	-	1
Deputy Director, Nursing	-	1
Health Records Officer	6	-
Specialist/Senior Specialist - Pathology	2	-
Trainee Nurse	75	-
Occupational Health Physician	2	-
Senior Health Records Officer	7	-

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Public Health and Food Safety Inspector	20	4
Community Health Care Officer	23	1
Community Physician	-	23
Principal Nutritionist	-	1
Ayurvedic Medical Officer/Senior Ayurvedic Medical Officer	-	3
Hospital Executive Assistant (on shift)	-	40
Hospital Administrator	-	7
Statistical Officer	-	5
Principal Public Health Nursing Officer	-	1
Principal Nurse Educator	-	2
Public Health and Food Safety Inspector	-	1
Physiotherapist/Senior Physiotherapist	-	3
Head, Occupational Health Unit	-	1
Blood Bank Officer	-	3
Pathological Laboratory Assistant	-	6
NCD Coordinator	-	4
Trainee Nurse	-	50
Senior Medical Imaging Assistant	-	9
Trainee Speech and Hearing Therapy Assistant	-	6
Nutritionist/Senior Nutritionist	-	6
Medical Superintendent	-	1
Regional Health Director	-	1
	325	336
Attorney General's Office		
Assistant Legal Secretary	1	-
Trainee Legal Assistant	3	2

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Legal Research Officer	-	4
	4	6
Office of the Director of Public Prosecutions		
Communication/Liaison Officer	1	-
Disclosure Officer	1	-
Law Library Officer	1	-
	3	-
Justice, Human Rights and Institutional Reforms		
Financial and Governance Analyst/Senior Financial and Governance Analyst	6	-
	6	-
Arts and Culture		
Principal Arts Officer	-	1
Arts Officer	10	4
Theatre Superintendent	1	-
Culture Officer	6	2
Library and Animation Officer/Senior Library and Animation Officer	11	2
Reprographic Operator (Archives)	3	-
Archives Officer/Senior Archives Officer	4	1
Deputy Director, National Archives	1	-
Technician (Light and Sound) (on roster)	5	-
Deputy Director of Culture	-	1
	41	11
National Archives		
Archives Officer/Senior Archives Officer	-	2
Tourism		
Leisure Events Officer	1	-

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Leisure Events Organiser	-	1
Director Tourism	-	1
Tourism Planner	-	1
	1	3
Social Security, National Solidarity and Environment and Sustainable Development		
Assistant Director, Medical Unit	1	1
Social Security Officer	104	43
Organising Officer, Recreation Centre	1	-
Principal Disability Empowerment Officer	1	-
Inspector	2	2
Coordinator for Community Mobilisation and Local Community Support, Preparedness Team	2	-
Scientific Officer (Environment)	1	-
Technical Enforcement Officer	4	-
Assistant Commissioner, Social Security	-	3
Director of Environment	-	1
	116	49
Mauritius Meteorological Services		
Telecommunication Engineer/Senior Telecommunication Engineer	1	-
Trainee Meteorologist	-	3
	1	3
Social Integration and Economic Empowerment		
Psychologist	1	-
Coordinator	-	1
Research Analyst	-	1
	1	2

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Agro-Industry and Food Security		
Laboratory Technologist	3	2
Ticket and Sales Officer	5	-
Animal Control Officer	5	-
Principal Veterinary Officer	-	1
Veterinary Officer	4	2
Forest Conservation and Enforcement Officer	12	1
Scientific Officer (Conservation)	2	29
Technical Officer/Senior Technical Officer	-	7
Agricultural Engineer	-	1
Agricultural Support Officer/Senior Agricultural Support Officer	-	49
	31	92
Technology, Communication and Innovation		
Assistant Systems Analyst/Senior Assistant Systems Analyst -CISD	15	16
Deputy Director, CIB	1	-
Technical Manager, CISD	2	-
Assistant Operations Manager, CISD	1	-
Senior Systems Analyst, CISD	-	3
Systems Analyst, CISD	12	1
Programme Manager, ITSU	-	7
Computer Support Officer/Senior Computer Support Officer	-	28
	31	55
Youth and Sports		
Youth Officer	13	4
Technician (Youth and Sports)	1	-

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Sports Officer	1	-
Senior Coach	-	2
	15	6
Industry, Commerce and Consumer Protection		
Legal Metrology Officer	2	-
Head, Consumer Affairs Unit	1	-
Consumer Affairs Officer	7	-
Analyst (Trade)	2	-
Technical Officer/Senior Technical Officer (Assay Office)	-	2
Director of Industry	-	1
Gemmologist	-	1
	12	4
Business, Enterprise and Cooperatives		
Senior Co-operative Auditor	-	3
Co-operative Auditor	-	10
Cooperative Development Officer	3	-
Business and Enterprise Analyst	2	-
	5	13
Gender Equality, Child Development and Family Welfare		
Family Counselling Officer	1	1
Head, Planning and Research Unit	1	-
Research Officer	1	-
Coordinator	1	1
Social Welfare Officer	-	14
Family Welfare and Protection Officer	28	28
Deputy Social Welfare Commissioner	1	1

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Home Economics Officer	4	-
Enforcement Officer	-	8
	37	53
Ocean Economy, Marine Resources, Fisheries and Shipping		
Fisheries Protection Officer	7	27
Scientific Officer /Senior Scientific Officer (Fisheries)	12	1
Maritime Officer	2	-
Controller, Fisheries Protection Service	-	1
Veterinary Officer (Competent Authority)	-	1
Assistant Director (Fisheries)	-	1
Technical Officer (Competent Authority)	-	5
Head, Deck Department	-	1
Technical Officer (Fisheries)	-	2
	21	39
Labour, Industrial Relations, Employment and Training		
Assistant Director, Labour and Industrial Relations	2	-
Inspector of Associations	10	3
Labour and Industrial Relations Officer	19	-
Occupational Safety and Health Officer/Senior Occupational Safety and Health Officer	2	1
Deputy Director, Labour and Industrial Relations	1	-
Deputy Director, Occupational Safety and Health	1	-
Labour and Industrial Relations Officer	-	7
Shorthand Writer	-	2
	35	13
Civil Service and Administrative Reforms		
Management Support Officer	279	854

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Assistant Director, Safety and Health Unit	1	-
Confidential Secretary	60	17
Office Management Assistant	121	78
Safety and Health Officer/Senior Safety and Health Officer	1	4
Word Processing Operator	158	37
Human Resource Executive	-	42
Assistant Director, Public Sector Business Transformation Bureau	-	1
	620	1033
Rodrigues Regional Assembly		
Trainee Pharmacy Technician	3	-
School Clerk	1	-
Trainee Surveyor	1	-
Social Security Officer	2	-
Office Management Assistant	5	-
Youth Officer	1	-
School Inspector	2	1
Road Transport Inspector (on roster)	3	-
Trainee Inspector of Works	2	-
Receptionist/Telephone Operator	2	-
Trainee Nurse	20	-
Nursing Supervisor (Male)	1	-
Technical Officer (Civil Engineering)	2	2
Family Welfare and Protection Officer	2	-
Analyst (Industry)	1	1
Deputy Clerk, Regional Assembly	1	-

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Analyst	4	1
Environment Officer	1	-
Word Processing Operator	5	4
Administrative Officer	5	2
Specialist/Senior Specialist - Orthopaedic Surgery (on contract)	1	-
Social Worker, Rodrigues Regional Assembly	1	10
Trainee Primary School Educator (Holistic)	3	-
Trainee Primary School Educator (Kreol Morisen)	5	-
Specialist/Senior Specialist - Oncology (on contract)	1	-
Specialist/Senior Specialist - Anaesthesia (on contract)	1	-
Statistician	2	-
Dental Assistant	1	-
Director of Education	-	1
Mechanical Engineer/Senior Mechanical Engineer (on contract)	-	1
Fisheries Protection Officer	-	9
Consumer Affairs Officer	-	2
Human Resource Officer/Senior Human Resource Officer	-	7
Manager, Agricultural Research and Extension Services	-	1
Pharmacist/Senior Pharmacist	-	1
Tourism Enforcement Officer	-	3
Employment Officer	-	2
Management Support Officer	-	34
	79	82
Sub Total	2672	2651

APPENDIX 2

Vacancies filled by the DFSC

Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Mauritius Police Force		
Police Constable	225	500
Police Cadet Officer	11	-
Cadet Officer (Graduates)	2	25
Cadet Officer (Others) NCG Executive Branch	1	
	239	525
Mauritius Prison Service		
Assistant Commissioner of Prisons	2	-
Hospital Officer (Male)	4	-
Superintendent of Prisons/Senior Superintendent of Prisons	3	3
Woman Prisons Officer/Senior Woman Prisons Officer	3	3
Principal Hospital Officer (Male)	-	2
Hospital Officer (Male)	-	4
Hospital Officer (Female)	-	2
Senior Prisons Welfare Officer	2	-
Prisons Welfare Officer	3	-
Prisons Officer/Senior Prisons Officer	150	20
	167	34
Mauritius Fire and Rescue Service		
Firefighter	120	104
TOTAL	526	663

APPENDIX 3

Acting Appointment/Assignment of duties approved by the PSC

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Technology, Communication and Innovation		
Director, CIB	3	4
Deputy Director, CIB	4	4
Senior Systems Analyst	3	5
Head IT Security Unit	1	-
Technical Manager, CISD	1	-
Assistant Operations Manager	1	1
Computer Operations Controller (on roster)	3	-
Lead Programme Manager, CIB	-	2
	16	16
Tourism		
Director Tourism	3	4
Senior Tourism Planner	2	1
Principal Tourism Planner	1	-
	6	5
Health and Quality of Life		
Midwife Educator	2	-
Health Records Clerk	5	-
Medical Social Worker/ Senior Medical Social Worker	3	-
Senior Medical Imaging Assistant	19	1
Chief Government Analyst	3	3

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Principal Government Analyst	2	1
Principal Medical Imaging Assistant	4	-
Specialist/Senior Specialist (Ophtalmology)	3	-
Specialist/Senior Specialist (Cardiology)	1	1
Senior Nurse Educator	2	-
Senior Occupational Health Physician	1	2
Senior Health Records Clerk	1	-
Regional Public Health Superintendent	4	8
Director, Public Health and Food Safety	1	1
Deputy Director, Public Health and Food Safety	2	-
Principal Public Health and Food Safety Inspector	8	2
Nurse Educator	4	3
Senior Nurse Educator	-	1
Principal Nurse Educator	-	1
Director Health Services	1	-
Regional Nursing Administrator	6	-
Senior Medical Imaging Technologist	1	10
Principal Medical Imaging Technologist	-	1
Principal Nutritionist	1	1
Director Laboratory Services	1	-
Senior Health Engineering Officer	1	-
Specialist/Senior Specialist (Psychiatry)	2	2
Senior Public Health Nursing Officer	1	-
Principal Dental Assistant	1	-

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Nursing Administrator (Male)	8	-
Specialist/Senior Specialist (General Medicine)	1	-
Specialist/Senior Specialist (General Surgery)	-	1
Specialist/Senior Specialist (Radiology)	-	2
Health Records Officer	6	-
Consultant in Charge (Orthopaedic Surgery)	1	-
Consultant in Charge (Obstetrics and Gynaecology)	-	3
Nursing Administrator (Female)	4	-
NCD Coordinator	3	-
Nurse Educator	3	-
Deputy Director, Nursing	1	1
Senior Pharmacy Technician	7	5
Senior Community Physician	2	-
Specialist/Senior Specialist (Obstetrics and Gynaecology)	2	2
Specialist/Senior Specialist (Anaesthesia)	-	1
Specialist/Senior Specialist (Dental Services-Oral Services)	-	1
Senior Midwife (on shift)	20	-
Director-General, Health Services	1	2
Director, Nursing	-	1
Specialist/Senior Specialist (Orthopaedic Surgery)	1	-
Senior Dental Assistant	1	5
Specialist/Senior Specialist (Dermatology)	1	1

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Specialist/Senior Specialist (Geriatrics)	-	1
Chief Health Information Education and Communication Officer	1	-
Chief Midwife	1	1
Senior Midwife	-	20
Senior Emergency Physician	-	1
Medical Imaging Technologist	-	1
Regional Public Health Superintendent	-	2
Principal Clinical Scientist (Virology)	-	1
Regional Health Director	-	7
Senior Statistical Officer	-	1
Chief Hospital Administrator	-	1
Chief Speech Therapist and Audiology	-	1
Principal Midwife	-	11
Head, Occupational Health Unit	-	2
Medical Superintendent	-	1
	144	114
Arts and Culture		
Principal Arts Officer	-	1
Director National Archives	1	-
Director of Culture	4	1
Deputy Director of Culture	1	1
Principal Culture Officer	-	3
Records Manager	-	2
	6	8

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Office of Electoral Commissioner		
Chief Electoral Officer	1	4
Deputy Chief Electoral Officer	1	3
	2	7
Judiciary		
Secretary to the Chief Justice	-	1
Law Librarian/Senior Law Librarian	1	-
Deputy Chief Registrar	-	1
	1	2
National Audit Office		
Deputy Director of Audit	2	-
Assistant Director of Audit	1	3
Principal Auditor	1	5
Senior Auditor	1	5
Deputy Head Examiner of Accounts	-	1
Chief Examiner of Accounts	-	2
Deputy Chief Examiner of Accounts	-	2
	5	18
Employment Relations Tribunal (ERT)		
President, ERT	1	-
Chairperson, Environment & Land Use Appeal Tribunal	1	-
Registrar, ERT	-	1
	2	1

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Local Government Service Commission		
Project Manager	1	-
	1	-
Prime Minister's Office		
Principal Co-ordinator, Security Matters	1	2
Principal Forensic Technologist	-	4
	1	6
Forensic Science Laboratory		
Director, Forensic Science Laboratory	-	1
	-	1
Government Information Service		
Senior Publicity/Documentation Officer	2	-
Director, Information Services	-	2
	2	2
Pay Research Bureau (PRB)		
Director, PRB	1	-
Deputy Director, PRB	2	-
Principal Job Analyst	1	2
	4	2
Police Service		
Catering Officer	-	1
	-	1
Civil Service and Administrative Reforms		
Principal Safety and Health Officer	-	1

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Senior Human Resource Executive	-	2
Manager, Human Resources	-	1
Assistant Manager, Human Resources	-	2
	-	6
Defence and Rodrigues		
Assistant Commissioner of Probation and After Care	-	5
Chief Forensic Scientist	-	2
Woman Assistant Superintendent, Rehabilitation Youth Centre	-	1
Senior Officer Rehabilitation Youth Centre	-	1
	-	9
Civil Status Division		
Registrar of Civil Status	1	-
Deputy Registrar of Civil Status	1	1
Principal Civil Status Officer	7	7
	9	8
National Development Unit		
Project Manager	5	6
Project Officer	11	-
Project Officer/Senior Project Officer	-	1
Principal Regional Development Officer	1	-
Citizen's Advice Bureau Co-ordinator	1	2
Chief Regional Development Officer	1	1
	19	10

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Government Printing		
Government Printer	2	2
Deputy Government Printer	3	3
Assistant Government Printer	2	2
Production Supervisor (on roster) (Press Section)	9	4
Assistant Production Supervisor (on roster) (Press Section)	9	3
Production Supervisor (on roster) (Binding Section)	2	-
Assistant Production Supervisor (on roster) (Binding Section)	1	-
Printing Officer	3	-
Senior Graphic Artist	2	1
Printing Officer	-	5
	33	20
Reforms Institutions and Rehabilitation		
Commissioner of Probation and After Care	2	-
Deputy Commissioner of Probation and After Care	2	-
Senior Officer	1	-
Superintendent, Rehabilitation Centre	1	-
	6	-
Industry, Commerce and Consumer Protection		
Director of Industry	1	1
Head, Consumer Affairs Unit	2	-
Accreditation Manager	2	1
Assistant Accreditation Officer	-	1
Senior Analyst (Industry)	2	-

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Senior Technical Officer (Legal Metrology)	1	2
	8	5
Ombudsperson for Children's Office		
Secretary, Ombudsperson for Children's Office	-	1
	-	1
Rodrigues Regional Assembly(RRA)		
Departmental Head, Rodrigues Regional Assembly	3	-
Manager , Agricultural Research Extension Unit	2	-
Head, Human Resource Centre	1	-
School Inspector	1	-
Officer-In-Charge, Co-operatives	2	1
Assistant Officer-In-Charge, Co-operatives	2	-
Senior Co-operatives Officer	2	1
Scientific Officer/Senior Scientific Officer	1	-
Charge Nurse (Male)	1	-
Charge Nurse (Female)	1	-
Head of Education (Primary)	-	1
Head, Human Resource Development Cadre	-	1
Senior Surveyor	-	1
Principal Surveyor	-	1
Assistant Cooperative Officer	-	1
	16	7
Business Enterprise and Cooperatives		
Divisional Co-operative Officer	-	2

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Principal Co-operative Officer	-	7
Senior Co-operative Officer	-	5
Secretary for Cooperate Development	-	1
Principal Cooperative Auditor	-	1
Senior Cooperative Auditor	-	3
Cooperative Auditor	-	10
	-	29
Social Security, National Solidarity and Environment and Sustainable Development		
Divisional Scientific Officer	-	1
Divisional Environment Officer	-	2
Manager, Recreation Centre	-	2
Senior Organising Officer, Recreation Centre	-	5
Senior Social Security Officer	-	3
Principal Social Security Officer	-	10
Higher Social Security Officer	-	4
Principal Technical Enforcement Officer	-	1
Senior Technical Enforcement Officer	-	1
Assistant Commissioner, Social Security	-	2
	-	31
Agro-Industry & Food Security		
Agricultural Superintendent	-	1
Director, National Parks & Conservation Service	-	2
Deputy Director, National Parks & Conservation Service	-	2
Chief Forest Conservation and Enforcement Officer	-	2

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Principal Forest Conservation and Enforcement Officer	-	12
Senior Forest Conservation and Enforcement Officer	-	12
Divisional Forest Officer	-	1
Agricultural Officer	-	2
Apicultural Officer	-	2
Senior Scientific Officer	-	1
Scientific Officer (Conservation)	-	4
Principal Scientific Officer	-	3
	-	44
Labour, Industrial Relations, Employment & Training		
Principal Occupational and Health Officer	-	1
Principal Inspector of Associations	-	3
Senior Inspector of Associations	-	6
Deputy Registrar of Associations	-	1
Chief Occupational Safety & Health Officer	-	3
Director, Labour & Industrial Relations	-	2
Assistant Director, Labour & Industrial Relations	-	3
Assistant Commissioner, Social Security	-	1
Principal Labour and Industrial Relations Officer	-	1
Senior Labour and Industrial Relations Officer	-	1
	-	22
Energy and Public Utilities		
Lead Engineer (Planning and Maintenance)	-	4
Hydrological Officer	-	6

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Deputy Director, Water Resources Unit	-	2
Lead Engineer (Project and Planning)	-	1
Senior Hydrological Officer	-	2
Lead Engineer (Planning and Maintenance)	-	2
Radiation Protection Officer	-	2
	-	19
Meteorological Services		
Deputy Director	-	1
Divisional Meteorologist	-	2
Principal Meteorologist Telecommunication Technicians	-	1
	-	4
Local Government & Outer Islands		
Chief Inspector	-	1
Senior Legal Assistant	-	1
	-	2
Attorney General's Office		
Chief Legal Secretary	-	2
	-	2
Housing and Lands		
Deputy Chief Town and Country Planning Officer	3	-
Principal Town and Country Planning Officer	5	2
Senior Town and Country Planning Officer	-	2
Principal Housing Development Officer	1	2
Senior Development Control Officer	1	-

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Chief Town and Country Planning Officer	2	-
Chief Housing Development Officer	3	1
Deputy Chief Surveyor	1	-
Principal Surveyor	1	-
Senior Surveyor	1	-
	18	7
Foreign Affairs, Regional Integration and International Trade		
Deputy Director, Trade Policy	2	2
Director, Trade Policy	-	3
Controller, Industrial Property Office	4	5
Principal Industrial Property Officer	2	2
First Secretary	3	6
Director, Co-operation	-	1
Senior Analyst (Co-operation)	1	1
	12	20
Education and Human Resources, Tertiary Education and Scientific Research		
Deputy Head Master	33	1
Senior Supervisor of Oriental Languages	5	-
Director	2	2
Head Master	223	164
Music Organiser – Oriental	2	2
Physical Education Organiser	8	8
Supervisor of Oriental Languages	1	-

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Senior Supervisor of Oriental Languages	-	4
Assistant Supervisor (OL) - Urdu	-	8
Assistant Director	2	7
School Superintendent	7	1
Assistant School Superintendent	10	9
Principal Careers Counsellor	1	-
Head, Specialised Schools	2	3
Head, SEN Resource Centre	2	-
Deputy Head, Specialised Schools	2	6
Director, Tertiary	-	1
Assistant Director (Tertiary)	1	1
Inspector, Specialised Schools/Day Care Centres	1	2
Senior Physical Education Organiser	1	-
Inspector of Works	1	1
Rector	41	19
Senior Library Clerk	6	3
Library Officer	1	6
Librarian	-	5
Senior Physical Education Organiser	-	3
Principal Physical Education Organiser	-	1
Administrator (Education)	-	2
	352	259
Gender Equality, Child Development and Family Welfare		
Head, Planning and Research Unit	1	-

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Social Welfare Commissioner	4	1
Deputy Social Welfare Commissioner	1	3
Principal Social Welfare Officer	4	4
Senior Social Welfare Officer	5	6
Senior Family Welfare and Protection Officer	-	2
Coordinator	-	2
	15	18
Financial Services, Good Governance and Institutional Reforms		
Director, Office of the Public Sector Governance	1	-
Financial and Governance Analyst/Senior Financial and Governance Analyst	3	-
	4	-
Statistics Mauritius		
Deputy Director of Statistics	1	1
Director of Statistics	-	3
Senior Statistical Officer	-	7
Statistician	-	8
	1	19
Registrar-General's Department		
Principal Registration Officer/Chief Registration Officer	2	-
	2	-
Public Infrastructure and Land Transport		
Senior Technical Design Officer	2	-
	2	-

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
National Transport Authority		
Senior Vehicle Examiner	2	-
	2	-
Ocean Economy, Marine Resources, Fisheries and Shipping		
Assistant Controller, Fisheries Protection Service	1	-
Principal Fisheries Protection Officer	6	4
Director of Fisheries	-	1
Assistant Director of Fisheries	-	3
Controller, Fisheries Protection Service	-	1
Divisional Scientific Officer (Fisheries)	-	1
	7	10
Civil Aviation Department		
Station Officer	1	-
Foreman	-	1
Maintenance Supervisor	-	2
	1	3
Finance and Economic Development		
Deputy Director, Financial Operations	1	-
Deputy Director (Procurement and Supply)	1	-
Director (Economic & Finance)	-	3
Manager, Central Procurement	-	1
	2	4
Treasury		
Accountant-General	3	2

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Assistant Accountant-General	1	-
	4	2
Statistics Mauritius		
Director of Statistics	4	-
Statistician	5	-
Senior Statistical Officer	1	-
	10	-
Valuation Department		
Deputy Director, Valuation Department	1	1
Principal Property Valuation Inspector	8	15
Senior Property Valuation Inspector	-	14
Lead Government Valuer	2	4
Senior Government Valuer	-	3
Senior Property Valuation Officer	8	-
Senior Government Valuer	3	6
	22	43
Corporate and Business Registration Department		
Official Receiver	2	-
Registrar of Companies	6	5
Chief Compliance Officer	1	3
	9	8
Registrar-General's Department		
Registrar-General	5	4
Deputy Registrar - General	1	2

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Assistant Registrar - General	3	8
Principal Registration Officer/Chief Registration Officer	-	9
	9	23
Public Infrastructure and Land Transport		
Director, Energy Services Division	1	-
Lead Mechanical Engineer	1	-
Chief Motor/Diesel Mechanic	1	-
Chief Electrician, ESD	-	2
Chief Inspector of Works	1	4
Superintendent of Works	1	1
Senior Inspector of Works	1	3
Inspector of Works	-	1
Senior Technical Officer (Civil Engineering)	-	2
Senior Technical Design Officer	-	1
Lead Architect	-	19
Lead Engineer	-	1
Principal Technical & Mechanical Officer	-	1
Lead Electrical Engineer (ESD)	-	3
Lead Quantity Surveyor	-	1
Senior Technician (ESD)	-	1
	6	40
National Transport Authority		
Senior Road Transport Inspector (on roster)	5	3
Senior Traffic Warden (on roster)	2	2

Ministry/Department and Post	Financial Year 2017/2018	Financial Year 2018/2019
Chief Road Transport Inspector	1	-
Lead Engineer	1	-
Senior Transport Planning Officer	1	-
Senior Vehicle Examiner	-	2
Deputy Road Transport Commissioner	-	2
Principal Road Transport Inspector	-	1
Assistant Inspector of Works	-	2
Transport Controller	-	1
	10	13
Youth and Sports		
Director of Sports	1	2
Assistant Director of Sports	1	2
Senior Sports Officer	1	2
Senior Coach	-	1
	3	7
TOTAL	772	1062

APPENDIX 4

Acting Appointment/Assignment of Duties approved by the DFSC

Ministry/Department	Financial Year 2017/2018	Financial Year 2018/2019
Mauritius Police Force	5	201
Mauritius Prison Service	85	146
Mauritius Fire and Rescue Service	135	159
Rodrigues Regional Assembly	18	18
TOTAL	243	524

APPENDIX 5

Schemes of Service agreed upon by the PSC - Financial Years 2017/18 and 2018/19

SN	Ministry/Department and Post
Health and Quality of Life	
1	Occupational Therapist/Senior Occupational Therapist
2	Programme Officer, National AIDS Secretariat
3	Demographer
4	Principal Medical Imaging Assistant
5	Senior Medical Imaging Assistant
6	Senior Medical Imaging Assistant (on shift)
7	Dental Assistant
8	Senior Dental Assistant
9	Principal Dental Assistant
10	Carpenter
11	Handy worker
12	Chief Pharmacy Technician
13	Supervisor, Operations Support Services (on shift)
14	General Worker (Ex-SMEDA)
15	Attendant (Nursing School)
16	Ambulance Driver (on shift)
17	Speech Therapist and Audiologist/Senior Speech Therapist and Audiologist
18	Senior Health Statistician

SN	Ministry/Department and Post
19	Health Statistician
20	Head, Health Engineering Services
21	Officer-in-charge, Harm Reduction Section
22	Head, AIDS Unit
23	Medical Imaging Assistant (on shift)
24	Communication Officer, National AIDS Secretariat
25	Trainee Medical Imaging Technologist
26	Medical Imaging Technologist
27	Senior Midwife (on shift)
28	Principal Midwife
29	Senior Specialised Nurse (Diabetes)
30	Principal Health Information, Education and Communication Officer
31	Occupational Therapist/Senior Occupational Therapist
32	Programme Officer (Ex-NATReSA)
33	Assistant Programme Officer (Ex-NATReSA)
34	Accountant (Ex-NATReSA)
35	Accounts Officer (Ex-NATReSA)
36	Accounts Clerk (Ex-NATReSA)
37	Audio Visual and Documentation Officer (Ex-NATReSA)
38	Confidential Secretary (Ex-NATReSA)
39	Executive Officer (Ex-NATReSA)

SN	Ministry/Department and Post
40	Clerk/Word Processing Operator (Ex-NATReSA)
41	Receptionist/Word Processing Operator (Ex-NATReSA)
42	Driver/Handy Worker (Skilled) (Ex-NATReSA)
43	Public Health Nursing Officer
Youth and Sports	
44	Stores Attendant
45	Sports Medical Officer
Social Integration and Economic Empowerment	
46	Research Executive (Ex-NESC)
47	Assistant Secretary General (Ex- NESC)
48	Confidential Secretary (Ex-NESC)
49	Driver /Office Attendant (Ex-NESC)
50	Coordinator
51	Research Analyst
52	Psychologist
53	Monitoring and Evaluation Officer
Arts and Culture	
54	Carpenter
55	Handy worker
56	Electrician
57	Principal Culture Officer

SN	Ministry/Department and Post
Technology, Communication and Innovation	
58	Computer Support Officer/Senior Computer Support Officer
59	Programme Manager, CIB
60	Assistant Data Protection Officer
61	Data Protection Officer/Senior Data Protection Officer
62	Legal Executive
63	Technical Assistant (Ex-SMEDA)
Employment Relations Tribunal	
64	Deputy Registrar
65	Registrar
Judiciary	
66	Law Librarian/ Senior Law Librarian
67	Court Transcriber
Mauritius Prison Services	
68	Security Guard
Prime Minister's Office	
69	Deputy Permanent Secretary
70	Office Attendant (Ex-SMEDA)
71	Driver/Office Attendant (Ex-SMEDA)
Ombudsman's Office	
72	Investigations Officer

SN	Ministry/Department and Post
National Assembly	
73	Parliamentary ICT Officer
74	Parliamentary ICT Support Officer
75	Audio Visual Operator
76	Hansard Reporter and Sub Editor
77	Senior Hansard Reporter and Sub Editor
78	Chief Hansard Reporter and Sub Editor
79	Assistant Hansard Reporter
80	Handy Worker
National Audit Office	
81	Examiner of Accounts/Senior Examiner of Accounts
Office of the President	
82	Handy Worker
83	Head Gardener/Nursery Attendant
84	Senior Gardener/Nursery Attendant
85	Gardener/Nursery Attendant
Civil Service and Administrative Reforms	
86	Human Resource Executive
87	Director of Public Sector Business Transformation Bureau
88	Assistant Director of Public Sector Business Transformation Bureau

SN	Ministry/Department and Post
89	Management Analyst/ Senior Management Analyst
90	Assistant Manager, Human Resources
91	Office Supervisor
Energy and Public Utilities	
92	Hydrological Technician
93	Radiation Protection Officer
Social Security and National Solidarity	
94	Manager, Recreation Centre
95	Stockman (on roster)
96	Senior Laboratory Auxiliary
97	Environment Officer/Senior Environment Officer
98	Tradesman Assistant
99	Cabinet Maker
100	Welder
101	Carpenter
102	Painter
103	Mason
Environment and Sustainable Development	
104	Leading Hand/Senior Leading Hand
Mauritius Meteorological Services	
105	Driver
106	Trainee Meteorologist Telecommunications Technician

SN	Ministry/Department and Post
107	Legal Support Officer/Senior Legal Support Officer
108	Principal Legal Support Officer
109	Chief Legal Support Officer
Agro Industry and Food Security	
110	Agricultural Policy and Programme Development Officer
111	Stockman (on roster)
112	Senior Stockman
113	Incinerator Operator
114	Field Supervisor
115	Senior Field Supervisor
116	Technical Officer/Senior Technical Officer (Conservation)
117	Senior Agricultural Analyst
118	Operator Pumping Station
119	Driver (Ordinary Vehicles up to 5 tons)(Ex-Tobacco Board)
120	Driver (Ordinary Vehicles up to 5 tons) (Ex Tea Board)
121	Office Attendant (Ex Tobacco Board)
122	Security Guard (Ex Tobacco Board)
123	Chief Motor Mechanic (Ex Tobacco Board)
124	General Development Worker (formerly Warehouse Worker - Ex Tobacco Board)
125	General Development Worker (formerly Warehouse Operative - Ex Tobacco Board)
126	General Development Worker (formerly Senior Warehouse Operative - Ex Tobacco Board)
127	General Development Worker (formerly Tobacco Grader)

SN	Ministry/Department and Post
128	Agricultural Implement Operator
129	Office Assistant
130	Tradesman's Assistant
131	Agricultural Support Officer/Senior Agricultural Support Officer
132	Scientific Officer
133	Senior Technical Assistant (Ex- Control Board)
134	Technical Assistant (Ex-Tobacco Board)
135	Scientific Officer
136	Irrigation Operator (On roster)
137	Plant and Equipment Operator
138	Higher Executive Officer (Ex- Tea Board)
139	Clerk/Word Processing Operator (Ex- Tea Board)
140	Laboratory Auxiliary
Police Service	
141	Catering Supervisor
Prisons Department	
142	Motor Mechanic
143	Vulcaniser
Defence and Rodrigues	
144	Welfare Officer, Rehabilitation Youth Centre (Male)
145	Welfare Officer, Rehabilitation Youth Centre (Female)

SN	Ministry/Department and Post
Business Enterprise and Cooperatives	
146	Principal Co-operative Auditor
147	Senior Co-operative Auditor
148	Co-operative Auditor
149	Office Attendant
150	Driver/Officer Attendant
151	Receptionist/Word Processing Operator
152	Clerical Officer/Higher Clerical Officer
153	Senior Clerk/Word Processing Officer
154	Extension Officer
155	Senior Extension Officer
156	Executive Officer
157	Assistant Manager
158	Business Development Officer
Labour, Industrial Relations, Employment and Training	
159	Divisional Occupational Safety and Health Officer
Industry, Commerce and Consumer Protection	
160	Heavy Vehicle Mechanical Driver
Justice, Human Rights and Institutional Reforms	
161	Driver
Foreign Affairs, Regional Integration and International Trade	
162	Industrial Property Officer

SN	Ministry/Department and Post
163	Director, Trade Policy
164	Deputy Director, Trade Policy
Education and Human Resources, Tertiary Education and Scientific Research	
165	Senior Educational Social Worker
166	Assistant Supervisor (The Arts)
167	Music Organiser
168	Deputy Head Master
169	Lorry Loader
170	Head Master
171	Inspector of Works
172	Senior Inspector of Works
173	Business Development Officer (Ex-SMEDA)
174	Rector
175	Assistant Inspector of Works
Gender Equality, Child Development and Family Welfare	
176	Head, Gender Unit
177	Head, Child Development Unit
178	Head, Family Welfare and Protection Unit
179	Psychologist/Senior Psychologist
180	Social Welfare Officer
181	Senior Social Welfare Officer
182	General Worker (Ex-SMEDA)

SN	Ministry/Department and Post
183	Handy Worker
Housing and Lands	
184	Executive Officer (Ex-SMEDA)
185	Clerical Officer/Higher Clerical Officer (Ex-SMEDA)
Financial Services and Good Governance	
186	Handy Worker
Statistics Mauritius	
187	Director of Statistics
188	Deputy Director of Statistics
189	Principal Statistician
190	Senior Statistician
191	Statistician
Finance and Economic Development	
192	Principal Financial Operations Officer
193	Manager XBRL
Corporate and Business Registration Department	
194	Deputy Registrar of Companies
195	Assistant Registrar of Companies
196	Compliance Officer
The Treasury	
197	Post of Manager (Pensions) & Assistant Manager (Pensions)

SN	Ministry/Department and Post
National Transport Authority	
198	Assistant Manager (Ex-SMEDA)
Public Infrastructure and Land Transport	
199	Plant Equipment Operator
200	Geotechnical Specialist
201	Geologist
202	Lead Electrical Engineer, ESD
Civil Aviation Department	
203	Aviation Security/Facilitation Officer/Senior Aviation Security/Facilitation Officer
Ocean Economy, Marine Resources, Fisheries and Shipping	
204	Handy Worker

APPENDIX 6

Schemes of Service agreed upon by the DFSC - Financial Years 2017/18 and 2018/19

SN	Ministry/Department and Post
1	Cadet Officer (Others) - Mauritius Police Force
2	Cadet Officer (Graduates) - Mauritius Police Force
3	Police Constable/Woman Police Constable - Mauritius Police Force

APPENDIX 7

Schemes of Service agreed upon by the PSC for RRA - Financial Years 2017/18 and 2018/19

SN	Ministry/Department and Post
1	Trainee Primary School Educator
2	Primary School Educator
3	Management Support Officer
4	Consumer Affairs Officer
5	Human Resource Officer/ Senior Human Resource Officer
6	Head Fisheries
7	Senior Dental Assistant
8	Dental Assistant
9	Community Health Care Officer
10	Health Records Officer
11	Mechanical Workshop Superintendent
12	Chief Mechanic

