



Republic of Mauritius

REPORT OF THE

PUBLIC SERVICE COMMISSION
AND
DISCIPLINED FORCES SERVICE COMMISSION

2009 to 2011



June 2012

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FOREWORD

I have the honour, as Chairman of the Public Service Commission and the Disciplined Forces Service Commission to present the joint report of the two Commissions covering a period of three years from January 2009 to December 2011.

I took up appointment as Chairman of the Public Service Commission and the Disciplined Forces Service Commission on 1 August 2011 after the constitution of the new Commissions by the President of the Republic of Mauritius in accordance with Sections 88 and 90 of the Constitution.

On various occasions the Public Service Commission Regulations have been reviewed in the light of developments which occurred over the years. The Regulations [Regulations 46A to 46F] have been recently amended to enable statutory professional bodies to enquire and report into alleged misconduct against public officers who are registered as members of such bodies, and also to ensure that suspension from work without pay does not exceed four days so as to be in line with the provisions of the Employment Relations Act 2008 [Regulations 21(5)(a), 42(1)(a)(iii) and 46E(5)(b)(vi)].

The Public Service Commission has proceeded with the recruitment of 2683 public officers of different grades out of 73850 applicants. It has also effected promotion of about 900 public officers. Moreover, it has dealt with many cases of discipline, Schemes of Service, Scholarships, transfers, retirements and reversions. It is obvious that the delivery of these activities would not have been possible without the invaluable support and close collaboration of the Ministries/Departments.

As far as the Disciplined Forces Service Commission is concerned, it has processed 20032 applications for which 1510 vacancies were on offer. The Disciplined Forces Service Commission has provided the necessary human resources at the various level of the Mauritius Police Force with a view to realising the objective of the Government regarding the maintenance of law and order in the country. As such, 1220 Police officers were recruited in the Police Force and promotion of about 700 officers in various grades in the other Disciplined Forces. Appointment to the grade of Commissioner of Prisons on a contract basis was also made by the Disciplined Forces Service Commission.

It is worth pointing out that, for the sake of fairness, transparency and equal opportunity, both Commissions have recourse to examinations so as to provide applicants opportunities to get access jobs in the Public Service. In this regard, the Public Service Commission held examinations for 2655 candidates for Trainee Educator (Primary), 2210 for Civil Status Officer and 2741 for the post of Officer in the Ministry of Civil Service and Administrative Reforms. The Disciplined Forces Service Commission has conducted examinations for appointment to the grades of Police Sergeant and Inspector of Police and for appointment to the ranks of Senior Officer Cadet and Assistant Superintendent of Prisons in the Mauritius Prison Service.

Similarly, requests for recruitments, appointments, promotions, retirements, Schemes of Service, transfers and disciplinary actions have also been attended to for the Rodrigues Regional Assembly by both Commissions which have filled 150 vacancies. On the establishment of the Rodrigues Regional Assembly, in general, the posts are reserved for Rodriguan candidates who may also apply on the Mauritian establishment. However, certain posts on the establishment of the Rodrigues Regional Assembly which are on a contractual basis are also opened to Mauritian candidates.

The Commissions have also the constitutional power to exercise disciplinary control over all public officers. Disciplinary proceedings are carried out with fairness over each accused officer within the parameters laid down in the Regulations. During the period under review, the Public Service Commission and the Disciplined Forces Service Commission have inflicted punishments under different disciplinary regulations on 381 and 225 officers respectively.

The Public Service Commission is empowered to delegate certain powers to its Commissioners or to any public officer, under well-defined conditions. During the period under review, the Commission has delegated to the Responsible Officer of the Ministry of Health and Quality of Life the power to recruit on a contractual basis, Regional Health Directors, Specialists/Senior Specialists, retired Midwives, retired officers of the Pharmacy Dispensing Cadre and Medical Laboratory Technicians. Delegation of power was also granted to the Ministry of Social Security, National Solidarity and Reform Institutions for recruitment in the grades of Medical Practitioner and Community Service Supervisor on a contract basis.

The Public Service Commission has had to justify its decision in respect of 167 cases of appeal made to the Public Bodies Appeal Tribunal (PBAT). Out of these cases, only two were quashed. In one of them, i.e., for the post of Assistant Director of Audit, the determination of the PBAT was quashed by the Supreme Court on appeal made by the Public Service Commission. It was found that the PBAT failed in its obligation to observe the rules of natural justice and fairness. As regards the Disciplined Forces Service Commission, 14 cases of appeal were made to the Supreme Court and, of these, three cases were withdrawn, two cases were set aside and no decision was quashed before the Supreme Court. On the whole it is evident that both Commissions have been carrying out their functions judiciously and in compliance with the legal framework within the powers conferred to them under the Constitution.

Despite the fact that the Public Service Commission and the Disciplined Forces Service Commission have been guided by their respective Regulations and established principles, I have introduced, with the approval of both Commissions, a **Code of Practice** for Commissioners. This code will reinforce and complement the existing Regulations.

On 13 and 14 December 2011, I attended the 5th International Public Administration Symposium 2011 in London with the view to familiarizing with the latest developments in the Public Sector Reforms. I seized the opportunity to pay a

courtesy call on the First Commissioner and Commissioner of Appointment of the UK Civil Service Commission, Sir David Normington, G.C.B, with a view to get some valuable information regarding the functioning of the Civil Service Commission in U.K.

In this Report, there is an innovation wherein Commissioners have made some observations, *interalia*, on the difficulties encountered by the Commissions to recruit personnel in the Civil Service particularly in scarcity areas.

To conclude, I am grateful to the Deputy Chairmen and all other Commissioners of both Commissions, the Secretary and all staff members for their unflinching support and dedication in carrying out the work of the Commissions. I also wish to thank all the Ministries and Departments for their support to the Commissions and also all those officers who acted as Adviser in the selection panels at the Commissions. I am also thankful to the officers of the Attorney-General's Office for their legal advice and services to the Commissions.

S. SUNGKER, CSK
Chairman
Public and Disciplined Forces Service Commissions

ACKNOWLEDGEMENT

The Public Service Commission and the Disciplined Forces Service Commission wish to place on record their appreciation to Mr A. Cunniah, Secretary of the two Commissions for his advice, unstinted support and assistance in the publication of this report.

Special thanks of the Commissions go to all Heads of Section and their staff who have, in one way or the other contributed towards the realisation of this project.

INTRODUCTION

This Report covers the activities of the Public Service Commission and the Disciplined Forces Service Commission for period 2009 to 2011.

The Public Service Commission (PSC) and the Disciplined Forces Service Commission (DFSC) are, under Sections 89 and 91 respectively of the Constitution of the Republic of Mauritius, vested with powers for appointing persons to hold or act in any office in the public service (except those falling under the jurisdiction of the Judicial and Legal Service Commission), for the exercise of disciplinary control over such persons and for their removal from office.

In the discharge of their functions, the Commissions are governed by their respective regulations namely the Public Service Commission Regulations 1967, as subsequently amended, and the Disciplined Forces Service Commission Regulations 1997.

Both Commissions are assisted by a team of dedicated civil servants who meticulously examine all applications and recommendations from Responsible Officers before submitting them to the Commissions for decision.

During the period under review, the PSC and the DFSC have been fully involved in the recruitment and promotion of personnel in the Civil Service and have considered several cases of discipline, transfers, reversions, appeals and representations made by public officers. The Commissions have also conveyed their agreement to Schemes of Service for about 700 posts to the Ministry of Civil Service and Administrative Reforms.

CHAPTER ONE

Vision, Mission, Objectives & Core Values

1.1 Vision and Mission

The Vision and Mission of the Public Service Commission and the Disciplined Forces Service Commission are as follows:-

Vision : To be the benchmark for integrity, equity and efficiency in a dynamic public service.

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

1.2 Objectives

The objectives of the Public Service Commission and the Disciplined Forces Service Commission are:

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

1.3 Core Values

- ◆ Responsible attitude and efficiency
- ◆ Respect for the Constitution and valuing people
- ◆ Unrelenting and quality service
- ◆ Integrity and independence
- ◆ Fairness and equity
- ◆ Team spirit and timeliness
- ◆ Innovativeness and improvement

CHAPTER TWO

The Public Service Commission

2.1 Historical Background

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

2.2 Powers of the Public Service Commission

The Public Service Commission is empowered by virtue of Section 89 of the Constitution to appoint persons to hold or act in any offices in the public service (including power to confirm appointments), to exercise disciplinary control over persons holding or acting in such offices and to remove such persons from office.

Apart from the powers to, inter alia, recruit, appoint and promote, Section 118(1) of the Constitution also empowers the Public Service Commission to make regulations for regulating and facilitating the performance of its functions. Section 118 (4) provides that the Commission shall not be subject to the direction or control of any other person or authority in the exercise of its functions.

2.3 Composition of the Public Service Commission

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

The Public Service Commission was last appointed on 1 August 2011 for a term of three years, and is composed as follows:-

Chairman : Mr Shivnundundass **SUNGKER**, CSK

Deputy Chairmen : Mr Soorundresing **TAUKOORDASS**, CSK

Mr Reshad **HOSANY**, OSK

Commissioners : Mr Rishinand Roy **DOOKHONY**, OSK

Mr France Hugues **JOHNSON**, CSK

Mr Kessooah **CHENGALANEE**

Mr Yves **CHAN KAM LON**, OSK

The Public Service Commission



Standing position from left to right:

Mr R. R. Dookhony, OSK; Mr Y. Chan Kam Lon, OSK; Mr F. H. Johnson, CSK; Mr K. Chengalanee

Sitting position from left to right:

Mr S. Taukoordass, CSK; Mr S. Sungker, CSK; Mr R. Hosany, OSK



*Mr S. **SUNGKER**, CSK
Chairman*

Mr Shivnundundass **SUNGKER**, CSK, holds a B.A (Hons) from the University of London, a Diploma in Education and a Diploma in Modern General Management. He had a long career in the Ministry of Education. After a dedicated and loyal service, he left the Civil Service in 1992. He was also member of the Central Housing Authority Board, member of the Mahatma Gandhi Institute Council and Chairman of the Irrigation Authority Board. He served the Public Service Commission as Commissioner from October 2000 to July 2005 and from August 2008 to July 2011.



*Mr S. Taukoordass, CSK
Deputy Chairman*

Mr. Soorundresing **TAUKOORDASS**, CSK, B.A (Hons) English (University of Delhi), DPAM (University of Mauritius), joined the Civil Service in 1976 as Administrative Officer. Was Promoted Principal Assistant Secretary in 1988 and Permanent Secretary in 1994. Served in various Ministries including the Prime Minister's Office, Cabinet Office, Ministry of Health and Quality of Life, Ministry of Industry, Commerce and Co-operatives, Ministry of Tourism and Leisure, Ministry of Arts and Culture and Ministry of Youth and Sports. Was appointed Senior Chief Executive in 2005. Retired from the Civil Service in 2007. Served the Public Service Commission as Commissioner from August 2008 to July 2011.



*Mr R. Hosany, OSK
Deputy Chairman*

Mr Reshad **HOSANY**, OSK, B.A (Hons) Administration. Joined the Civil Service in 1971 as Clerical Officer. Promoted as Executive Officer in 1975 and Establishment Officer in 1978. Joined the Administrative Cadre as Administrative Officer in 1980. Was promoted as Principal Assistant Secretary in 1991, appointed Administrator, Office of the President in 2001 and Permanent Secretary in 2002. Served in various Ministries including the Ministry of Local Government and Outer Islands, Ministry of Health and Quality of Life, Ministry of Social Security, National Solidarity and Reform Institutions, Ministry of Finance and Economic Development and Ministry of Business Enterprise and Cooperatives. Retired from the Civil Service in March 2010.



*Mr R. R. Dookhony, OSK
Commissioner*

Mr Rishinand Roy **DOOKHONY**, OSK, holds a B.A (Hons) Economics from Delhi University and a Diploma in Public Administration and Management from the University of Mauritius. Joined the Civil Service in 1960 in the Judicial Department and the Administrative Cadre in 1970. Appointed as Principal Assistant Secretary in 1978 and Permanent Secretary in 1987. Served on various Boards and Committees, including the Mauritius Sugar Authority, the Commission of inquiry in the Sugar Industry and the Civil Service Arbitration Tribunal. Has attended various conferences overseas and has been involved in the organisation of several international conferences. Retired from the Civil Service in 2000. Served the Disciplined Forces Service Commission as Commissioner from October 2003 to July 2005.



*Mr F. H. Johnson, CSK
Commissioner*

Mr France Hugues **JOHNSON**, CSK, Chevalier dans L'Ordre des Palmes Academiques (France), joined the education sector in 1958. Occupied various positions at the Primary Inspectorate in the Ministry of Education and Human Resources and retired from the Civil Service in 1997 as Assistant Director (Primary Education). Was awarded a British Council Scholarship in 1963 to read for a Diploma in School Supervision and Curriculum Development in Edinburgh, Scotland. Is the holder of a certificate in textbook production from Oxford Polytechnic under an ODA sponsored scholarship, a Diploma with distinction in Educational Administration from the Mauritius Institute of Education and a Diploma in English Language teaching at Moray House College of Education, Edinburgh, Scotland. Has chaired the Compulsory Education Committee set up by Government. Was also commissioned by UNICEF to conduct an evaluation of the Inclusive Pedagogy Project in R.C.A schools. Was the Desk Officer for the Regional Co-operation Programme in Education. Is the founder of the Mauritian Reading Association which aims at enhancing the literacy level of children in deprived areas. Served as Commissioner of the Disciplined Forces Service Commission from October 2000 to July 2005.



*Mr K. Chengalane
Commissioner*

Mr. Kessooah **CHENGALANEE**, holds a Diploma in Public Financial Management and Accounting from the University of Mauritius. He joined the Civil Service in 1969 as Extra Clerical Assistant and was appointed Clerical Officer in 1972. He was promoted Assistant Finance Officer in 1974 and Finance Officer in 1977. He served successively in the Treasury and the Ministry of Health and Quality of Life before being seconded for duty to the Pay Research Bureau (PRB) in 1978. After occupying various positions in the professional structure of the PRB, namely Survey Officer, Job Analyst, Principal Job Analyst and Deputy Director, he was promoted Director PRB in 2009 and retired in that capacity on 23 May 2011.



*Mr Y. Chan Kam Lon, OSK
Commissioner*

Mr Yves **CHAN KAM LON**, OSK, holds a MSc in Library Service, Columbia University, USA, a Post Graduate Diploma in Library and Information Studies from University College, London and a diplome d'Etudes Audiovisuelles, a certificat de Phonétique, a Certificat d'Etudes Superieures (Anglais), a Licence-ès-Lettres, a Maitrise-ès-Lettres (mention très bien) and a Diplome d'Etudes Approfondies from the Université de Provence, (France). Joined the Mahatma Gandhi Institute as Education Officer in 1976, became Research Fellow in 1979. Was appointed Head-Library, Archives and Museum in 1982 and Senior Lecturer/Head, Department of Library and Archives. Was appointed Director of the National Library in April 1999 in which capacity he retired in July 2011.

Was awarded a Junior Fulbright Scholarship, USA, and was recipient of John Lewis Wheeler & Joseph Towne Wheeler award, Columbia University, New York in 1991. Was honoured by the US Department of State with the State Alumni Member for the month of January 2009. Followed various training courses and attended seminars and conferences, local and foreign, in the context of the setting up of a National Library.

Was President of the Association of Professional Librarians of Mauritius since 1991 and Chairman of the Mauritius Council of Professional Librarians from 2003 to 2011. Was Member of the Mahatma Gandhi Institute Council and also Member of the President's Fund for creative writing in English. Is currently a Board Director of the Mauritius Broadcasting Corporation.

Was involved in trade union activities. Was President of the Association of the Mahatma Gandhi Institute Senior Staff (1986 – 1989), (1992 – 1999) and member of the executive Committee of 'La Fédération des Syndicats des Corps Constitués' (1983 – 1998).

2.4 The composition of the Public Service Commission from 01 August 2008 to 31 July 2011 is at **Annex I**.

CHAPTER THREE

The Disciplined Forces Service Commission

3.1 Historical Background

The Disciplined Forces Service Commission was established by virtue of Section 90 of the Constitution in replacement of the former Police Service Commission following amendments brought to the Constitution in 1997.

3.2 Powers of the Disciplined Forces Service Commission

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

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

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

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

3.3 Composition of the Disciplined Forces Service Commission

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

The Disciplined Forces Service Commission was last appointed on 1 August 2011 for a term of three years and is composed as follows:

Chairman : Mr Shivnundundass **SUNGKER**, CSK

Commissioners : Mrs Hoosna Bibie **DILJORE**, PMSM

Mr Doobhay **RAMPROGUS**

Mrs Marie Lea Sylvette **MOOTHOOSAMY**, PDSM

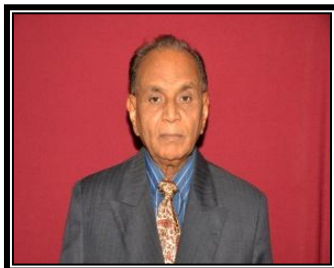
Mr Narainkrishna **PEERUN**, PMSM

The Disciplined Forces Service Commission



Sitting position:
Mr S. Sungker, CSK

Standing position from left to right:
Mr N. K. Peerun, P.M.S.M; Mrs M. L. S. Moothoosamy, P.D.S.M; Mrs H. B. Diljore, P.M.S.M; Mr D. Ramprogus



Mr S. Sungker, CSK
Chairman

Mr Shivnundundass **SUNGKER**, C.S.K, holds a B.A (Hons) from the University of London, a Diploma in Education and a Diploma in Modern General Management. He had a long career in the Ministry of Education. After a dedicated and loyal service, he left the Civil Service in 1992. He was also member of the Central Housing Authority Board, member of the Mahatma Gandhi Institute Council and Chairman of the Irrigation Authority Board. He served the Public Service Commission as Commissioner from October 2000 to July 2005 and from August 2008 to July 2011.



Mrs H. B. Diljore, PMSM
Commissioner

Mrs Hoosna Bibie **DILJORE**, PMSM joined the Registrar General's Department (Civil Status Branch) in 1968. She was promoted Principal Civil Status Officer in April 1976 and took charge of the Civil Status Branch of the Registrar General's Department (upgraded to Civil Status Division) in 1984 until its transfer under the responsibility of the Prime Minister's Office in 1982. The post was re-styled Controller, Civil Status in 1988 and Registrar of Civil Status in 1998. She was also in charge of the National Identity Card Unit, under the aegis of the Prime Minister's Office, from 2001 until her retirement in February 2008.



Mr D. Ramprogus
Commissioner

Mr Doobhay **RAMPROGUS** holds a B.A, University of London (English and French), a Post Graduate Certificate in Education, a Diploma in Science of Education (University of Quebec) and a Certificate for training of Teachers of English (University of Memphis, U.S.A). He served in the Ministry of Education and Human Resources as Education Officer from 1970 to 1978. He was appointed Senior Education Officer in 1979, Principal Education Officer in 1987, Assistant Director in 1996 and Director in 1997. He was also involved in pedagogical training in Secondary School Teachers at the Mauritius Institute of Education. He retired from the Service in 1998.



Mrs M. L. S. Moothoosamy,
PDSM
Commissioner

Mrs Marie Lea Sylvette **MOOTHOOSAMY**, PDSM, joined the Civil Service in March 1964. She had a long career in the Human Resource Cadre and retired as Director, Human Resource Management in June 2005. She served on the Board of Directors of the Mauritius Civil Service Mutual Aid Association from May 1990 to May 2006 and was member of the Civil Service Family Protection Scheme Board from January 2000 to December 2004. She provided Consultancy Services at the Mauritius Standards Bureau from November 2005 to April 2006 and at the Mauritius Broadcasting Corporation from June to September 2007. She was also the Human Resources Consultant at the Mauritius Broadcasting Corporation from October 2007 to September 2009. She attended a number of conferences and workshops.



Mr N. Peerun, PMSM
Commissioner

Mr Narainkrishna **PEERUN**, PMSM, joined the Mauritius Police Force in August 1965. He is the holder of a Diploma in Military Intelligence from the United States Army Intelligence School. He was the Director General, National Security Service from 2002 to 2005 and was a former member of several committees, inter alia, Prisons Monitoring Committee, Police Steering & Crime Monitoring Committee and also the Intelligence Coordination Committee. He followed several international training courses on various aspects namely Aviation Security at Wilson Airport, Kenya and Heathrow Airport, United Kingdom and attended symposiums on International Commercial Crime and Economic Crime at Jesus and Kings Colleges, Cambridge University; and at Interpol, Lyon, France.

3.4 The composition of the Disciplined Forces Service Commission from 01 August 2008 to 31 July 2011 is at **Annex II**.

CHAPTER FOUR

The Secretariat

4.1 The Secretariat

The Public Service Commission and the Disciplined Forces Service Commission are supported by an administrative team, headed by the Secretary, which processes all cases referred to it by the different Ministries/Departments, including the Rodrigues Regional Assembly. An organisation chart of the Secretariat is at figure 4.1.

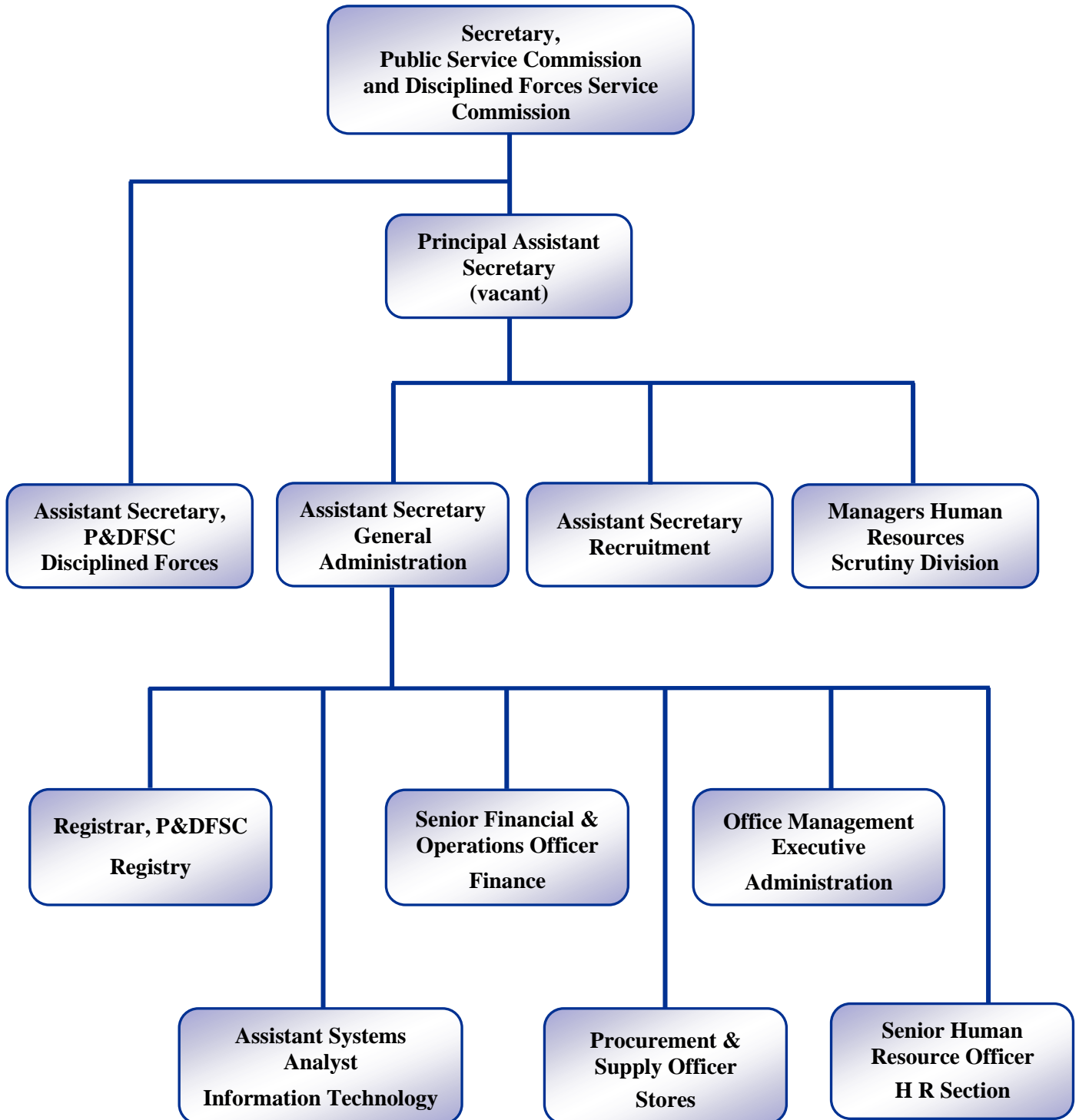


Figure 4.1 - Organisation Chart of the Secretariat

4.2 Staffing Situation

As at 31 December 2011, the staffing situation at the Public Service Commission and the Disciplined Forces Service Commission was as follows:-

Table 4.1 – Staffing situation at the Public Service Commission and The Disciplined Forces Service Commission

Post	Number
Secretary, Public Service Commission and Disciplined Forces Service Commission	1
Principal Assistant Secretary	-
Assistant Secretary, P&DFSC	1
Assistant Secretary	2
Manager, Human Resources	2
Assistant Manager, Human Resources	3
Senior Human Resource Officer	7
Senior Financial and Operations Officer	1
Office Management Executive	1
Registrar, P&DFSC	1
Human Resource Officer	7
Higher Executive Officer	1
Assistant Systems Analyst	1
Procurement and Supply Officer	1
Senior Officer	8
Assistant Financial and Operations Officer	1
Assistant Procurement and Supply Officer	1
Executive Officer	1
Officer	31
Confidential Secretary	6
Word Processing Operator	11
Clerical Officer/Higher Clerical Officer	1
Senior Data Entry Operator	1
Data Entry Operator	1
Clerk Assistant	1
Receptionist/Telephone Operator	1
Head Office Care Attendant	1
Senior Office Care Attendant	1
Office Care Attendant	7
Senior Gardener/Nurseryman	1

Post	Number
Gardener/Nurseryman	-
Driver	2
Machine Minder/Senior Machine Minder (Bindery)	1
Gateman	1
General Worker	1
TOTAL	108

4.3 Senior staff at the Commissions

A list of Senior staff serving the Commissions as at 31 December 2011 is given below:-

- Secretary,
Public Service Commission and
Disciplined Forces Service Commission** : Mr Aveenash **CUNNIAH**
- Assistant Secretary, P&DFSC** : Mr Satyavrat **CHOROMONEY**
- Assistant Secretaries** : Mr Prem **PIRTHEE**
: Mr Anil **FOWDAR**
- Managers, Human Resources** : Mr Govind **THAKOOR**
: Mrs Marie Noëlle **LABONNE**



*Mr Aveenash CUNNIAH,
Secretary, Public Service Commission and
Disciplined Forces Service Commission*

CHAPTER FIVE

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

An overview of the activities of the Public Service Commission and Disciplined Forces Service Commission for the years 2009 to 2011 is provided below:-

5.1 Advertisements, Applications Processed and Interviews

No. of Advertisements issued, No. of Applications processed and Interviews conducted by the Public Service Commission and Disciplined Forces Service Commission are as shown in figure 5.1.

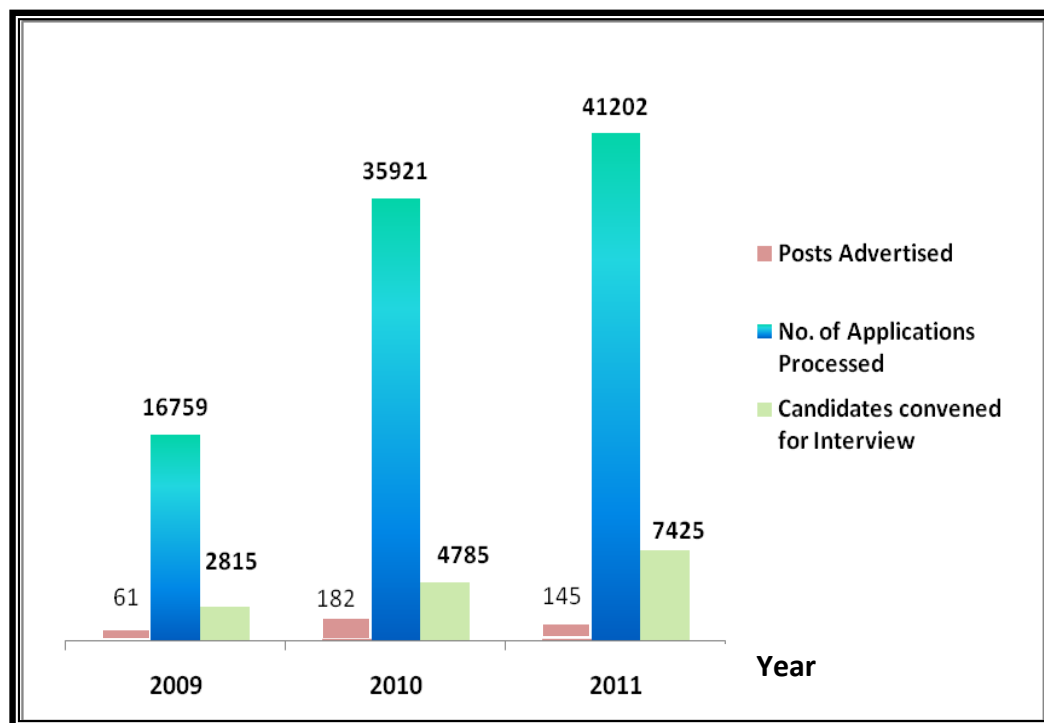


Figure 5.1

The interview of candidates as part of the selection exercises constitutes a major function of the Commissions. Interviews are conducted almost everyday and when the need arises, the Commissions have to constitute up to four or five interviewing boards to interview candidates for various positions.

The Disciplined Forces Service Commission has had recourse to other venues for the conduct of interviews. For instance, for the posts of Trainee Police Constable, Fire Fighter and Prisons Officer, the Commission had to conduct the interview of candidates at the Warriors Rest, Special Mobile Force, Vacoas.

5.2 Written examinations conducted by the Public Service Commission

During the period under review, the Public Service Commission conducted 16 written examinations, including five in Rodrigues as outlined in Table 5.1

Table 5.1 - Examinations conducted by the Public Service Commission

SN	Post	Ministry/ Department	Date of Examination	No. of candidates convened
1	Trainee Examiner of Accounts	National Audit Office	10.01.2009	243
2	Court Usher	The Judiciary	04.04.2009	446
3	Trainee Educator (Primary)	Ministry of Education and Human Resources	16.01.2010	2655
4	Examiner of Accounts (appointment/confirmation)	National Audit Office	27.03.2010	22
5	Senior Legal Assistant	Attorney-General's Office	23.06.2010	4
6	Civil Status Officer	Prime Minister's Office (Civil Status Division)	17.07.2010	2210
7	Human Resource Officer	Ministry of Civil Service and Administrative Reforms	07.08.2010	337
8	Officer	Ministry of Civil Service and Administrative Reforms	09.10.2010	2741
9	Job Analyst	Pay Research Bureau	17.09.2010	9
10	Assistant Inspector of Works	Rodrigues Regional Assembly	11.11.2010	4
11	Survey Officer	Pay Research Bureau	23.04.2011	174

SN	Post	Ministry/ Department	Date of Examination	No. of candidates convened
12	Assistant Secretary	Prime Minister's Office	16.07.2011	1615
13	Administrative Officer	Rodrigues Regional Assembly	16.07.2011	47
14	Assistant Financial and Operations Officer	Rodrigues Regional Assembly	18.07.2011	44
15	Assistant Procurement and Supply Officer	Rodrigues Regional Assembly	20.07.2011	35
16	Executive Officer	Rodrigues Regional Assembly	22.07.2011	51

5.3 Written examinations conducted by the Disciplined Forces Service Commission

The Disciplined Forces Service Commission conducted four written examinations as outlined in Table 5.2

Table 5.2 - Examinations conducted by the Disciplined Forces Service Commission

Post	Date of examination	No. of candidates convened
Mauritius Police Force		
Promotion from the rank of Police Sergeant to the grade of Inspector of Police	31.01.2009	1,046
Promotion from the rank of Police Constable to the grade of Police Sergeant	14.02.2009	6,184
Mauritius Prison Service		
Senior Officer Cadet (Male)	27.03.2010	22
Promotion to the rank of Assistant Superintendent of Prisons/Female Assistant Superintendent of Prisons	26.11.2011	108

5.4 Number of vacancies filled

During the period under review the total number of applications received by both Commissions amounted to 93,482 for 4193 vacancies to be filled. The figures at 5.2 and 5.3 show the number of applications received and vacancies filled by the Public Service Commission and the Disciplined Forces Service Commission respectively.

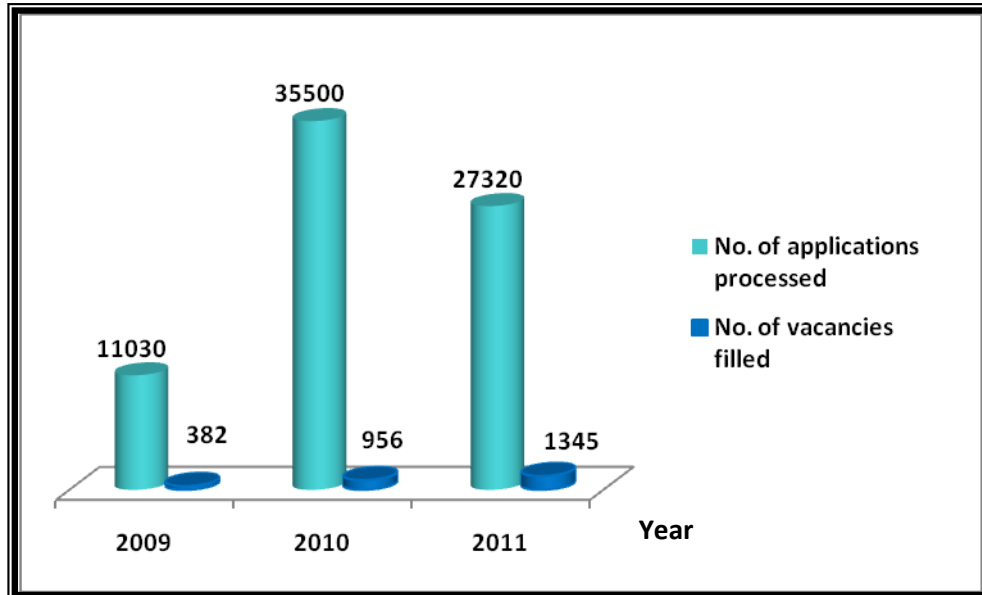


Figure 5.2 - No. of applications processed and vacancies filled by the Public Service Commission (2009 – 2011)

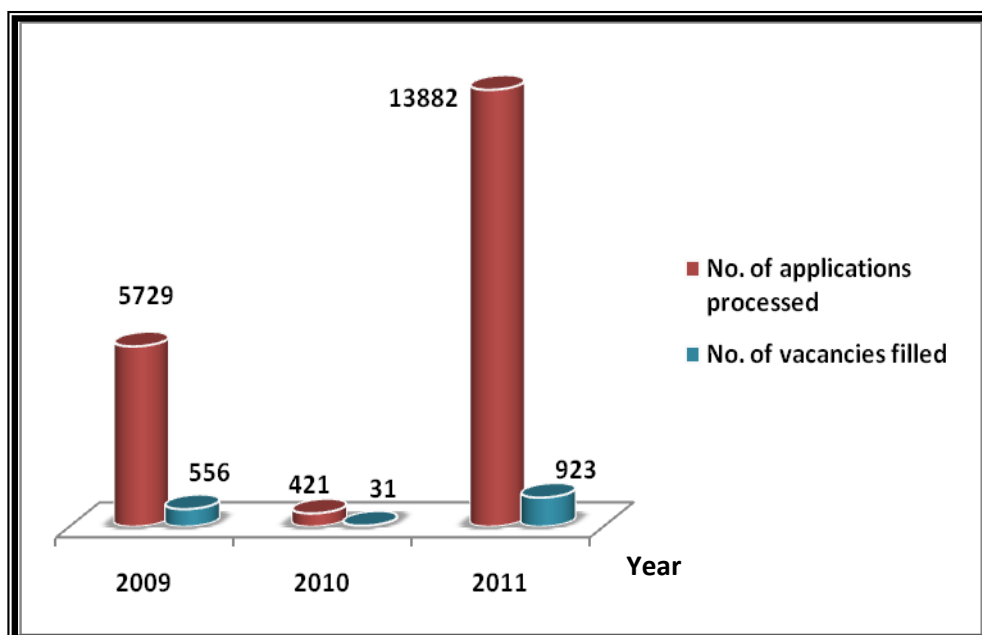


Figure 5.3 - No. of applications processed and vacancies filled by the Disciplined Forces Service Commission (2009 – 2011)

		No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled
	Labour and Industrial Relations Officer	-	-	-	-	211	9
	Inspector of Associations	-	-	-	-	142	3
4	Ministry of Environment and Sustainable Development						
	Environment Officer	-	-	8	2	-	-
	Divisional Environment Officer	2	1	1	1	-	-
	Citizen's Advice Bureau Coordinator	-	-	1	1	-	-
	Environment Enforcement Officer	-	-	902	5	-	-
	Inspector	-	-	-	-	86	6
5	Civil Aviation Department						
	Trainee Aviation Security/Facilitation Officer	11	5	-	-	-	-
	Trainee Communication, Navigation & Surveillance Officer	112	2	-	-	-	1*
	Divisional Head	2	1	-	-	-	-
	Flight Data Officer	534	5	-	-	-	2*
	Aeronautical Information Officer	-	-	-	-	79	5
	Station Officer	-	-	-	-	2	1
	Mandatory Occurrence Reporting Officer	-	-	-	-	126	1
	Personal Licensing Assistant	-	-	-	-	236	2
	Air Traffic Services Standards Officer	-	-	-	-	6	1
6	The Judiciary						
	Chief Registrar	5	1	-	-	6	1
	Court Officer	787	19	-	-	-	-
	Trainee Court Officer	1973	39	-	-	-	16*
7	Employment Relations Tribunal						
	Vice-President	5	1	-	-	9	1

* Vacancy/ies filled from selection exercise of previous year

		2009		2010		2011	
		No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled
8	Ministry of Health and Quality of Life						
	Student Nurse	2719	166	-	-	-	-
	Clinical Psychologist	43	4	-	-	-	-
	Clinical Scientist (Biochemistry)	103	3	-	-	-	-
	Scientific Officer, Vector Biology Control Division	174	2	-	-	-	-
	Specialist/Senior Specialist						
	General Medicine	-	-	13	10	-	-
	Orthopaedic Surgery	-	-	8	8	-	-
	Psychiatry	-	-	12	11	-	-
	Dermatology	-	-	4	3	-	-
	Cardiology	-	-	10	9	-	-
	TB & Chest Diseases	-	-	3	1	-	-
	Ophthalmology	-	-	2	1	-	-
	ENT	-	-	2	2	-	-
	Plastic & Reconstructive Surgery	-	-	1	1	-	-
	Neurology	-	-	2	1	-	-
	Endocrinology	-	-	1	1	-	-
	Radiology	-	-	6	6	-	-
	Radiotherapy	-	-	2	2	-	-
	Pathology	-	-	2	2	-	-
	Obstetrics & Gynaecology	-	-	12	6	-	-
	General Surgery	-	-	13	5	-	-
	Paediatrics	-	-	16	12	-	-
	Anaesthesia	-	-	2	2	-	-

SN	Ministry/Department	2009		2010		2011	
		No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled
	Community Health Care Officer	-	-	2766	10	-	-
	Clinical Scientist (Virology)	-	-	91	1	-	-
	Specialised Aids Nurse	-	-	47	1	-	-
	Trainee Technical Officer (Chemical Laboratory)	-	-	725	16	-	-
	Student Medical Laboratory Technician	-	-	655	25	-	-
	Hospital Physicist	-	-	75	3	-	2*
	Nursing Officer (Psychiatric)	-	-	68	37	-	-
	Director, Nursing	-	-	7	1	-	-
	Deputy Director, Nursing	-	-	7	1	-	-
	Principal Health Engineering Officer	-	-	5	1	-	-
	Regional Nursing Administrator	-	-	25	5	-	-
	Deputy Director, Pharmaceutical Services	-	-	-	-	12	1
	Specialist (Dental Services) Endodontics	-	-	-	-	2	2
	Pharmacist/Senior Pharmacist	-	-	-	-	76	4
	Dental Surgeon/Senior Dental Surgeon	-	-	-	-	50	2
	Health Economist	-	-	-	-	127	1
	Chief Health Inspector	-	-	-	-	2	1
	Nursing Administrator (Female)	-	-	-	-	37	7
	Nursing Administrator (Male)	-	-	-	-	31	7
	Nursing Supervisor (Female)	-	-	-	-	22	12
	Nursing Supervisor (Male)	-	-	-	-	25	11
	Dental Technician	-	-	-	-	37	1
	Medical Social Worker/Senior Medical Social Worker	-	-	-	-	22	2

* Vacancy/ies filled from selection exercise of previous year

SN	Ministry/Department	2009		2010		2011	
		No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled
	Permanencier/Senior Permanencier	-	-	-	-	118	1
	Psychiatry, Rehabilitation and Welfare Assistant	-	-	-	-	9	3
	Student Midwife	-	-	-	-	860	25
	Dental Assistant	-	-	-	-	2362	7
9	Attorney-General's Office						
	Chief Legal Assistant	1	1	-	-	-	-
	Legal Research Officer	60	2	-	-	-	-
10	National Audit Office						
	Assistant Director of Audit	13	1	-	-	-	-
	Trainee Examiner of Accounts	397	23	-	-	-	-
	Deputy Head, Examiner of Accounts Cadre	-	-	5	1	-	-
	Auditor	-	-	-	-	11	6
11	Ministry of Civil Service and Administrative Reforms						
	Deputy Director, Human Resources	13	1	-	-	-	1*
	Safety and Health Officer/Senior Safety and Health Officer	470	18	461	12	-	12*
	Confidential Secretary	-	-	412	24	-	33*
	Human Resource Officer	-	-	401	23	-	5*
	Office Management Executive	-	-	-	-	124	30
	Principal Safety and Health Officer	-	-	-	-	5	1
	Officer	-	-	-	-	5589	319

* Vacancy/ies filled from selection exercise of previous year

SN	Ministry/Department	2009		2010		2011	
		No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled
12	Ministry of Agro Industry and Food Security						
	Deputy Forest Ranger	32	3	-	-	-	-
	Research and Development Officer (Wildlife)	43	1	-	-	-	-
	Technical Assistant	543	16	-	-	-	3*
	Forest Guard	1480	15	-	-	-	-
	Laboratory Technologist	204	1	-	-	185	2
	Technical Officer (Fisheries)	-	-	248	6	-	-
	Trainee Draughtsman	-	-	74	2	-	1*
	Technical Officer/Senior Technical Officer	-	-	67	6	-	-
	Divisional Veterinary Officer	-	-	5	1	-	-
	Deputy Chief Agricultural Officer	-	-	3	1	-	-
	Principal Agricultural Engineer	-	-	2	1	-	-
	Principal Agricultural Officer	-	-	-	-	8	2
	Assistant Conservator of Forests	-	-	-	-	135	2
	Agricultural Planning Officer	-	-	-	-	147	1
Deputy General Manager (Cane Planters & Millers Arbitration Control Board)	-	-	-	-	1	1	
Research and Development Officer (Wildlife)	-	-	-	-	43	1	
13	Ministry of Education and Human Resources						
	Rector	42	21	-	-	-	4*
	Coordinator, Health and Anti Drug	185	1	-	-	-	-
	Deputy Rector	-	-	517	28	-	-
	Trainee Educator (Primary)	-	-	6480	200	-	150*

* Vacancy/ies filled from selection exercise of previous year

SN	Ministry/Department	2009		2010		2011	
		No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled
	Trainee Educator (Primary) (Oriental Languages)						
	Telugu	-	-	41	12	29	11
	Marathi	-	-	18	8	14	4
	Arabic	-	-	106	6	-	5*
	Urdu	-	-	355	10	-	9*
	Hindi	-	-	1519	23	-	15*
	Tamil	-	-	87	33	66	21
	Assistant Supervisor (Oriental Languages)						
	Arabic	-	-	3	2	-	-
	Urdu	-	-	9	1	-	-
	Marathi	-	-	5	2	-	-
	Assistant Director (Primary)	-	-	5	1	-	1*
	School Inspector	-	-	66	15	-	30*
	Administrator (Education)	-	-	10	5	-	-
	Chief Technical Officer (Education)	-	-	-	-	11	1
	Director	-	-	-	-	36	4
	Assistant Director	-	-	-	-	48	5
	Senior Educational Psychologist	-	-	-	-	7	3
	Educator (Secondary)						
	Music Western	-	-	-	-	6	1
	Urdu	-	-	-	-	133	1
	Social Studies	-	-	-	-	321	3

* Vacancy/ies filled from selection exercise of previous year

SN	Ministry/Department	2009		2010		2011	
		No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled
	Arabic	-	-	-	-	79	2
	Travel and Tourism	-	-	-	-	281	7
	Marathi	-	-	-	-	16	3
	Classical Dance (Kathak)	-	-	-	-	7	1
	Classical Dance (Bharat Natyam)	-	-	-	-	14	1
	English	-	-	-	-	435	3
	French	-	-	-	-	402	1
	Mathematics	-	-	-	-	398	1
	Chemistry	-	-	-	-	233	1
	Physics	-	-	-	-	142	1
	Sociology	-	-	-	-	235	1
	Accounts	-	-	-	-	280	1
	Business Studies	-	-	-	-	617	1
	Art and Design	-	-	-	-	144	1
	Economics	-	-	-	-	215	1
	Mandarin	-	-	-	-	6	1
	Computer Studies	-	-	-	-	711	15
	Physical Education	-	-	-	-	217	6
	Pre-Vocational	-	-	-	-	209	32
	Inspector Specialised Schools/ Day Care Centres	-	-	-	-	6	1
	Assistant Supervisor (Oriental Languages)						
	Mandarin	-	-	-	-	1	1
	Urdu	-	-	-	-	9	1

SN	Ministry/Department	2009		2010		2011	
		No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled
	Telugu	-	-	-	-	8	4
	Tamil	-	-	-	-	14	6
	Marathi	-	-	-	-	5	3
	Hindi	-	-	-	-	34	5
	The Arts	-	-	-	-	91	2
	Assistant Inspector of Works	-	-	-	-	70	1
14	Government Information Service						
	Audio Visual Production Officer	238	3	-	-	-	-
	Head, Audio Visual Production Officer	-	-	4	1	-	-
	Assistant Director, Information Services	-	-	5	1	-	-
15	Ministry of Housing and Lands						
	Town and Country Planning Officer	70	6	-	-	-	-
	Chief Technical Officer	-	-	6	1	-	-
	Deputy Chief Town & Country Planning Officer	-	-	4	1	-	-
	Development Control Officer	-	-	294	6	-	-
	Trainee Town & Country Planning Draughtsman	-	-	170	2	-	3*
	Chief Surveyor	-	-	-	-	3	1
	Trainee Cartographer	-	-	-	-	130	8
16	Ministry of Social Security, National Solidarity and Reform Institutions						
	Psychologist (Clinical & Social)	58	2	-	-	-	1*
	Organising Officer	-	-	442	2	-	-

* Vacancy/ies filled from selection exercise of previous year

SN	Ministry/Department	2009		2010		2011	
		No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled
	Probation Officer	-	-	599	9	-	6*
	Disability Officer	-	-	461	1	-	-
	Superintendent, Rehabilitation Youth Centre	-	-	1	1	-	-
	Organising Officer, Recreational Centre	-	-	362	5	-	5*
	Assistant Commissioner, Social Security	-	-	-	-	30	5
	Senior Disability Officer	-	-	-	-	6	1
17	Electoral Commissioner's Office						
	Electoral Officer	177	2	-	-	-	1*
	Principal Electoral Officer	2	2	-	-	-	-
18	Ministry of Industry, Commerce and Consumer Protection						
	Assistant Director (Assay Office)	1	1	-	-	-	-
	Director, MAURITAS	-	-	-	-	4	1
	Trade Analyst	-	-	-	-	238	1
	Gemmologist	-	-	-	-	3	2
	Technical Officer (Assay Office)	-	-	-	-	145	3
	Accreditation Manager	-	-	7	1	-	-
	Quality Manager	-	-	12	1	-	-
	Industrial Analyst	-	-	451	2	-	-
	Consumer Protection Officer	-	-	198	5	-	1
19	Government Printing Office						
	Graphic Artist	4	4	-	-	-	-
	Phototype Setting Operator	-	-	43	6	-	-
	Plate Making/Finishing Operator	-	-	42	2	-	-

* Vacancy/ies filled from selection exercise of previous year

SN	Ministry/Department	2009		2010		2011	
		No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled
	Printer's Mechanic	-	-	50	1	-	-
	Trainee Graphic Artist	-	-	452	3	-	-
	Trainee Printing Officer	-	-	-	-	91	2
	Machine Minder/Senior Machine Minder (Pressroom)	-	-	-	-	148	5
	Machine Minder/Senior Machine Minder (Bindery)	-	-	-	-	154	7
20	Ministry of Tourism and Leisure						
	Tourism Planner	-	-	572	4	-	-
	Tourism Enforcement Officer	-	-	-	-	42	1
21	Ministry of Arts and Culture						
	Enforcement Officer	-	-	3182	1	-	-
	Deputy Director of Culture	-	-	-	-	23	1
	Assistant Secretary, Board of Film Censors	-	-	-	-	45	1
	Audio Visual Operator	-	-	-	-	86	1
22	Valuation Department						
	Property Referencer	-	-	843	31	-	-
	Government Valuer	-	-	16	7	-	-
23	Ministry of Energy and Public Utilities						
	Planner/Senior Planner	-	-	30	1	-	1*
	Deputy Director (Water Resources Unit)	-	-	1	1	-	-
	Technical Officer (Water Resources Unit)	-	-	43	10	-	-
	Engineer (Planning/Maintenance)	-	-	14	2	-	-
	Hydrological Technician	-	-	475	1	-	-
	Hydrological Officer	-	-	85	1	-	-

* Vacancy/ies filled from selection exercise of previous year

SN	Ministry/Department	2009		2010		2011	
		No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled
	Radiation Protection Officer	-	-	49	2	-	1*
	Radiation Protection Assistant	-	-	-	-	240	1
	Trainee Technician, Energy Services Division	-	-	-	-	126	3
24	Ministry of Information and Communication Technology						
	Computer Support Officer	-	-	563	27	-	-
	Project Manager	-	-	227	2	-	-
25	Ministry of Fisheries						
	Fisheries Protection Officer	-	-	597	34	-	-
	Scientific Officer(Fisheries) Fisheries Research Development and Management	-	-	-	-	38	5
	Scientific Officer (Fisheries) Micro Biology Laboratory	-	-	-	-	4	1
	Scientific Officer (Fisheries) Fish Toxicity Laboratory	-	-	-	-	14	1
	Scientific Officer (Fisheries) Chemistry Laboratory	-	-	-	-	13	1
	Controller, Fisheries Protection Service	-	-	-	-	3	2
	Principal Fisheries Officer	-	-	-	-	7	2
26	Ministry of Public Infrastructure, National Development Unit, Land Transport and Shipping						
	Quantity Surveyor/Senior Quantity Surveyor	-	-	2	2	19	1
	Technical Officer	-	-	55	12	76	14
	Engineer/Senior Engineer (Civil) (Public Infrastructure Division)	-	-	19	7	-	-
	Engineer /Senior Engineer Traffic Management & Road Safety Unit)	-	-	17	2	-	-
	Technical Officer (Material Testing Laboratory)	-	-	58	4	-	-
	Project Coordinator National Development Unit	-	-	16	1	-	-
	Architect/Senior Architect	-	-	-	-	7	4
	Assistant Inspector of Works	-	-	-	-	58	6

* Vacancy/ies filled from selection exercise of previous year

SN	Ministry/Department	2009		2010		2011	
		No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled
	Assistant Quantity Surveyor	-	-	-	-	8	5
	Regional Development Officer	-	-	-	-	390	18
	Deputy Director of Shipping	-	-	-	-	1	1
	Assistant Citizen's Advice Bureau Coordinator	-	-	-	-	13	1
	Citizen's Advice Bureau Organiser	-	-	-	-	93	3
	Principal Maritime Officer	-	-	-	-	2	1
27	Ministry of Foreign Affairs, Regional Integration and International Trade						
	Deputy Director, Regional Cooperation	-	-	-	-	1	1
	Minister Counsellor/Deputy High Commissioner	-	-	29	3	-	-
28	Prime Minister's Office						
	Assessor, Data Protection Office	-	-	28	2	-	-
	Investigator, Data Protection Office	-	-	175	3	-	-
	Assistant Secretary	-	-	-	-	1948	25
29	Forensic Science Laboratory						
	Deputy Director, Forensic Science Laboratory	-	-	1	1	-	-
	Forensic Scientist (Biology Section)	-	-	-	-	160	6
	Forensic Technician (Chemistry & Toxicology)	-	-	-	-	198	2
	Forensic Technician (Biology)	-	-	-	-	180	4
30	Meteorological Services						
	Trainee Meteorological Technician	-	-	305	10	-	-
	Trainee Electronic Technician	-	-	381	4	-	-
	Communication Officer, National Aids Secretariat	-	-	184	1	-	-
	Programme Officer, National Aids Secretariat	-	-	183	1	-	-

SN	Ministry/Department	2009		2010		2011	
		No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled
31	Civil Status Division						
	Civil Status Officer	-	-	4317	15	-	2*
	Deputy Registrar of Civil Status	-	-	-	-	5	1
	Principal Civil Status Officer	-	-	-	-	28	2
32	Ministry of Youth and Sports						
	Assistant Director of Youth Affairs	-	-	7	1	-	1*
	Assistant Director of Sports	-	-	-	-	8	1
	Youth Officer	-	-	-	-	432	9
	Foreman	-	-	-	-	31	1
	Technician (Youth and Sports)	-	-	-	-	115	2
33	Ministry of Business, Enterprise and Co-operatives						
	Cooperative Officer	-	-	826	9	-	8*
	Cooperative Development Officer	-	-	-	-	425	1
34	Ministry of Local Government and Outer Islands						
	Senior Inspector	-	-	4	1	-	-
	Project Officer, Solid Waste Management Division	-	-	108	1	-	2*
	Assistant Inspector of Works	-	-	-	-	58	4
35	Pay Research Bureau						
	Job Analyst	-	-	11	5	-	-
	Survey Officer	-	-	-	-	276	4
36	Office of the President						
	Assistant Maintenance Cadre	-	-	-	-	25	1

* Vacancy/ies filled from selection exercise of previous year

SN	Ministry/Department	2009		2010		2011	
		No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled
37	National Assembly						
	Clerk Assistant	-	-	-	-	149	1
	Hansard Editor	-	-	-	-	113	1
38	Ombudsperson for Children's Office						
	Investigator	-	-	-	-	274	2
39	Police Department						
	Psychologist	-	-	-	-	41	1
40	Registrar General Department						
	Registration Officer	-	-	-	-	449	15
41	Statistics Mauritius (Formerly Central Statistics Office)						
	Statistician	-	-	-	-	122	10
	Statistical Officer	-	-	-	-	402	41
42	Archives Department						
	Conservation Assistant	-	-	-	-	385	1
	TOTAL	11012	379	33572	894	25776	1260

5.4.2 Vacancies filled in the establishment of the Rodrigues Regional Assembly

Table 5.4 – Vacancies filled on the establishment of the Rodrigues Regional Assembly

SN	Ministry/Department	2009		2010		2011	
		No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled
1	Health Director	5	1	-	-	-	-
2	Departmental Head	9	1	-	-	-	-
3	Psychologist – Community Development and Poverty Alleviation	4	1	-	-	-	-
4	Audio Typist	-	-	223	1	-	-
5	Physiotherapy Assistant	-	-	114	1	-	-
6	Nursing supervisor (Male)	-	-	4	2	-	-
7	Nursing Supervisor (Female)	-	-	3	3	-	-
8	Laboratory Technician	-	-	117	1	-	-
9	Blood Bank Officer	-	-	2	1	-	-
10	Student Nurse	-	-	312	20	-	32*
11	Word Processing Operator	-	-	236	10	-	6*
12	Clerical Officer/Higher Clerical Officer	-	-	360	12	-	6*
13	School Clerk	-	-	459	4	-	-
14	Sports Officer	-	-	24	2	-	-
15	Road Transport Inspector	-	-	24	1	-	-
16	Social Security Officer	-	-	29	2	-	2*
17	Enforcement Officer	-	-	21	2	123	2
18	Clerk, Rodrigues Regional Assembly	-	-	-	-	30	1
19	Administrative Officer	-	-	-	-	120	3
20	Economist	-	-	-	-	18	1

* Vacancy/ies filled from selection exercise of previous year

SN	Ministry/Department	2009		2010		2011	
		No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled
21	Head, Human Resource Cadre	-	-	-	-	35	1
22	Principal Executive officer	-	-	-	-	2	1
23	Nursing Administrator (Male)	-	-	-	-	3	1
24	Technical Officer (Agriculture)	-	-	-	-	29	3
25	Safety and Health Officer/Senior Safety and Health Officer	-	-	-	-	81	1
26	Assistant Financial and Operations Officer	-	-	-	-	45	3
27	Executive Officer (Rodrigues)	-	-	-	-	53	5
28	Assistant Procurement & Supply Officer	-	-	-	-	38	3
29	Consumer Protection Officer	-	-	-	-	10	1
30	Trainee Health Inspector	-	-	-	-	20	1
31	Trainee Educator (Primary)	-	-	-	-	285	10
32	Trainee Arts Officer (Rodrigues)	-	-	-	-	143	1
33	Health Care Assistant (General)	-	-	-	-	509	1
	TOTAL	18	3	1928	62	1544	85

5.4.3 Details on vacancies filled for period 2009 to 2011 by the Disciplined Forces Service Commission

Table 5.5 - Vacancies filled by the Disciplined Forces Service Commission

SN	Ministry/Department	2009		2010		2011	
		No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled	No of applications processed	No of vacancies filled
1	Mauritius Police Force						
	Cadet Officer	42	5	-	-	-	-
	Trainee Police Constable (Male)	3918	500	-	-	6056	670
	Trainee Police Constable (Female)	1767	50	-	-	2919	100
2	Fire Services						
	Firefighter	-	-	-	-	3271	41
	Chief Fire Officer	2	1	-	-	-	-
3	Mauritius Prison Service						
	Senior Cadet Officer (Male)	-	-	246	5	-	-
	Hospital Officer (Male)	-	-	52	12	-	-
	Hospital Officer (Female)	-	-	82	4	-	1
	Assistant Commissioner of Prisons	-	-	11	1	-	1
	Superintendent of Prisons/ Senior Superintendent of Prisons	-	-	25	8	-	8
	Female Superintendent of Prisons/ Senior Female Superintendent of Prisons	-	-	5	1	-	1
	Senior Prisons Welfare Officer	-	-	-	-	8	2
	Female Prisons Officer / Senior Female Prisons Officer	-	-	-	-	89	5
	Prisons Officer/ Senior Prisons Officer	-	-	-	-	1539	78
	TOTAL	5729	556	421	31	13882	923

5.5 Appointment

Following selection exercises for the filling of vacancies, offers of appointment /enlistment to selected candidates are made by the Commissions through the Responsible Officers concerned. However, in some cases, successful candidates decline or simply do not respond to offers of appointment/enlistment made to them. As a result, the Commissions, upon request from the Responsible Officers concerned, have to make additional offers of appointment/enlistment in replacement of candidates who do not turn up.

The figures at 5.4 and 5.5 show the number of appointments made by the Public Service Commission and the Disciplined Forces Service Commission respectively.

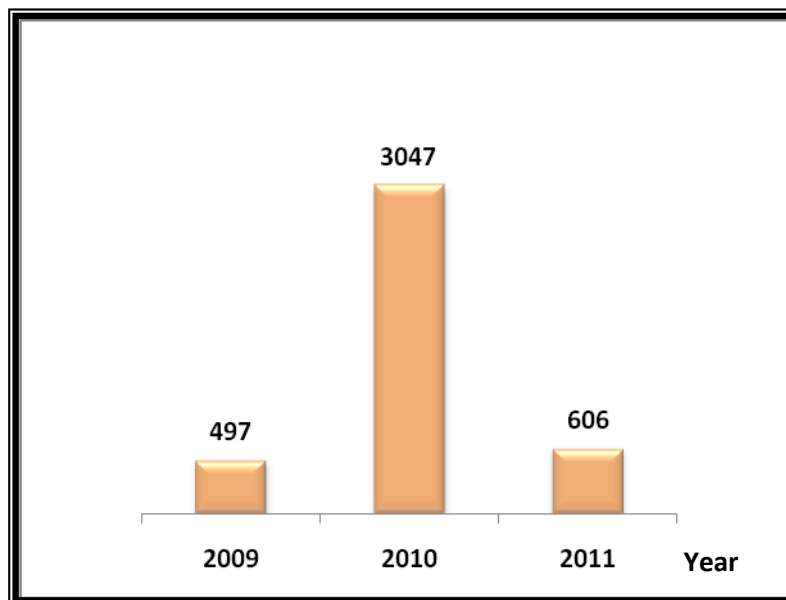


Figure 5.4 - Appointments made by the Public Service Commission

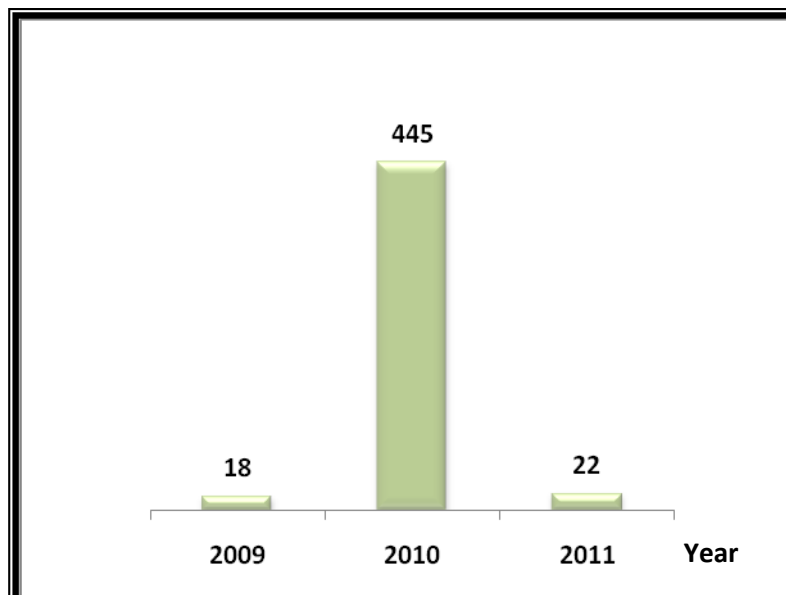


Figure 5.5 - Appointments made by the Disciplined Forces Service Commission

5.5.1 Table 5.6 shows details of appointments made by the Public Service Commission.

Table 5.6 – Appointments made by the Public Service Commission

SN	Ministry/Department	Number		
		2009	2010	2011
1	The Judiciary	1	-	9
2	National Audit Office	-	24	-
3	Electoral Commissioner's Office	1	2	-
4	Prime Minister's Office			
	Forensic Science Laboratory	1	-	-
	Pay Research Bureau	1	1	1
	Meteorological Services	4	1	-
	Civil Aviation Department	-	4	5
	Police Department	-	-	1
5	Ministry of Finance and Economic Development			
	Registrar-General's Department	2	-	-
	Treasury	1	-	-
	Central Statistics Office	14	-	-
6	Ministry of Public Infrastructure, National Development Unit, Land Transport and Shipping	3	-	3
7	Ministry of Housing and Lands	3	1	-
8	Ministry of Education and Human Resources	96	15	48
9	Ministry of Agro Industry and Food Security	3	1	1

SN	Ministry/Department	Number		
		2009	2010	2011
10	Ministry of Health and Quality of Life	361	187	157
11	Ministry of Business, Enterprise and Co-operatives	2	-	-
12	Ministry of Information and Communication Technology	4	-	-
13	Ministry of Labour, Industrial Relations and Employment	2	7	-
14	Ministry of Environment and Sustainable Development	1	1	-
15	Ministry of Local Government and Outer Islands	-	1	1
16	Ministry of Social Security, National Solidarity and Reform Institutions	-	1	-
17	Ministry of Gender Equality, Child Development and Family Welfare	-	7	2
18	Ministry of Civil Service and Administrative Reforms	-	2759	348
19	Ministry of Youth and Sports	-	3	1
20	Ministry of Arts and Culture	-	1	-
21	Ministry of Fisheries	-	1	-
22	Rodrigues Regional Assembly	-	23	29
	TOTAL	497	3047	606

5.5.2 Table 5.7 shows the details of appointments made by the Disciplined Forces Service Commission

Table 5.7 – Appointments made by the Disciplined Forces Service Commission

Department	Number		
	2009	2010	2011
Mauritius Police Force			
Trainee Police Constable as Police Constable	-	350	5
Trainee Woman Police Constable as Woman Police Constable	-	89	-
Mauritius Prison Service			
Senior Welfare Officer	3	-	-
Prisons Welfare Officer	5	-	-
Female Prisons Officer/Female Senior Prisons Officer	10	1	-
Commissioner of Prisons (On Contract)	-	1	1 (Renewal of Contract)
Hospital Officer (Male)	-	3	4
Hospital Officer (Female)	-	1	2
Deputy Commissioner of Prisons	-	-	1
Superintendent of Prisons/Senior Superintendent of Prisons	-	-	8
Female Superintendent of Prisons/Senior Female Superintendent of Prisons	-	-	1
TOTAL	18	445	22

5.6 Scheme of Service

A scheme of service is the official document specifying the salary, mode of appointment, qualifications, duties and responsibilities of an Office in a Ministry/Department. The agreement of the Commissions is required for each Scheme of Service before it is prescribed in its official form by the Ministry of Civil Service and Administrative Reforms.

The Commissions ensure that the Schemes of Service are properly worked out and that the qualifications and duties laid down therein are relevant.

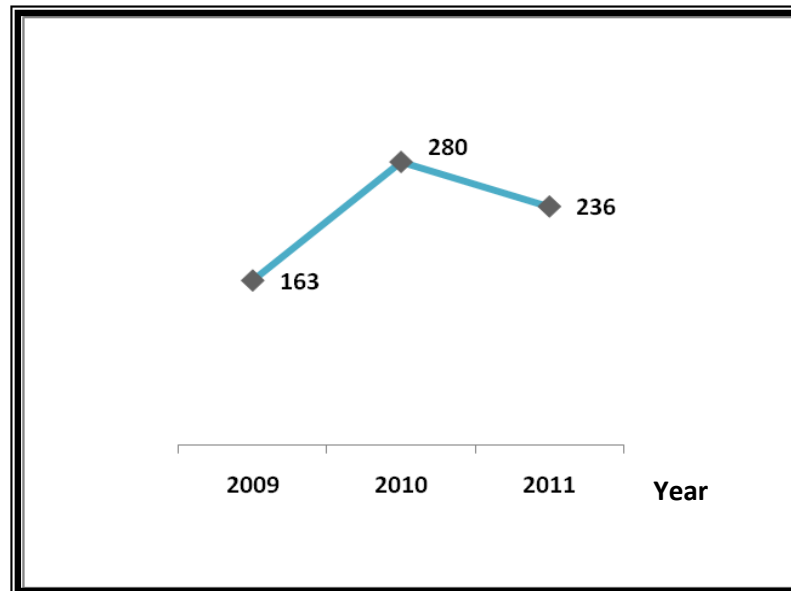


Figure 5.6 - Scheme of Service agreed upon by the Public Service Commission

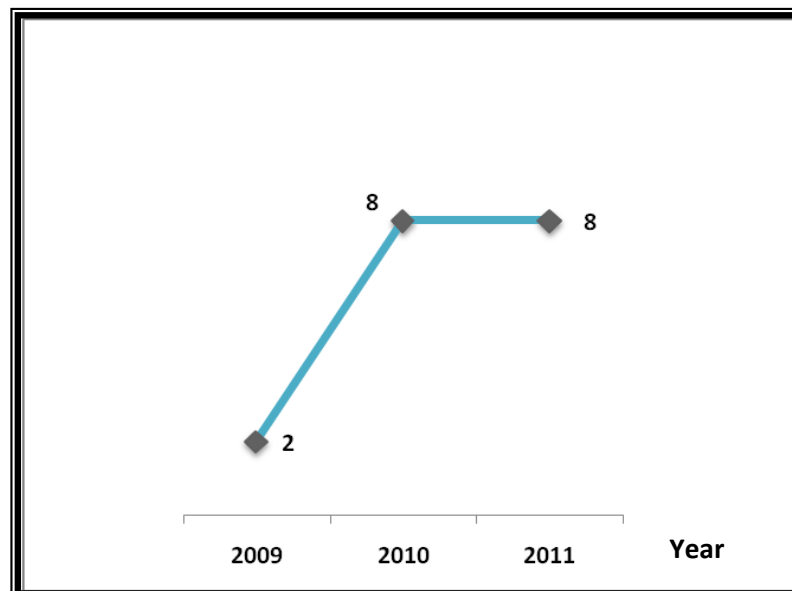


Figure 5.7 - Scheme of Service agreed upon by the Disciplined Forces Service Commission

5.6.1 Details of schemes of service agreed upon by the Public Service Commission

Table 5.8 - Schemes of service agreed upon by the Public Service Commission

SN	Ministry/Department	2009	2010	2011
1	National Audit Office			
	Head, Examiner of Accounts Cadre	✓		
	Deputy Head, Examiner of Accounts Cadre	✓		
	Chief Examiner of Accounts	✓		
	Principal Examiner of Accounts	✓		
	Senior Examiner of Accounts	✓		
	Deputy Director of Audit		✓	
	Senior Auditor		✓	
Auditor		✓		
	Examiner of Accounts			✓
2	Public and Disciplined Forces Service Commissions			
	Handy Worker	✓		
3	Ombudsman's Office			
	Senior Investigation Officer	✓		
4	Ombudsperson for Children's Office			
	Investigator	✓		
	Secretary, Ombudsperson for Children's Office			✓
5	Electoral Commissioner's Office			
	Chief Electoral Officer	✓		
	Deputy Chief Electoral Officer	✓	✓	
	Principal Electoral Officer	✓		
	Senior Electoral Officer	✓		
	Electoral Officer	✓		
	Driver	✓		
6	Employment Relations Tribunal			
	Driver	✓		
	Registrar, Employment Relations Tribunal			✓

SN	Ministry/Department	2009	2010	2011
7	Local Government Service Commission Gardener/Nurseryman	✓		
8	Prime Minister's Office Personal Secretary Programme Officer, National AIDS Secretariat Communication Officer, National AIDS Secretariat Assessor, Data Protection Office Investigator, Data Protection Office	✓ ✓ ✓ ✓ ✓	✓	
	Principal Assistant Secretary Assistant Secretary Conference and Social Functions Manager		✓ ✓ ✓	
	Government Information Service Senior Information Officer	✓		
	Head, Audio-Visual Production Officer Cadre Principal Audio-Visual Production Officer		✓ ✓	
	Head, Documentation Unit			✓
	Forensic Science Laboratory Director, Forensic Science Laboratory Deputy Director, Forensic Science Laboratory Principal Forensic Technologist Forensic Technician	✓ ✓ ✓ ✓		
	Civil Status Division Civil Status Officer Registrar of Civil Status Deputy Registrar of Civil Status Principal Civil Status Officer Senior Civil Status Officer	✓		✓ ✓ ✓ ✓

SN	Ministry/Department	2009	2010	2011
	Printing Department			
	Trainee Graphic Artist	✓		
	Production Supervisor (Plate Making/Finishing)	✓		
	Phototype Setting Operator	✓		
	Plate Making/Finishing Operator	✓		
	Assistant Government Printer		✓	
	Printing Officer		✓	
	Senior Printer's Mechanic		✓	
	Machine Minder/Senior Machine Minder (Bindery)		✓	
	Machine Minder/Senior Machine Minder (Pressroom)		✓	
	Printing Assistant/Senior Printing Assistant		✓	
	Printer's Mechanic		✓	
	Meteorological Services			
	Chief Electronic Technician	✓		
	Principal Electronic Technician	✓		
	Senior Electronic Technician	✓		
	Electronic Technician	✓		
	Trainee Electronic Technician	✓		
	Mauritius Police Force			
	Catering Supervisor	✓		
	Psychologist			✓
	Chief Catering Administrator			✓
	Senior Catering Officer			✓
	Catering Officer			✓
	Assistant Catering Officer			✓
	Police Attendant			✓

SN	Ministry/Department	2009	2010	2011
	Mauritius Prison Service			
	Driver (on shift)		✓	
	Psychologist			✓
	Pay Research Bureau			
	Principal Job Analyst		✓	
	Job Analyst		✓	
	Survey Officer		✓	
	Director			✓
	Secretary, Pay Research Bureau			✓
	Driver			✓
	Defence and Home Affairs			
	Director General, Counter Terrorism Unit		✓	
	Civil Aviation Department			
	Mandatory Occurrence Reporting Officer		✓	
	Personnel Licensing Assistant		✓	
9	Ministry of Energy and Public Utilities			
	Director, Technical Services (Public Utilities)	✓		
	Deputy Director, Technical Services (Public Utilities)	✓		
	Principal Planner	✓		
	Planner/Senior Planner	✓		
	Engineer, Energy Efficiency			✓
	Technical Officer, Energy Efficiency			✓
	Energy Services Division			
	Director, Energy Services Division	✓		
	Deputy Director, Energy Services Division	✓		

SN	Ministry/Department	2009	2010	2011
	Electrical Engineer/Senior Electrical Engineer (ESD)		✓	
	Chief Technician, Energy Services Division		✓	
	Chief Inspector, Energy Services Division		✓	
	Principal Technician, Energy Services Division		✓	
	Principal Inspector, Energy Services Division		✓	
	Senior Technician, Energy Services Division		✓	
	Senior Inspector, Energy Services Division		✓	
	Technician, Energy Services Division		✓	
	Inspector, Energy Services Division		✓	
	Trainee Technician, Energy Services Division		✓	
	Trainee Inspector, Energy Services Division		✓	
	Principal Engineer, Energy Services Division			✓
	Water Resources Unit			
	Hydrological Officer	✓		
	Technical Officer	✓		
	Hydrological Technician	✓		
	Deputy Director		✓	
	Senior Engineer (Planning and Maintenance)		✓	
	Engineer (Planning and Maintenance)		✓	
	Senior Inspector		✓	
	Inspector		✓	
	Assistant Inspector		✓	
	Engineer (Planning/Maintenance)			✓
	Principal Engineer			✓
	Radiation Protection Authority			
	Radiation Protection Assistant	✓		

SN	Ministry/Department	2009	2010	2011
	Chief Radiation Protection Officer		✓	
	Radiation Protection Officer		✓	
10	Ministry of Finance and Economic Development			
	Senior Analyst	✓		
	Clerk, Assessment Review Committee	✓		
	Analyst		✓	
	Shorthand Writer		✓	
	Analyst			✓
	Director, Financial Operations			✓
	Deputy Director, Financial Operations			✓
	Manager, Financial Operations			✓
	Assistant Manager, Financial Operations			✓
	Senior Financial Operations Officer			✓
	Financial Operations Officer			✓
	Director (Procurement and Supply)			✓
	Deputy Director (Procurement and Supply)			✓
	Manager (Procurement and Supply)			✓
Assistant Manager (Procurement and Supply)			✓	
Senior Procurement and Supply Officer			✓	
	Central Statistics Office			
	Statistical Officer	✓		
	Statistician		✓	
	Driver			✓
	Valuation Department			
	Lead Property Referencer	✓		
	Senior Property Referencer	✓		
	Property Referencer	✓		
	Registrar-General's Department			
	Registration Officer		✓	
	Driver			✓

SN	Ministry/Department	2009	2010	2011
	Treasury			
	Accountant		✓	
	Deputy Accountant-General			✓
	Accountant-General			✓
	Companies Division			
	Assistant Registrar of Companies			✓
	Compliance Officer			✓
11	Ministry of Public Infrastructure, National Development Unit, Land Transport and Shipping (Public Infrastructure Division)			
	Principal Technical Officer (Civil Engineering)	✓		
	Senior Technical Officer (Civil Engineering)	✓		
	Technical Officer	✓		
	Superintendent of Works	✓		
	Chief Inspector of Works	✓		
	Senior Inspector of Works	✓		
	Inspector of Works	✓		
	Architect/Senior Architect	✓		
	Engineer/Senior Engineer (Civil)	✓		
	Director (Civil Engineering)		✓	
	Director (Quantity Surveying)		✓	
	Deputy Director (Civil Engineering)		✓	
	Deputy Director (Quantity Surveying)		✓	
	Principal Engineer		✓	
	Principal Quantity Surveyor		✓	
	Principal Architect		✓	
	Engineer/Senior Engineer (Civil)		✓	
	Quantity Surveyor/Senior Quantity Surveyor		✓	
	Architect/Senior Architect		✓	
	Assistant Quantity Surveyor		✓	
	Chief Draughtsman		✓	

SN	Ministry/Department	2009	2010	2011
	Principal Draughtsman		✓	
	Senior Draughtsman		✓	
	Draughtsman		✓	
	Trainee Draughtsman		✓	
	Assistant Inspector of Works		✓	
	Automobile Electronics Technician		✓	
	Material Testing Officer		✓	
	Senior Technical Officer (Material Testing Laboratory)		✓	
	Technical Officer (Material Testing Laboratory)		✓	
	Plan Printing Operator		✓	
	Foreman		✓	
	Senior Laboratory Attendant		✓	
	Laboratory Attendant		✓	
	Driver		✓	
	Vulganiser		✓	
	Stores Attendant		✓	
	Toolskeeper (P.L. Workshop)		✓	
	Senior Draughtsman			✓
	Senior Inspector of Works			✓
	Inspector of Works			✓
	Draughtsman			✓
	Trainee Draughtsman			✓
	Plan Printing Operator			✓
	(National Development Unit)			
	Project Officer	✓		
	Citizen's Advice Bureau Coordinator	✓		
	Assistant Citizen's Advice Bureau Coordinator	✓		
	Citizen's Advice Bureau Organiser	✓		
	Regional Development Officer	✓	✓	
	Project-Co-ordinator		✓	
	Chief Regional Development Officer			✓
	Principal Regional Development Officer			✓

SN	Ministry/Department	2009	2010	2011
	Senior Regional Development Officer			✓
	Project Manager			✓
	Project Assistant			✓
	Land Transport and Shipping Division (Traffic Management and Road Safety Unit)			
	Assistant Inspector of Works		✓	
	Senior Traffic Census Officer		✓	
	Traffic Census Officer		✓	
	Communication Officer		✓	
	Plant and Equipment Operator		✓	
	Stores Attendant		✓	
	Director of Shipping			✓
	Deputy Director of Shipping			✓
	Marine Engineering Surveyor			✓
	Nautical Surveyor			✓
	Chief Painter			✓
	Shipping Division			
	Deputy Director of Shipping		✓	
	Principal Marine Engineering Surveyor		✓	
	Principal Nautical Surveyor		✓	
	Marine Engineering Surveyor		✓	
	Nautical Surveyor		✓	
	Superintendent of Shipping		✓	
	Assistant Superintendent of Shipping		✓	
	Mauritius Maritime Training Academy			
	School Caretaker		✓	
	Principal, Mauritius Maritime Training Academy			✓
	National Transport Authority			
	Senior Traffic Warden		✓	
	Traffic Warden		✓	
12	Ministry of Foreign Affairs, Regional Integration and International Trade			
	Minister Counsellor/Deputy High Commissioner	✓		
	First Secretary	✓		

SN	Ministry/Department	2009	2010	2011
	Second Secretary	✓		
	Trade Policy Analyst	✓		
	Controller, Industrial Property Office	✓		
	Trade Policy Information Officer	✓		
	Director, Co-operation		✓	
	Deputy Director, Co-operation		✓	
	Principal Co-operation Analyst		✓	
	Senior Co-operation Analyst		✓	
	Co-operation Analyst		✓	
	Trade Policy Analyst			✓
	Principal Industrial Property Officer			✓
	Senior Industrial Property Officer			✓
	Industrial Property Officer			✓
13	Ministry of Industry, Commerce and Consumer Protection			
	Director, MAURITAS	✓		
	Accreditation Manager	✓		
	Quality Manager	✓		
	Director of Industry	✓		
	Principal Industrial Analyst	✓		
	Senior Industrial Analyst	✓		
	Industrial Analyst	✓		
	Consumer Protection Officer	✓		
	Director of Trade		✓	
	Principal Trade Analyst		✓	
	Senior Trade Analyst		✓	
	Trade Analyst		✓	
	Director, Legal Metrology Services			✓
	Deputy Director, Legal Metrology Services			✓
	Senior Technical Officer (Legal Metrology)			✓
	Assay Office			
	Director, Assay Office		✓	
	Assistant Director, Assay Office		✓	

SN	Ministry/Department	2009	2010	2011
	Senior Technical Officer		✓	
	Gemmologist		✓	
	Technical Officer		✓	
14	Ministry of Housing and Lands			
	Chief Town and Country Planning Draughtsman	✓		
	Principal Town and Country Planning Draughtsman	✓		
	Senior Town and Country Planning Draughtsman	✓		
	Town and Country Planning Draughtsman	✓		
	Trainee Town and Country Planning Draughtsman	✓		
	Chief Town and Country Planning Officer	✓		
	Deputy Chief Town and Country Planning Officer	✓		
	Principal Town and Country Planning Officer	✓		
	Senior Town and Country Planning Officer	✓		
	Development Control Officer	✓		
	Trainee Development Control Officer	✓		
	Chief Technical Officer		✓	
	Chief Surveyor		✓	
	Deputy Chief Surveyor		✓	
	Principal Surveyor		✓	
	Senior Surveyor		✓	
	Surveyor		✓	
	Town and Country Planning Officer		✓	
	Head, Survey Field Worker		✓	
	Survey Field Worker/Senior Survey Field Worker		✓	
	Principal Housing Development Officer			✓
15	Ministry of Local Government and Outer Islands (Solid Waste, Beach Management and Field Services Unit)			
	Senior Project Officer	✓		
	Project Officer, Solid Waste & Management Division	✓		
	Deputy Director, Solid Waste Management Division			✓
	Director, Solid Waste Management Division			✓

SN	Ministry/Department	2009	2010	2011
	(Local Government Division)			
	Assistant Inspector of Works		✓	
	Foreman		✓	
	Gardener/Nurseryman		✓	
	Handy Worker		✓	
	Outer Islands			
	Public Relations and Welfare Officer	✓		
	Fire Services			
	Handy Worker			✓
16	Ministry of Social Security, National Solidarity and Reform Institutions			
	Assistant Commissioner, Social Security	✓		
	Principal Social Security Officer	✓		
	Senior Social Security Officer	✓		
	Higher Social Security Officer	✓		
	Officer, Rehabilitation Youth Centre	✓		
	Trainee Officer, Rehabilitation Youth Centre	✓		
	Organising Officer Recreation Centre	✓		
	Probation Officer	✓		
	Disability Officer	✓		
	Commissioner, Social Security		✓	
	Deputy Commissioner, Social Security		✓	
	Assistant Commissioner, Social Security		✓	
	Organising Officer, Recreation Centre		✓	
	Social Security Attendant		✓	
	Superintendent, Rehabilitation Youth Centre		✓	
	Assistant Superintendent, Rehabilitation Youth Centre		✓	
	Female Assistant Superintendent, Rehabilitation Youth Centre		✓	
	Chief Officer, Rehabilitation Youth Centre		✓	
	Chief Female Officer, Rehabilitation Youth Centre		✓	
	Principal Officer, Rehabilitation Youth Centre		✓	
	Principal Female Officer, Rehabilitation Youth Centre		✓	

SN	Ministry/Department	2009	2010	2011
	Female Officer, Rehabilitation Youth Centre		✓	
	Trainee Female Officer, Rehabilitation Youth Centre		✓	
	Director, Medical Unit			✓
	Assistant Director, Medical Unit			✓
	Head, Disability Unit			✓
	Assistant Commissioner, Social Security			✓
	Senior Disability Officer			✓
	Driver (Ordinary Vehicles up to 5 tons)			✓
17	Ministry of Gender Equality, Child Development and Family Welfare			
	Senior Family Welfare and Protection Officer	✓		
	Co-ordinator	✓		
	Research Officer	✓		
	Psychologist		✓	
	Home Economics Officer		✓	
	Family Welfare and Protection Officer		✓	
	Gender and Development Officer			✓
	Head, Family Welfare and Protection Unit			✓
18	Ministry of Education and Human Resources			
	Physical Education Organiser	✓		
	Trainee Educator (Primary)	✓		
	Trainee Educator (Primary) (Oriental Languages)	✓		
	Librarian	✓		
	Library Attendant	✓		
	Chief Technical Officer		✓	
	Director		✓	
	Assistant Director		✓	
	Assistant Director (Primary)		✓	
	Administrator (Education)		✓	
	Senior Supervisor of Oriental Languages		✓	
	Educational Psychologist		✓	
	Supervisor of Oriental Languages		✓	

SN	Ministry/Department	2009	2010	2011
	School Inspector		✓	
	Inspector, Specialised Schools/Day Care Centres		✓	
	Supervisor (The Arts)		✓	
	Assistant Supervisor (Oriental Language)		✓	
	Assistant Supervisor (The Arts)		✓	
	Inspector of Works		✓	
	Educator (Primary)		✓	
	Assistant Inspector of Works		✓	
	School Clerk		✓	
	Head, Library Cadre		✓	
	Senior Librarian		✓	
	Senior Library Officer		✓	
	Senior Library Clerk		✓	
	Library Clerk		✓	
	Principal School Inspector			✓
	Head, National Education Counselling Service			✓
	Quality Assurance Officer			✓
	Senior Educator (Secondary)			✓
	Senior School Inspector			✓
	Liaison Officer/Senior Liaison Officer			✓
	Educational Social Worker			✓
	Educator (Special Education Needs)			✓
	Teaching Assistant			✓
	Computer Technician			✓
	Printing Machine Operator			✓
	Senior Laboratory Attendant			✓
	Laboratory Attendant			✓
	Senior Computer Laboratory Attendant			✓
	Senior/Head School Caretaker			✓
	School Caretaker			✓
	Workshop Assistant/Senior Workshop Assistant			✓
	Stores Attendant			✓

SN	Ministry/Department	2009	2010	2011
	Health and Physical Education Instructor			✓
	Head Master			✓
	Deputy Head Master			✓
	Deputy Head Master (Oriental-Languages)			✓
19	Ministry of Agro Industry and Food			
	<i>Agro Industry Division</i>			
	Senior Draughtsman	✓		
	Draughtsman	✓		
	Trainee Draughtsman	✓		
	Chief Agricultural Planning Officer		✓	
	Senior Agricultural Planning Officer		✓	
	Agricultural Planning Officer		✓	
	Principal Agricultural Officer		✓	
	Senior Agricultural Engineer		✓	
	Agricultural Engineer		✓	
	Apicultural Officer		✓	
	Principal Agricultural Officer (Veterinary Services)			✓
	Divisional Veterinary Officer			✓
	Principal Agricultural Engineer			✓
	<i>Fisheries Division</i>			
	Director of Fisheries	✓		
	Technical Officer (Fisheries)	✓		
	Fisheries Protection Officer	✓		
	<i>Forests Division</i>			
	Conservator of Forests		✓	
	Deputy Conservator of Forests		✓	
	Assistant Conservator of Forests		✓	
	Sugar Technologist		✓	
	<i>Cane Planters and Millers Arbitration and Control Board</i>			
	Sugar Technologist		✓	

SN	Ministry/Department	2009	2010	2011
	National Parks and Conservation Service			
	Senior Park Ranger			✓
	Park Ranger			✓
	Assistant Park Ranger			✓
20	Ministry of Health and Quality of Life			
	Specialist/Senior Specialist	✓		
	Nursing Officer (Psychiatry)	✓		
	Senior Blood Bank Officer	✓		
	Blood Bank Officer	✓		
	Senior/Principal Health Economist	✓		
	Health Economist	✓		
	Principal Hospital Physicist	✓		
	Hospital Physicist	✓		
	Trainee Technical Officer (Chemical Laboratory)	✓		
	Mortuary Attendant (on roster)	✓		
	Director, Pharmaceutical Services		✓	
	Deputy Director, Pharmaceutical Services		✓	
	Principal Pharmacist		✓	
	Pharmacist/Senior Pharmacist		✓	
	Charge Nurse (Psychiatry)(Male)		✓	
	Charge Nurse (Psychiatry)(Female)		✓	
	Senior ECG Technician (Male)		✓	
	Senior ECG Technician (Female)		✓	
	Community Health Development Motivator		✓	
	Health Surveillance Officer		✓	
	Principal Pathological Laboratory Assistant		✓	
	Senior Pathological Laboratory Assistant		✓	
	Statistical Officer		✓	
	Welfare Assistant		✓	
	Student Midwife		✓	
	Trainee Health Inspector		✓	

SN	Ministry/Department	2009	2010	2011
	Consultant-in-Charge			✓
	Head, Occupational Health Unit			✓
	Senior Occupational Health Physician			✓
	Occupational Health Physician			✓
	Senior Aids Physician			✓
	Medical and Health Officer/Senior Medical and Health Officer			✓
	Medical Laboratory Technician			✓
	Senior EEG Technician			✓
	Student Medical Imaging Technologist			✓
	Student Pharmacy Dispenser			✓
	Principal Radiographic Assistant			✓
	Senior Occupational Therapy Assistant			✓
	Senior Supervisor Rodent Control			✓
	EEG Technician			✓
	Trainee Speech and Hearing Therapy Assistant			✓
	Occupational Therapy Assistant			✓
	Supervisor – Central Sterile Supply Department			✓
	Health Information, Education and Communication Officer			✓
	Chief Government Analyst			✓
	Head, Vector Biology and Control Division			✓
	Scientific Officer, Vector Biology and Control Division			✓
	Principal Vector Biology and Control Laboratory Technician			✓
	Senior Government Analyst			✓
	Government Analyst			✓
	Senior Clinical Scientist (Virology)			✓
	Clinical Scientist (Virology)			✓
	Pathological Laboratory Assistant			✓
	Principal Sanitary Engineer			✓
	Sanitary Engineer			✓
	Time Keeper (Health)			✓
	Principal Bio-Medical Engineering Technician			✓

SN	Ministry/Department	2009	2010	2011
	Senior Bio-Medical Engineering Technician			✓
	Laboratory Attendant			✓
	Pool Attendant (Hydrotherapy Unit)			✓
	Chief Health Information, Education and Communication Officer			✓
21	Ministry of Business, Enterprise and Co-operatives			
	Senior Commercial Officer	✓		
	Commercial Officer	✓		
	Assistant Commercial Officer	✓		
	Helper	✓		
	Laboratory Attendant		✓	
	Driver		✓	
	Heavy Vehicle/Mechanical Driver		✓	
	Trade Information Officer		✓	
	Cooperatives			
	Controller of Cooperatives	✓		
	Divisional Cooperative Officer	✓		
	Principal Cooperative Officer	✓		
	Senior Cooperative Officer	✓		
	Cooperative Officer	✓		
	Secretary for Cooperative Development		✓	
	Senior Cooperative Development Officer		✓	
	Cooperative Development Officer		✓	
22	Ministry of Information and Communication Technology			
	Central Informatics Bureau			
	Project Manager	✓		✓
	Central Information Systems Division			
	Computer Support Officer	✓		
	Technical Manager			✓
	Computer Operations Controller			✓
	Senior Data Entry Officer			✓
	Computer Support Officer			✓

SN	Ministry/Department	2009	2010	2011
23	Ministry of Labour, Industrial Relations and Employment			
	Chief Occupational Safety and Health Officer	✓		
	Principal Occupational Safety and Health Officer	✓		
	Head, Remuneration Analyst	✓		
	Senior Remuneration Analyst	✓		
	Registrar of Associations		✓	
	Inspector of Associations		✓	
	Director, Occupational Safety and Health		✓	
	Chief Occupational Safety and Health Officer		✓	
	Divisional Occupational Safety and Health Officer		✓	
	Principal Labour and Industrial Relations Officer		✓	
	Labour and Industrial Relations Officer		✓	
	Chairperson, National Remuneration Board		✓	
	Vice-Chairperson, National Remuneration Board		✓	
	Director, Labour and Industrial Relations			✓
	Senior Labour and Industrial Relations Officer			✓
Deputy Registrar of Associations			✓	
Principal Inspector of Associations			✓	
Senior Inspector of Associations			✓	
24	Ministry of Environment and Sustainable Development			
	Environment Officer	✓		
	Environment Enforcement Officer	✓		
	Project Manager	✓		
	Deputy Project Manager	✓		
	Inspector		✓	
	Divisional Environment Officer			✓
	Divisional Scientific Officer			✓
	Environment Officer			✓
	Project Officer			✓
Watchman			✓	

SN	Ministry/Department	2009	2010	2011
25	Ministry of Civil Service and Administrative Reforms			
	Assistant Manager, Human Resources	✓		
	Senior Human Resource Officer	✓		
	Human Resource Officer	✓		
	Safety and Health Officer/Senior Safety and Health Officer	✓		
	Confidential Secretary	✓		
	Head Office Care Attendant	✓		
	Senior Office Care Attendant	✓		
	Office Care Attendant	✓		
	Office Management Executive		✓	
Principal Safety and Health Officer			✓	
26	The Judiciary			
	Transcriber		✓	
	Court Officer			✓
	Director of Court Services			✓
27	Attorney-General's Office			
	Legal Research Officer		✓	
	Assistant Legal Secretary			✓
28	Ministry of Youth and Sports			
	Director of Youth Affairs		✓	
	Assistant Director of Youth Affairs		✓	
	Director of Sports		✓	
	Assistant Director of Sports		✓	
	Senior Sports Officer		✓	
	Sports Officer		✓	
	Sports Nursing Officer		✓	
	Technician (Youth and Sports)		✓	
	Handy Worker			✓
29	Ministry of Arts and Culture			
	Director of Culture		✓	
	Deputy Director of Culture		✓	

SN	Ministry/Department	2009	2010	2011
	Principal Culture Officer		✓	
	Senior Culture Officer		✓	
	Projectionist		✓	
	Audio Visual Operator		✓	
	Theatre Superintendent		✓	
	Culture Officer		✓	
	Officer, CLAC		✓	
	Gardener/Nurseryman		✓	
	Enforcement Officer		✓	
	Secretary, Board of Film Censors		✓	
	Assistant Secretary, Board of Film Censors		✓	
	Technician (Light/Sound)			✓
	Handy Worker			✓
	National Archives			
	Conservation Assistant			✓
	Deputy Director			✓
	Archivist			✓
	Conservator			✓
	Record Manager			✓
	Senior Archives Officer			✓
	Audio-Visual Technician (Operations)			✓
	Handy Worker			✓
30	Ministry of Fisheries and Rodrigues (Fisheries Division)			
	Scientific Officer (Fisheries)		✓	
	Fishing Vessel Inspector (Nautical)		✓	
	Fishing Vessel Inspector (Engineering)		✓	
	Principal Fisheries Officer			✓
31	Office of the President			
	Assistant Maintenance Officer			✓
	Maintenance Officer			✓

SN	Ministry/Department	2009	2010	2011
32	National Assembly			
	Parliamentary Librarian and Information Officer			✓
	Hansard Editor			✓
	Pre-Press Officer			✓
33	Ministry of Social Integration and Economic Empowerment			
	Driver			✓
34	Rodrigues Regional Assembly			
	Senior Internal Control Officer	✓		
	Confidential Clerk/Senior Confidential Clerk	✓		
	Co-operative Officer	✓		
	Trainee Architect	✓		
	Administrative Officer	✓		
	Tourism Enforcement Officer	✓		
	Senior/Head School Caretaker	✓		
	School Caretaker	✓		
	Library Attendant	✓		
	Audio Typist		✓	
	Economist		✓	
	Clerical Officer/Higher Clerical Officer		✓	
	Safety and Health Officer/Senior Safety and Health Officer		✓	
	Foreman		✓	
	Senior Gangman		✓	
	Senior/Head Office Caretaker		✓	
	Gangman		✓	
	Office Caretaker		✓	
	Officer-in-Charge, Civil Status		✓	
Technical Officer		✓		
Artificer		✓		
Labour Technician		✓		
School Inspector		✓		
Trainee Educator (Primary)		✓		
Co-ordinator, Human Resource Centre			✓	

SN	Ministry/Department	2009	2010	2011
	Librarian (Rodrigues)		✓	
	Senior Library Clerk (Rodrigues)		✓	
	Library Clerk (Rodrigues)		✓	
	Trainee Library Clerk		✓	
	Culture Officer		✓	
	Trainee Arts Officer		✓	
	Principal Social Security Officer		✓	
	Senior Social Security Officer		✓	
	Higher Social Security Officer		✓	
	Social Security Officer		✓	
	Technical Officer (Civil Engineering)		✓	
	Enforcement Officer		✓	
	Diesel Fitter Mechanic		✓	
	Motor Diesel Mechanic		✓	
	Road Transport Inspector		✓	
	Technician (Youth and Sports)		✓	
	Sports Officer		✓	
	Youth Centre Attendant		✓	
	Inspector of Associations		✓	
	Occupational Safety and Health Officer/Senior Occupational Safety and Health Officer		✓	
	Health Director		✓	
	Blood Bank Officer		✓	
	Health Care Assistant		✓	
	Trainee Health Inspector		✓	
	Officer-in-Charge, Co-operatives		✓	
	Assistant Officer-in-Charge, Co-operatives		✓	
	Veterinary Pathological Laboratory Assistant		✓	
	Officer-in-Charge, Forestry		✓	
	Forest Ranger		✓	
	Forester		✓	
	Forest Guard		✓	

SN	Ministry/Department	2009	2010	2011
	Clerk, Regional Assembly			✓
	Deputy Clerk, Regional Assembly			✓
	Departmental Head			✓
	Project Manager			✓
	Office Superintendent			✓
	Office Supervisor			✓
	Statistician			✓
	Statistical Assistant (Rodrigues)			✓
	Officer-in-Charge, Transport			✓
	Transport Supervisor			✓
	Butler			✓
	Senior Gardener/Nurseryman			✓
	Cook			✓
	Gardener/Nurseryman			✓
	Store Keeper			✓
	Tourism Promotion Officer			✓
	Principal Registration Officer			✓
	Senior Registration Officer			✓
	Survey Technician			✓
	Head Survey Field Worker			✓
	Senior Surveyor			✓
	Surveyor			✓
	Trainee Surveyor			✓
	Senior Civil Status Officer			✓
	Civil Status Officer			✓
	Head, Human Resource Centre			✓
	Automobile Electronics Technician			✓
	Principal Fisheries Protection Officer			✓
	Senior Fisheries Protection Officer			✓
	Training Instructor, Fisheries			✓
	Boatman			✓
	Consumer Protection Officer			✓

SN	Ministry/Department	2009	2010	2011
	Head, Information and Communication Technology			✓
	Systems Analyst			✓
	Computer Support Officer			✓
	Head of Education (Primary)			✓
	Senior School Inspector			✓
	Senior School Clerk			✓
	School Clerk			✓
	Matron (Family Unit)			✓
	Inspector of Works			✓
	Burial Ground Attendant			✓
	Principal Youth Officer			✓
	Senior Youth Officer			✓
	Organising Officer (Youth Counselling Centre)			✓
	Labour and Industrial Relations Officer			✓
	Officer-in-Charge, Labour and Industrial Relations			✓
	Occupational Safety & Health Officer/Senior Occupational Safety & Health Officer			✓
	Ward Manager (Male)			✓
	Ward Manager (Female)			✓
	Senior Hospital Care Attendant (Shift)			✓
	Hospital Care Attendant (shift)			✓
	Ambulance Driver (shift)			✓
	Incinerator Operator			✓
	Mortuary Attendant			✓
	Ambulance Attendant (shift)			✓
	Senior Probation Officer			✓
	Probation Officer			✓
	Woodcutter			✓
	TOTAL	163	280	236

5.6.2 Details of schemes of service agreed upon by the Disciplined Forces Service Commission

Table 5.9 - Schemes of service agreed upon by the Disciplined Forces Service Commission

S.N.	Department	Number		
		2009	2010	2011
1	Mauritius Prison Service			
	Hospital Officer (Male)	✓		
	Hospital Officer (Female)	✓		
	Assistant Commissioner of Prisons		✓	
	Superintendent of Prisons/Senior Superintendent of Prisons		✓	
	Female Superintendent of Prisons/Senior Female Superintendent of Prisons		✓	
	Assistant Superintendent of Prisons		✓	
	Female Assistant Superintendent of Prisons		✓	
	Deputy Commissioner of Prisons		✓	
	Principal Prisons Officer		✓	
	Principal Female Prisons Officer		✓	
	Chief Hospital Officer			✓
	Principal Hospital Officer			✓
	Senior Hospital Officer (Male)			✓
	Senior Hospital Officer (Female)			✓
	Prisons Welfare Officer			✓
2	Fire Services			
	Firefighter			✓
	Senior Statistics Officer			✓
3	Mauritius Police Force			
	Police Cadet Inspector			✓
	TOTAL	2	8	8

5.7 Delegation of Power of appointment

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

The Public Service Commission has since its inception been delegating its powers of recruitment to Responsible Officers in respect of many grades, mostly in the workmen's group. The Commission however remains accountable to such recruitment exercises and has the responsibility to ensure that they are carried out in accordance with the directions and conditions it has set. In case such directions and conditions are not complied with, the power delegated to the Responsible Officers may be withdrawn by the Commission.

Table 5.10 - Approval of Delegation of Power of appointment in respect of Workmen's Group

SN	Ministry/Department	Grade/Post		
		2009	2010	2011
1	Employment Relations Tribunal	-	Driver	-
2	Ombudsperson for Children's Office	-	Driver	-
3	Ministry of Arts and Culture	-	Gardener/ Nurseryman	-
4	Ministry of Information and Communication Technology	-	Receptionist/ Telephone Operator	-
5	Prime Minister's Office <i>Mauritius Prison Service</i>	-	-	Driver
6	Ministry of Social Integration and Economic Empowerment	-	-	Driver
7	Ministry of Local Government and Outer Islands <i>Fire Services</i>	-	-	General Worker
8	Ministry of Education and Human Resources	-	-	Educator (Primary)
9	Rodrigues Regional Assembly	Ambulance Attendant (on shift)	-	-

5.8 Delegation of Power for employment on contract/sessional basis

Table 5.11 - Cases for which Delegation of Power was granted for employment on contract/sessional basis

SN	Ministry/Department	2009	2010	2011
1	Ministry of Health and Quality of Life	<ul style="list-style-type: none"> - Regional Health Director - Specialist/Senior Specialist in the field of General Medicine, Anesthesia, Neonatal Medicine, Ophthalmology, Cardiology, Plastic and Reconstruction Surgery - Medical Laboratory Technician 	Retired Midwives	Retired officers of the Pharmacy Dispensing Cadre
2	Ministry of Public Infrastructure, National Development Unit, Land Transport and Shipping (National Development Unit)	-	<ul style="list-style-type: none"> - Retired Regional Development Officer - Retired Citizen's Advice Bureau Organiser 	-
3	Ministry of Social Security, National Solidarity and Reform Institutions	-	Medical Practitioner	Community Service Supervisor
4	Ministry of Education and Human Resources	-	<ul style="list-style-type: none"> - Supply Teacher for the teaching of Health and Physical Education (Primary Schools) - Resource Persons 	-

5.9 Approval of employment on contract/sessional basis under delegated power

Table 5.12 – Employment on contract/sessional basis against Established Posts

SN	Ministry/Department	Number		
		2009	2010	2011
1	Ministry of Public Infrastructure, National Development Unit, Land Transport and Shipping			
	Architect Division			
	Architect/Senior Architect	5	-	2
	Engineering Division			
	Quantity Surveyor/Senior Quantity Surveyor	1	-	-
	Technician (Quantity Surveying)	1	-	-
	Assistant Quantity Surveyor	1	-	-
	Engineer/Senior Engineer (Civil)	1	-	-
	National Development Unit			
	Project Manager	-	-	1
Project Officer	-	-	2	
Project Assistant	-	-	4	
2	Ministry of Agro Industry and Food Security			
	Veterinary Officer	5	3	2
3	Ministry of Health and Quality of Life			
	Specialist/Senior Specialist in the field of:			
	General Medicine	5	1	5
	Radiotherapy	1	1	-
	Orthopaedic Surgery	2	1	-
	Radiology	1	1	-
	General Surgery	1	-	-
	Anaesthesia	-	5	1
Ophthalmology	-	2	1	

SN	Ministry/Department	Number		
		2009	2010	2011
	Physical Medicine	-	1	1
	Tuberculosis and Chart Disease	-	1	-
	Cardiology	-	-	2
	Cardiac Surgery	-	-	1
	Diabetology	-	-	1
	Nephrology	-	-	1
	Plastic & Reconstructive Surgery	-	-	1
	Clinical Haematology	-	-	1
	Medical Imaging Technologist	8	-	-
	Radiation Therapist	1	-	-
	Medical and Health Officer/Senior Medical and Health Officer	105	-	-
	Midwife Educator	1	-	-
	Nursing Officer (Psychiatric)	5	-	-
	Bio-Medical Engineer (Health)	1	-	1
	Specialist (Dental Services)	-	1	-
	Dental Surgeon/Senior Dental Surgeon	-	1	-
	Nursing Officer	-	-	1
4	Ministry of Environment and Sustainable Development			
	Inspector	1	2	-
	Project Manager	1	-	-
5	Ministry of Gender Equality, Child Development and Family Welfare			
	Care Worker	-	3	-
	TOTAL	147	23	28

Table 5.13 - Employment on contract/sessional basis against Non-Established Posts

SN	Ministry/Department	Number		
		2009	2010	2011
1	Prime Minister's Office			
	Police Department			
	Medical Practitioner	-	1	-
	Mauritius Prisons Service			
	Resident Project Manager	1	-	-
2	Ministry of Finance and Economic Development			
	Central Statistics Office			
	Co-ordinator	1	-	1
	Chief Supervisor	2	2	2
	Senior Supervisor	3	24	6
	Supervisor	20	185	34
	Interviewer	94	94	164
	Assistant Chief Supervisor	-	3	-
	Chief Enumerator	-	1151	-
Enumerator	-	6060	-	
3	Ministry of Social Security, National Solidarity and Reform Institutions			
	Physiotherapist	8	-	-
	Occupational Therapist	3	-	-
	Medical and Health Officer/Senior Medical and Health Officer	-	5	-
4	Ministry of Education and Human Resources			
	Project Manager (ZEP)	1	-	-
	Speech Therapist and Audiologist	1	-	-
	Occupational Therapist	4	2	-
	Supply Teacher	6	-	-
	Supply Teacher (Mandarin)	2	-	30

SN	Ministry/Department	Number		
		2009	2010	2011
	Parent Mediator	-	-	1
	ICT Teacher	-	13	-
5	Ministry of Agro Industry and Food Security			
	Seed Bank Technician	1	-	-
	Seed Bank Assistant	1	-	-
6	National Assembly			
	Resident Project Manager	-	1	-
7	Ministry of Public Infrastructure, National Development Unit, Land Transport and Shipping			
	<i>National Development Unit</i>			
	Project Manager (Civil Engineer)	4	-	-
	Project Manager (Architect)	1	-	-
	Project Officer (Civil Engineer)	5	3	-
	Project Assistant	9	-	-
8	Rodrigues Regional Assembly			
	Supply Teacher	6	-	-
	Animateur	7	-	-
	Sports Animator	-	19	-
	Field Worker (Marine Protected Area)	-	3	-
	General Worker	1	250	-
	Field Ranger	-	-	5
	Poetry/Literature	-	-	1
	Cultural Animator	-	-	1
	TOTAL	181	7816	245

5.10 Approval for extension of employment on contract/sessional basis under delegated power

Table 5.14 – Extension of employment on contract/sessional basis against Established Posts

SN	Ministry/Department	Number		
		2009	2010	2011
1	Ministry of Finance and Economic Development Assessment Review Committee Chairperson, Assessment Review Committee	-	-	1
2	Ministry of Public Infrastructure, National Development Unit, Land Transport and Shipping Inspector Architect/Senior Architect Engineer/Senior Engineer (Civil) Project Officer Project Assistant Project Manager Assistant Quantity Surveyor Technician (Quantity Surveyor)	2 2 - - - - - - -	- 5 1 1 2 - - -	- 5 - - 4 2 1 1
3	Ministry of Education and Human Resources Senior Supervisor of Oriental Languages (Mandarin)	1	1	1
4	Ministry of Agro Industry and Food Security Veterinary Officer	5	5	4
5	Ministry of Health and Quality of Life Specialist/Senior Specialist in the field of: Anaesthesia General Surgery General Medicine Neurosurgery Pathology Radiology Obstetrics & Gynaecology	6 3 2 3 1 5 2	13 10 5 7 2 7 2	9 5 2 5 2 1 2

SN	Ministry/Department	Number		
		2009	2010	2011
	Psychiatry	3	3	-
	Tuberculosis & Chest Disease	1	2	-
	Physical Medicine	1	1	-
	Cardiology	-	1	-
	Radiotherapy	-	1	-
	Orthopaedic Surgery	-	2	-
	ENT	-	2	2
	Specialist (Dental Services) (Oral Surgery)	1	1	1
	Bio-Medical Engineer (Health)	1	1	2
	Hospital Physicist	2	-	-
	Ayurvedic Medical Officer	2	1	-
	Director-General, Health Services	1	-	1
	Medical and Health Officer/Senior Medical and Health Officer	1	17	-
	Dental Surgeon/Senior Dental Surgeon	-	1	-
	Midwife Educator	-	1	1
	Hospital Physicist	-	1	-
6	Ministry of Environment and Sustainable Development Environment Division			
	Inspector	2	3	5
7	Rodrigues Regional Assembly			
	Departmental Head	-	-	1
	Veterinary Officer	-	-	1
	TOTAL	47	99	59

Table 5.15 – Extension of employment on contract/sessional basis against Non-Established Posts

SN	Ministry/Department	Number		
		2009	2010	2011
1	Ministry of Education and Human Resources			
	ICT Teachers	173	200	190
	Parent Mediator	1	6	5
	Supply Teacher (Mandarin)	25	-	-
	Project Manager (ZEP)	-	1	1
	Speech Therapist and Audiologist	-	4	-
	Occupational Therapist	-	1	-
	Supply Teacher (Pre-Vocational)	-	37	36
	Supply Teacher			
	Hindi	-	44	-
Tamil	-	12	-	
Arabic	-	2	-	
2	National Assembly			
	Resident Project Manager	-	-	1
3	Prime Minister's Office			
	<i>Mauritius Prison Service</i>			
	Resident Project Manager	-	-	1
4	Ministry of Public Infrastructure, National Development Unit, Land Transport and Shipping			
	<i>(Land Transport and Shipping Division)</i>			
	Trainer	-	-	1
5	Ministry of Health and Quality of Life			
	Resident Project Manager	-	-	1
6	Rodrigues Regional Assembly			
	Supply Teacher	1	-	-
	Animator	40	36	1
	Financial Technician	1	-	-
	Trainer	-	11	30
	Sports Animator	-	-	34
Field Ranger	-	-	5	
	TOTAL	241	354	306

5.11 Promotions

Promotion, as in the Regulations, means the conferment upon a person in the Public Service of a public office to which is attached a higher salary or salary scale than that attached to the public office to which he was last substantively appointed or promoted. An indication of the number of promotions made by the Public Service Commission and the Disciplined Forces Service Commission is shown in figures 5.8 and 5.9 respectively.

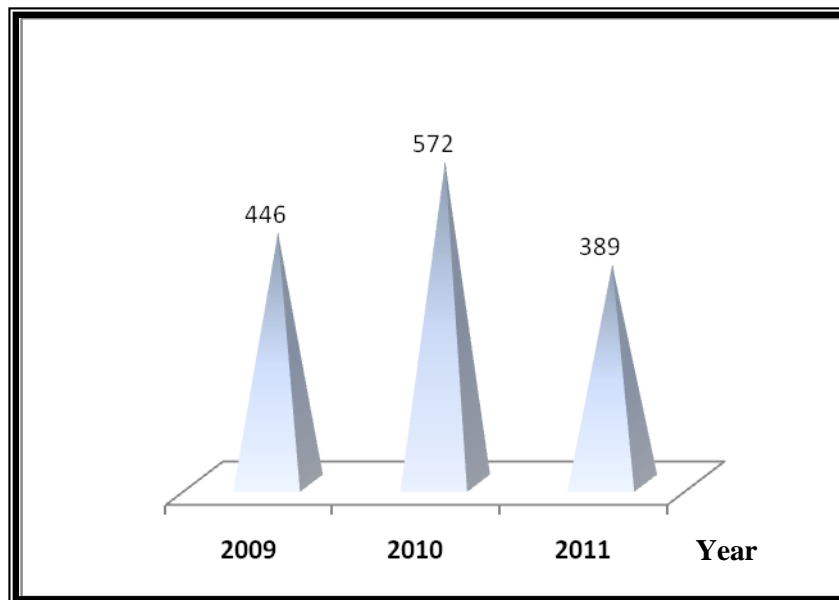


Figure 5.8 - Promotions made by the Public Service Commission

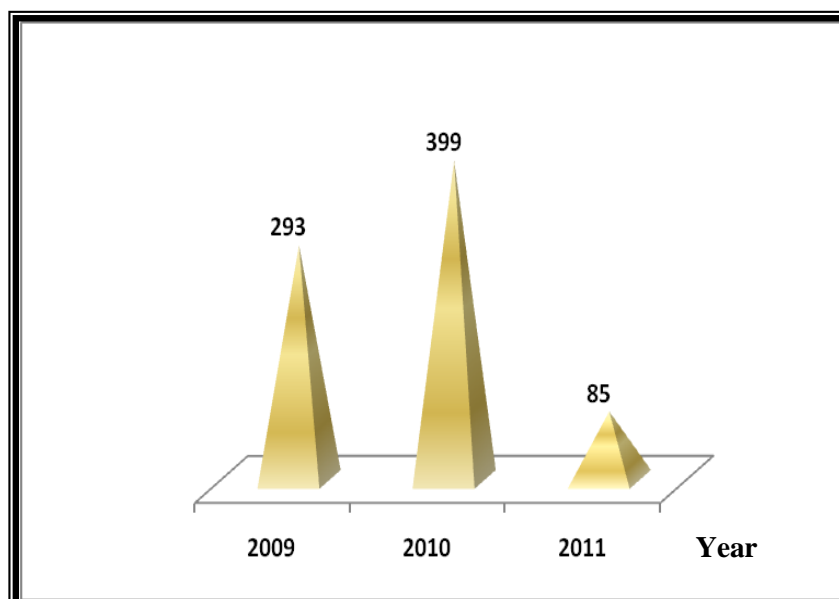


Figure 5.9 - Promotions made by the Disciplined Forces Service Commission

Table 5.16 - Promotions made by the Public Service Commission

SN	Ministry/Department	Number		
		2009	2010	2011
1	The Judiciary	2	10	6
2	National Audit Office	2	14	9
3	Electoral Commissioner's Office	2	2	1
4	Employment Relations Tribunal	-	-	1
5	Prime Minister's Office			
	Civil Aviation Department	3	6	5
	Government Information Service	2	3	6
	Forensic Science Laboratory	1	2	1
	Pay Research Bureau	1	1	1
	Civil Status Division	-	-	1
	Printing Department	10	6	4
	Meteorological Services	5	5	4
	Police Department	-	1	3
6	Ministry of Energy and Public Utilities			
	Energy Services Division	1	1	5
7	Ministry of Finance and Economic Development			
	Management Audit Bureau	-	2	-
	Procurement and Supply Cadre	9	14	12
	Internal Control Cadre	-	7	-
	Registrar-General's Department	2	10	8
	Central Statistical Office	7	1	2
	Valuation Department	2	-	1
	Treasury	-	1	1
	Companies Division	-	-	9
8	Ministry of Public Infrastructure, National Development Unit, Land Transport and Shipping			
	Public Infrastructure Division	8	15	7
	National Development Unit	-	4	-
	Land Transport Division	-	7	2

SN	Ministry/Department	Number		
		2009	2010	2011
9	Ministry of Local Government and Outer Islands	1	1	3
10	Ministry of Social Security, National Solidarity and Reform Institutions	14	32	21
11	Ministry of Education and Human Resources	168	220	100
12	Attorney-General's Office	2	4	1
13	Ministry of Agro Industry and Food Security	11	27	21
14	Ministry of Health and Quality of Life	142	101	78
15	Ministry of Labour, Industrial Relations and Employment	11	17	11
16	Ministry of Environment and Sustainable Development	2	3	2
17	Ministry of Civil Service and Administrative Reforms	26	27	30
18	Ministry of Youth and Sports	2	-	4
19	Ministry of Foreign Affairs, Regional Integration and International Trade	-	1	6
20	Ministry of Housing and Lands	-	7	8
21	Ministry of Business, Enterprise and Co-operatives	-	17	-
22	Ministry of Information and Communication Technology	-	1	2
23	Ministry of Fisheries	9	6	15
24	Ministry of Arts and Culture	-	1	-
25	Ministry of Industry, Commerce and Consumer Protection	-	-	1
26	Rodrigues Regional Assembly	10	19	12
	TOTAL	446	572	389

Table 5.17 - Promotions made by the Disciplined Forces Service Commission

Department	Number		
	2009	2010	2011
Mauritius Police Force			
Police Sergeant (NCG)	8	-	-
Inspector of Police (NCG)	9	-	-
Temporary Inspector of Police/Temporary Woman Inspector of Police	-	123	1
Temporary Police Sergeant/Temporary Woman Police Sergeant	-	264	-
Deputy Commissioner of Police	-	-	3
Assistant Commissioner of Police	-	-	13
Superintendent of Police	-	-	37
Police Corporal/Woman Police Corporal	269	-	4
Mauritius Prison Service			
Chief Prisons Officer	2	-	-
Principal Female Prisons Officer	-	1	-
Chief Prisons Officer	-	1	-
Principal Prisons Officer	-	2	10
Female Prisons Officer Grade I	-	1	-
Prisons Welfare Officer	-	-	1
Principal Prisons Welfare Officer	-	-	2
Principal Female Prisons Officer	-	-	1
Prisons Officer Grade I	-	-	1
Chief Hospital Officer	-	-	1
Principal Prisons Officer (Rodrigues Regional Assembly)	-	-	1
Fire Services			
Deputy Chief Fire Officer	1	-	-
Assistant Chief Fire Officer	1	-	-
Divisional Officer	1	-	-
Station Officer	-	1	-
Sub Officer	2	5	-
Sub Officer (Rodrigues)	-	1	-
Senior Station Officer	-	-	10
TOTAL	293	399	85

5.12 Assignment of duties/Acting Appointments

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

The Public Service Commission has under Section 89(2) of the Constitution, delegated to Responsible Officers, in specific cases, the power to make acting appointments and assignment of duties in their Ministry/ Department in respect of grades under their responsibility for period not exceeding six months in the following cases:-

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

All other cases are submitted to the Commission for approval. The figures below show the total number of officers whose acting appointment/assignment of duties have been approved by the Public Service Commission and the Disciplined Forces Service Commission.

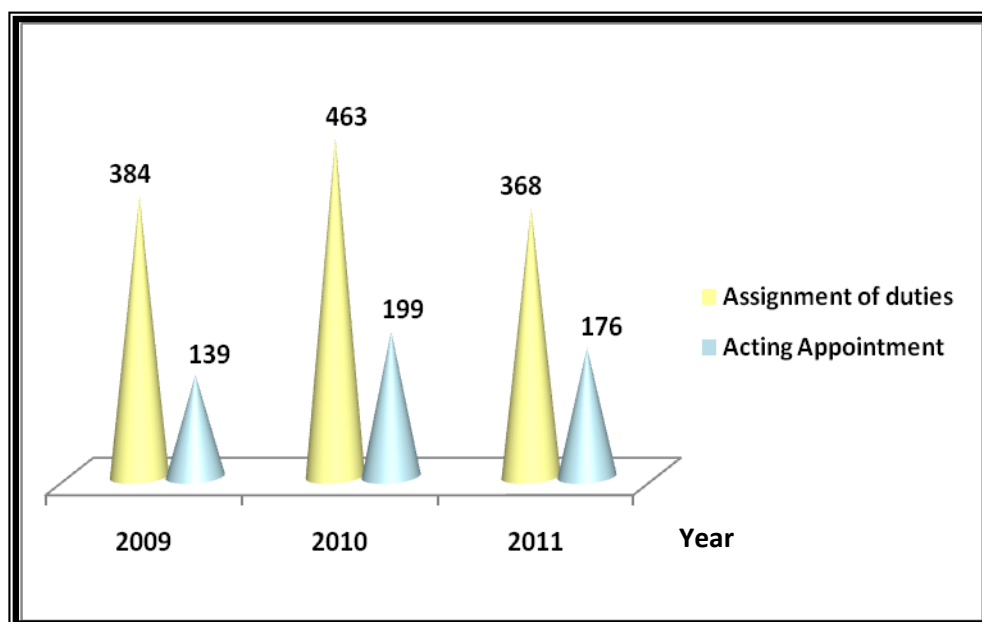


Figure 5.10 - Assignment of duties/Acting Appointments approved by the Public Service Commission

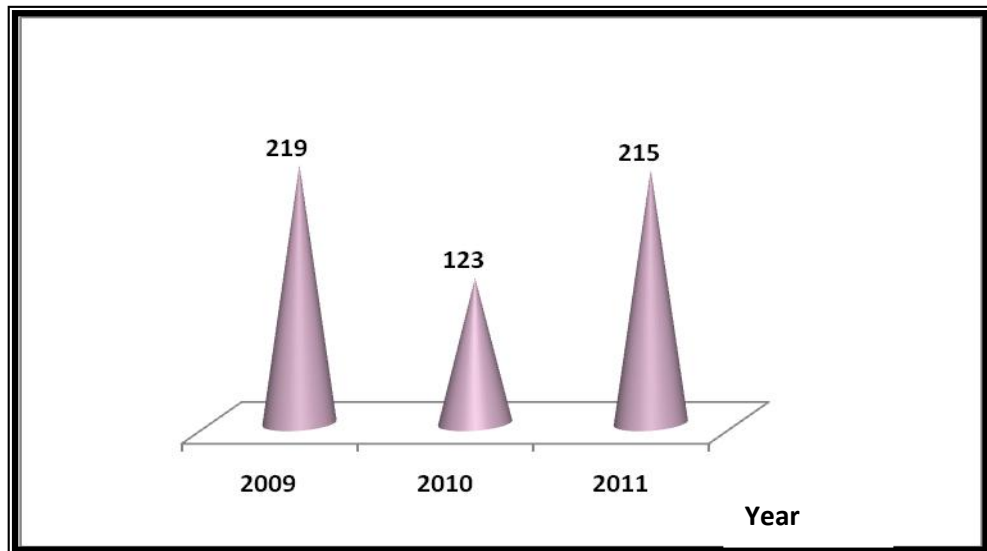


Figure 5.11 - Assignment of duties/Acting Appointments approved by the Disciplined Forces Service Commission

Table 5.18 - Assignment of duties/Acting appointments approved by the Public Service Commission

SN	Ministry/ Department	Assignment of Duties			Acting Appointment		
		2009	2010	2011	2009	2010	2011
1	The Judiciary	17	20	10	14	1	-
2	National Audit Office	6	3	14	1	-	7
3	National Assembly	-	-	-	-	1	-
4	Electoral Commissioner`s Office	1	1	-	1	-	-
5	Employment Relations Tribunal	1	2	4	-	-	-
6	Prime Minister`s Office						
	Government Information Service	1	2	-	-	2	-
	Forensic Science Laboratory	1	4	3	3	1	-
	Pay Research Bureau	2	2	1	2	1	-
	Civil Status Division	5	2	8	1	2	-
	Police Department	3	-	4	-	-	-
	Printing Department	6	10	1	3	4	6
	Meteorological Services	1	2	-	7	8	3
	Overseas News Section	-	-	-	-	-	2
	Civil Aviation Department	5	3	2	6	4	6
7	Ministry of Energy and Public Utilities						
	Energy Services Division	-	-	-	1	2	3
	Water Resources Unit	1	5	1	-	-	-

SN	Ministry/ Department	Assignment of Duties			Acting Appointment		
		2009	2010	2011	2009	2010	2011
8	Ministry of Finance and Economic Development						
	Financial Operations Cadre	11	-	-	-	-	1
	Procurement and Supply Cadre	21	5	33	2	-	1
	Internal Control Cadre	11	8	6	5	22	1
	Companies Division	6	13	12	3	6	1
	Registrar-General's Department	7	5	2	4	5	2
	Treasury	5	4	1	-	1	1
	Central Statistics Office	6	10	4	4	2	3
	Management Audit Bureau	-	1	-	-	-	-
	Valuation Department	-	4	3	-	-	-
Director (Economic and Finance)	-	-	2	-	-	-	
9	Ministry of Public Infrastructure, National Development Unit, Land Transport and Shipping						
	Public Infrastructure Division	6	18	11	2	7	3
	Land Transport and Shipping Division	7	7	14	-	3	6
	National Development Unit	4	6	3	1	1	-
10	Ministry of Foreign Affairs, Regional Integration and International Trade						
	International Trade Division	5	5	5	1	2	-
	Regional Integration Division	-	2	1	-	-	-
	Foreign Affairs	-	-	3	-	-	-
11	Ministry of Industry, Commerce and Consumer Protection						
	Consumer Protection Unit	1	1	6	-	-	6
		-	6	-	-	1	-
12	Ministry Housing and Lands	6	7	5	8	3	1
13	Ministry of Local Government and Outer Islands	2	9	4	-	7	1
14	Ministry of Social Security, National Solidarity and Reform Institutions						
	Social Security and National Solidarity Division	18	49	5	8	21	12
	Reform Institutions Division	-	-	-	4	-	-
	Rehabilitation Youth Centre	4	-	5	1	-	-
15	Ministry of Gender Equality, Child Development and Family Welfare	5	3	1	-	-	1

SN	Ministry/ Department	Assignment of Duties			Acting Appointment		
		2009	2010	2011	2009	2010	2011
16	Ministry of Arts and Culture	2	-	2	3	1	1
17	Ministry of Education and Human Resources	26	28	23	7	8	9
18	Attorney-General's Office	9	1	6	2	-	-
19	Ministry of Agro-Industry and Food Security Agro Industry Division	23	29	7	11	19	15
20	Ministry of Health and Quality of Life	51	87	55	11	25	18
21	Ministry of Business, Enterprise and Co-operatives Business and Enterprise Division Co-operatives Division	4 28	5 5	- 12	- -	- -	- -
22	Ministry of Information and Communication Technology Central Informatics Bureau Central Information System Division	3 1	10 2	- 12	- 1	- -	- -
23	Ministry of Labour, Industrial Relations and Employment Labour and Industrial Relations Division Employment Division	11 -	7 -	13 -	14 -	11 -	7 1
24	Ministry of Environment and Sustainable Development Department of Environment Environment Appeal Tribunal	15 2	27 1	14 1	- -	- -	- -
25	Ministry of Civil Service and Administrative Reforms	-	7	11	-	3	2
26	Ministry of Youth and Sports	-	-	3	-	2	4
27	Ministry of Fisheries	4	3	-	3	3	19
28	Ministry of Tourism and Leisure	-	-	1	-	-	-
29	Ministry of Industry, Commerce and Consumer Protection	-	-	6	-	-	6
30	Rodrigues Regional Assembly	30	32	28	5	20	27
	TOTAL	384	463	368	139	199	176

Table 5.19 - Acting Appointment and Assignment of duties approved by the Disciplined Forces Service Commission

Department	Number		
	2009	2010	2011
Mauritius Police Force	6	2	3
Mauritius Prison Service	116	56	133
Fire Services	97	65	79
TOTAL	219	123	215

5.13 Retirement

An officer may, upon approval of the Commissions, retire from the service mainly in the following cases:

- (a) in special case on reaching the age of 55;
- (b) after reaching the age of 45, provided he has completed 10 years' pensionable service;
- (c) in case of a female officer, with the approval of the appropriate service Commission, retire on ground of marriage after five years' service, irrespective of age; and
- (d) in the case of any member of a disciplined force or any officer of the Rehabilitation Youth Centre, with the approval of the Disciplined Forces Service Commission or the Public Service Commission, as appropriate retire on or after completing an aggregate 28 $\frac{3}{4}$ years' of pensionable service in the disciplined force or in the Rehabilitation Youth Centre, as the case may be;
- (e) on Medical Grounds;
- (f) on abolition of Office;
- (g) in the case of over manning, on or after attaining the age of 45; and
- (h) in the interest of the service.

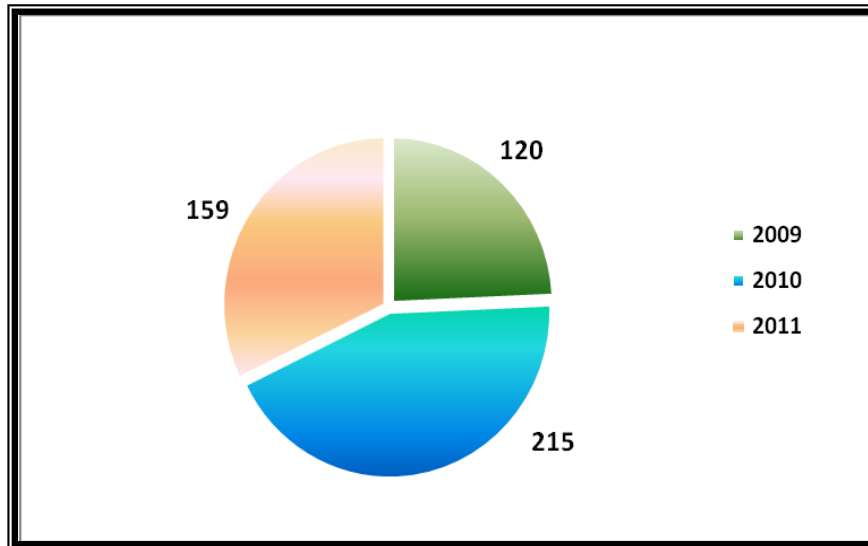


Figure 5.12 - Retirements approved by the Public Service Commission

Table 5.20 - Retirements approved by the Public Service Commission

Grounds	No of cases		
	2009	2010	2011
On ground of age as a special case	77	123	76
On marriage grounds	33	71	65
On medical grounds	10	21	18
TOTAL	120	215	159

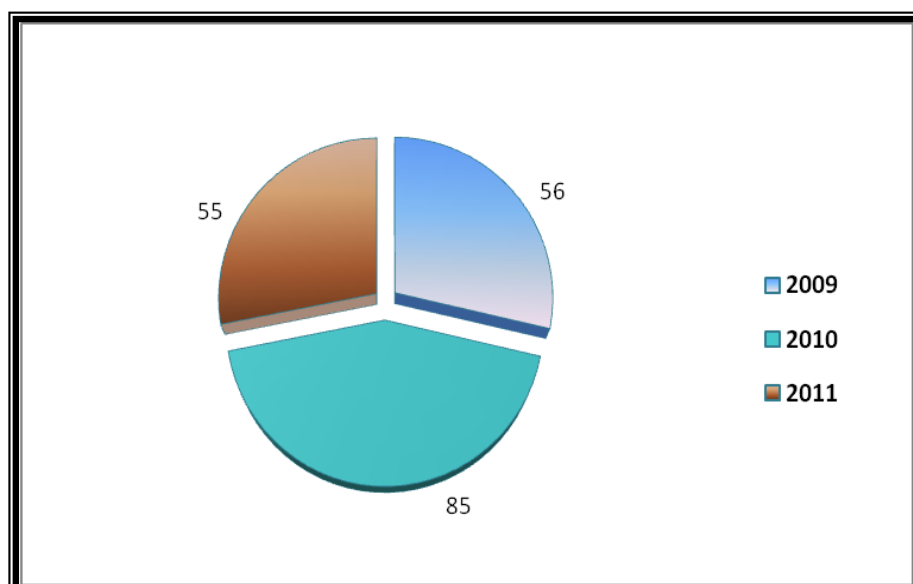


Figure 5.13 - Retirements approved by the Disciplined Forces Service Commission

Table 5.21 - Retirements approved by the Disciplined Forces Service Commission

Grounds	Mauritius Police Force			Mauritius Prison Service			Fire Services		
	2009	2010	2011	2009	2010	2011	2009	2010	2011
Marriage	4	7	7	-	1	-	-	-	-
Length of Service	37	63	23	1	-	1	-	1	1
Age as a special case	1	-	1	1	2	3	-	-	-
Medical	12	9	18	-	1	1	-	1	-
TOTAL	54	79	49	2	4	5	-	2	1

5.14 Discipline

The Public Service Commission and the Disciplined Forces Service Commission have the constitutional powers 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 Public Service Commission Regulations and the Disciplined Forces Service Commission Regulations, as appropriate.

Figure 5.14 shows the number of punishment inflicted by the Public Service Commission

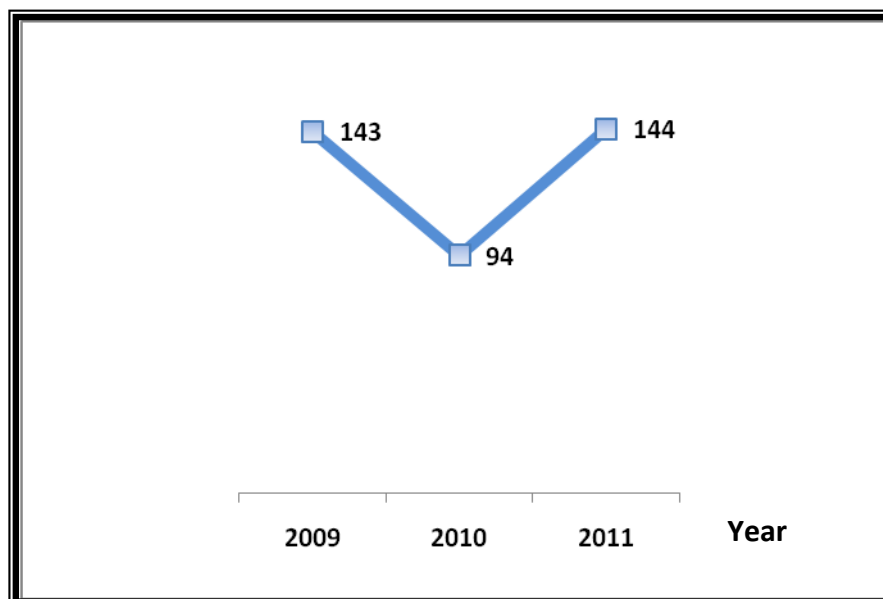


Figure 5.14

Table 5.22 - Punishments Inflicted by the Public Service Commission under the PSC Regulations

Regulations	Number		
	2009	2010	2011
Regulation 36			
Reprimand	41	30	43
Severe Reprimand	10	16	17
Suspension from work	9	4	8
Retirement in the interest of public service	2	1	-
Dismissal	6	4	5
Reduction in rank	1	-	-
Termination of appointment	2	-	-
Deferment of increment	-	4	1
Regulation 37			
Misconduct justifying dismissal	1	-	-
Regulation 39			
Retirement in the interest of the public service	5	5	-
Regulation 43			
Post Declared Vacant	66	30	70
TOTAL	143	94	144

Figure 5.15: shows the number of punishment inflicted by the Disciplined Forces Service Commission

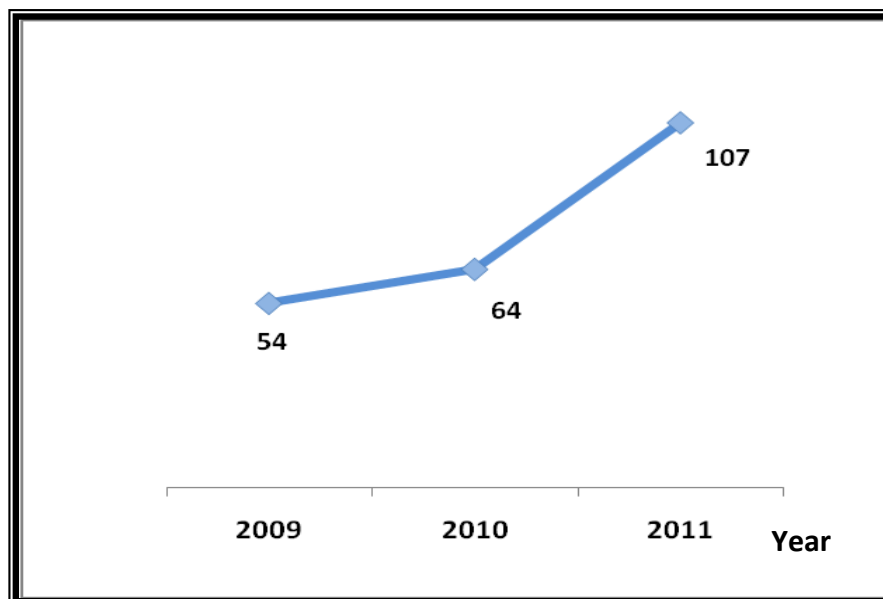


Figure 5.15

Table 5.23: Punishments Inflicted by the Disciplined Forces Service Commission under the DFSC Regulations

Grounds	Mauritius Police Force			Mauritius Prison Service			Fire Services		
	2009	2010	2011	2009	2010	2011	2009	2010	2011
Reprimand	27	11	53	1	1	-	-	-	-
Severe Reprimand	10	8	14	-	-	-	-	-	-
Suspension from work	9	4	6	-	-	-	-	-	-
Retirement in the public interest	7	1	1	-	-	1	-	-	-
Dismissal from Service under Regulation 35	-	-	6	-	2	2	-	-	-
Summary Dismissal	-	35	23	-	1	-	-	1	1
TOTAL	53	59	103	1	4	3	-	1	1

5.15 Interdiction and Reinstatement approved by the Commissions

Table 5.24 - Interdiction and Reinstatement approved by the Public Service Commission

	Number		
	2009	2010	2011
Interdiction - (Regulation 31)	11	15	20
Reinstatement – (Regulation 35)	8	15	2

Table 5.25 - Interdiction and Reinstatement approved by the Disciplined Forces Service Commission

Department	Interdiction			Reinstatement		
	2009	2010	2011	2009	2010	2011
Mauritius Police Force	58	35	35	18	34	24
Mauritius Prison Service	7	14	4	4	3	6
Fire Services	-	-	-	-	-	-
TOTAL	65	49	39	22	37	30

5.16 Representations considered by the Public Service Commission

Table 5.26

Year	Number
2009	71
2010	51
2011	54
TOTAL	176

5.17 Transfers and Reversions

The Public Service Commission and the Disciplined Forces Service Commission approve temporary/permanent transfer of officers to organisations defined as approved service, or to institutions having legal existence and also between Ministries and Departments.

Table 5.27 – Transfers and Reversions approved by the Public Service Commission

	Number		
	2009	2010	2011
Transfer to Approved Service			
Temporary	106	58	21
Permanent	56	40	40
TOTAL	162	98	61
Transfer between Ministries/Departments			
Temporary	22	22	36
Permanent	14	68	19
TOTAL	36	90	55
Reversions	14	14	27

Table 5.28 - Transfers approved by the Disciplined Forces Service Commission

Department	Permanent Transfer			Temporary Transfer		
	2009	2010	2011	2009	2010	2011
Mauritius Police Force	3	24	-	2	1	1
Mauritius Prison Service	1	4	-	1	1	1
Fire Services	-	-	-	1	-	1
TOTAL	4	28	NIL	4	2	3

5.18 Scholarships/Sponsorships approved by the Public Service Commission

Table 5.29

Year	Number
2009	71
2010	51
2011	54
TOTAL	176

5.19 Appeals

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

As regards the Disciplined Forces Service Commission, Regulation 42 of the DFSC Regulations provides for appeal to the Commission against punishments inflicted by a Responsible Officer under delegated powers.

Table 5.30 - Appeals considered by the Public Service Commission

	Number		
	2009	2010	2011
Punishment withdrawn	1	1	-
Punishment maintained	3	3	3
TOTAL	4	4	3

Table 5.31 - *Appeals considered against punishment awarded departmentally by the Disciplined Forces Service Commission

Department	Number		
	2009	2010	2011
Mauritius Police Force	-	2	2
Mauritius Prison Service	-	-	-
Fire Services	-	1	1
TOTAL	-	3	3

***Note:** The above cases were all set aside and punishments awarded were maintained.

5.20 Confirmation

In accordance with the Public Service Commission and the Disciplined Forces Service Commission Regulations, all first appointments to pensionable officers are on twelve months' probation. In 1984, the Public Service Commission delegated to Responsible Officers the power to confirm officers in their office on completion of the probationary period. In cases where officers cannot be confirmed in their office on account of valid reasons which might entail an extension of probationary period, the matter is referred to the Commission. No recommendation to that effect has been received from Responsible Officers from 2009 to 2011.

The Disciplined Forces Service Commission has approved the confirmation of appointment of members of the Disciplined Forces as shown in figure 5.16 and table 5.30.

Confirmation of Appointments approved by the Disciplined Forces Service Commission

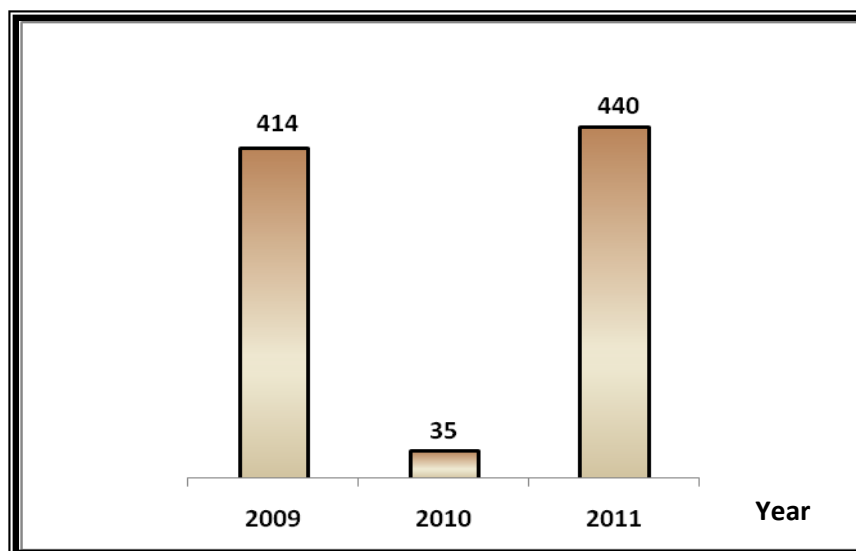


Figure 5.16

Table 5.32 - Confirmation of Appointment approved by the Disciplined Forces Service Commission

Department	Number		
	2009	2010	2011
Mauritius Police Force			
Police Constables	396	32	350
Deputy Assistant Superintendent of Police	-	2	1
Women Police Constable	-	-	87
Mauritius Prison Service			
Prisons Officer/Senior Prisons Officer	18	-	-
Female Prisons Officer/Female Senior Prisons Officer	-	1	2
TOTAL	414	35	440

5.21 Public Bodies Appeal Tribunal Cases

Following the proclamation of the Public Bodies Appeal Tribunal Act 2008 in June 2009, any public officer may appeal against any decision of the Public Service Commission pertaining to an appointment exercise or to a disciplinary action taken against that officer. Such appeal should be made within 21 days of the notification of the decision.

Table 5.33 - Position regarding Public Bodies Appeal Tribunal cases entered against the Public Service Commission

Particulars	Number		
	2009	2010	2011
Cases pending at the beginning of the year	-	16	51
Cases lodged for review during the year	20	73	74
TOTAL	20	89	125
Cases set aside	1	9	35
Cases withdrawn	3	18	10
Commission's decision quashed	-	1	1
Cases struck out	-	3	2
Cases dismissed	-	3	10
Cases allowed	-	3	1
Cases not entertained	-	1	1
Cases pending at the end of the year	16	51	65

5.22 Court Cases

Officers aggrieved by decisions of the Public Service Commission and the Disciplined Forces Service Commission may seek redress by applying for Judicial review to the Supreme Court.

Table 5.34 - Position regarding court cases entered against the Public Service Commission

Particulars	Number		
	2009	2010	2011
Cases pending at the beginning of the year	16	14	12
Cases lodged for review during the year	7	2	3
TOTAL	23	16	15
Cases set aside	5	1	-
Cases withdrawn	2	2	-
Cases struck out	2	-	-
PSC put out of cause	-	-	-
Commission's decision quashed	-	1	-
Cases pending at the end of the year	14	12	15

Table 5.35 - Position regarding court cases entered against the Disciplined Forces Service Commission

	Number		
	2009	2010	2011
Cases pending at the beginning of the year	4	7	7
Cases lodged for review during the year	4	1	9
TOTAL	8	8	16
Cases set aside	-	1	1
Cases Withdrawn	1	-	2
Commission's decision quashed	-	-	-
Cases struck out	-	-	-
Cases pending at the end of the year	7	7	13

CHAPTER SIX

Public Service Commission Observations

6.1 This Chapter provides an overview of the Public Service Commission's observations during the period under review and highlights the critical issues.

6.2 Succession Planning

The Commission has noted that in some cases not enough is being done to prepare public officers for the next higher grade. This inadequacy needs to be addressed for the public service to operate effectively and efficiently. In some cases there may be a need for the creation of a post at deputy level. This arrangement would enable the incumbent to be prepared to assume higher responsibilities and at the same time ensure the availability of trained staff to fill impending vacancies. Such opportunities to deserving candidates will enable them to acquire the appropriate experience and skill. The Commission has also noted that very often public officers who have been assigned the duties of higher posts perform better during the selection exercise and are better equipped to assume higher responsibilities.

6.3 Skills in Short Supply

6.3.1 Recent selection exercises carried out by the Public Service Commission have revealed that, in certain specific areas, it was becoming increasingly difficult to fill the vacancies reported because of a set of qualifications as laid down in the Schemes of Service, especially at technical and professional levels where emphasis should have been laid mainly on the core technical and/or professional requirements.

6.3.2 In one particular case where 60 candidates responded to the advertisement to fill the only vacancy, 59 were eliminated at the scrutiny stage for various reasons and the only eligible candidate did not turn up for the interview. An analysis of the applications has revealed that out of the 59 candidates who were not convened for interview 34 possessed the technical core qualification but lacked part of the academic qualifications prescribed as follows:-

- (i) 1 did not possess two subjects at principal level (HSC);
- (ii) 12 did not possess five credits at School Certificate;
- (iii) 7 did not have a credit in English;
- (iv) 10 candidates did not possess a credit in Chemistry;
- (v) 2 did not have a credit in Mathematics; and
- (vi) 2 did not have a credit in Physics.

6.3.3 To address this problem, the Commission is of the view that candidates who lack part of the prescribed basic pre-subprofessional academic qualifications may be considered for appointment in the absence of qualified candidates.

6.4 Trainee Grade

- 6.4.1 Certain posts are of a very technical nature and the Scheme of Service calls for qualifications of very specialised nature together with a certain length of experience in that very specific field. It is worth pointing out that there is very limited employment opportunity for candidates with these qualifications. Consequently, students do not embark on these fields of study. In such cases the creation of a trainee grade could be considered. Appropriate training, including overseas attachment, could also be envisaged. The trainees could subsequently be appointed in a substantive capacity after the completion of their training and satisfying any other requirements.
- 6.4.2 There are instances where there are no qualified candidates or the few qualified applicants simply do not turn up when called for interview. As a result certain vacancies remained unfilled. An indicative list of grades in the Public Service in respect of which the Public Service Commission has, during the period under review, more particularly since 1st August 2011, encountered difficulties to fill the vacancies reported is given below:

S.N.	Ministry/Department	Post
1.	Ministry of Public Infrastructure, National Development Unit, Land Transport and Shipping	- Marine Engineer Surveyor
2.	Ministry of Health and Quality of Life	- Bio-Medical Engineer - Occupational Health Physician
3.	Ministry of Arts and Culture	- Technician - Projectionist
4.	National Archives Department	- Director, National Archives
5.	Civil Aviation Department	- Aviation Security/Facilitation Inspector

6.5 Scheme of Service

- 6.5.1 Schemes of Service are being amended to include the recommendations made in the 2008 PRB Report. Out of a total number of about 2000 Schemes of Service, some 700 have been amended. In some cases, for urgent recruitment, the Pre-PRB Schemes of Service had to be used. Reasonable time needs be given for the revision of Schemes of Service and the Commission suggests that ways and means be found whereby such amendments are automatically integrated in the appropriate Schemes of Service, once they are approved by the Government and accepted by all parties concerned.

6.5.2 The qualifications of some grades, particularly those requiring a degree are still not specific. The Commission has come across cases where the fields of the degrees have not been clearly spelt out. The end result has been an influx of applications of diverse competencies which cause delay to the recruitment process. Furthermore, general terms such as “senior technical/management level” or “mid-management level” are not precise enough and may lead to diverse interpretations and hamper the recruitment process.

6.5.3 Regarding cases where candidates are required to produce documentary evidence of IT qualifications held, the Commission has noted that there are many candidates (including public officers) who are unable to provide acceptable documentary evidence regarding computer literacy.

6.6 Officers on Contract Basis

6.6.1 There are instances where instead of initiating prompt action for the recruitment of staff on a permanent basis, a short term solution is preferred with the recruitment of temporary staff on a contract basis. While such recruitment may be justified in certain cases, most of the time it does not appear to be in the long term interest. In so doing the Ministry may lose the opportunity for capacity building with a view to obtaining trained staff. Such a situation can demotivate and frustrate. Furthermore some officers on contract basis over a period of time may tend to think that they have an acquired right to be appointed when the vacancies are subsequently filled, while others may become ineligible on grounds of age. Before resorting to the filling of permanent vacancies on a contractual basis, it should be ensured that all avenues for the filling of such vacancies have been considered before hand.

6.7 Report on Officers

6.7.1 Confidential Reports are intended to help the Commission evaluate on the job performance of officers. When Confidential Reports for three years are filled in and submitted only when requested by the Commission, such reports may not be very meaningful. The Commission welcomes the introduction of the Performance Management System (PMS) which is being implemented throughout the Government Service. It is expected that this new system will yield better and more meaningful results on ground that performance will be continuously monitored throughout the year.

6.8 Delegation of Powers

6.8.1 Section 89(2) of the Constitution of the Republic of Mauritius allows the Public Service Commission to delegate its powers of recruitment to Responsible Officers, subject to certain conditions. In order to ascertain that the conditions of delegation are complied with by Responsible Officers, the Commission will review and consolidate its instrument of delegation.

CHAPTER SEVEN

Missions and Study Visit

7.1 Overseas Mission

S.N	Date and Country	Mission	Attended by	Remarks
1	16 to 18 February 2009, Cape Town South Africa	Launching of and first General Assembly of the Association of African Public Service Commissions, (AAPsComs)	Mrs N. GOBIN-BHEENICK, Former Secretary of the Commissions	Promoting good Governance through Public Service Commission in Africa.
2	15 to 16 December 2010, London, United Kingdom	4 th International Public Administration Symposium 2010	Mr R. YAT SIN, C.S.K, former Chairman of the Public Service Commission and the Disciplined Forces Service Commission	To share comparative experiences, exchange ideas and explore innovative solutions to improve the efficiency, effectiveness, accountability and responsiveness of all levels of Public Administration.
3	13 to 14 December 2011, London, United Kingdom	5 th International Public Administration Symposium 2011	Mr S. SUNGKER, C.S.K Chairman of the Public Service Commission and the Disciplined Forces Service Commission	To familiarize with latest initiative and developments in the field of Public Sector reform.
4	15 December 2011, London, United Kingdom	Courtesy call on the first Commissioner and Commissioner of Appointment of the UK Civil Service Commission	Mr S. SUNGKER, C.S.K Chairman of the Public Service Commission and Disciplined Forces Service Commission	To promote networking and to familiarizing with the functioning of the Civil Service Commission.

7.2 Study Visit to the Public Service Commission and the Disciplined Forces Service Commission by foreign delegates

S.N	Date and Country	Delegation	Aims
1	3 to 9 August 2009	Zanzibar Public Service Reform Program	To have working sessions with senior officials of the Government in the context of Public Service Reforms.
2	28 September 2010	Republic of Maldives	To promote networking and South-South exchange particularly with Small Islands Developing States (SIDS) and to learn about the Civil Service Framework and functions of the Public and Disciplined Forces Service Commissions.
3	27 to 29 September 2011	Public Service Commission of Rwanda	To learn and share experiences of the Public and Disciplined Forces Service Commissions.

CHAPTER EIGHT

Public & Disciplined Forces Service Commissions Staff Welfare Association

8.1 The Public and Disciplined Forces Service Commissions Staff Welfare Association

The Public and Disciplined Forces Service Commissions Staff Welfare Association (P&DFSCSWA) was set up in 1993 and is affiliated to the Public Officers' Welfare Council since 1994 with the prime objective of promoting the welfare of its members and to motivating them in balancing their working and personal life.

During the period under review the association has been organising an array of activities with the ultimate objective to foster a symbiotic relationship among all its members.

The activities are listed below:-

SN	Activities	2009	2010	2011
1	Civil Service Kermesse Gymkhana playground	8 November	31 October	30 October
2	Children's Party at the New George V Stadium	24 December	24 December	23 December
3	Yoga Sessions	July to September	August and September	February/ March
4	Voluntary Blood Donation and Medical Screening	7 April	17 June	19 May
5	Lunch and Donation to Charitable institutions	7 February at Mere Augustine Home Rose-Belle	17 April at Creche du Coeur Immaculé de Marie, Quatre Bornes	-

Concluding Note

Concluding Note

The Public Service Commission and Disciplined Forces Service Commission are time-honoured institutions which have a long tradition of fulfilling their duties in an impartial and independent manner. They will continue to ensure that the principles of equity and fairness are upheld and that the interests of the public are well served and sustained.

Annexes

ANNEX I

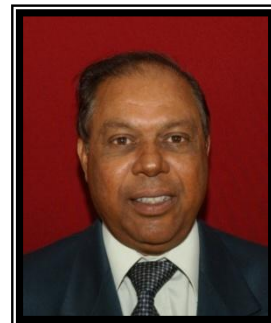
**Composition of the Public Service Commission
01 August 2008 to 31 July 2011**



***Mr R. YAT SIN, CSK, GOSK
Former Chairman
PSC & DFSC***



***Mrs S. DHUNNOOKCHAND, PMSM
Former Deputy Chairperson***



***Mr M. R. RAMJAN, PDSM
Former Deputy Chairman***



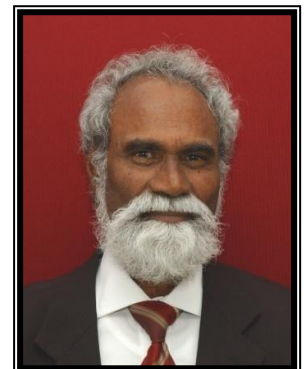
***Mr R. C. B. L. FANCHETTE
Former Commissioner***



***Mr S. TAUKOORDASS, CSK
Former Commissioner***



***Mr S. SUNGKER, CSK
Former Commissioner***



***Mr M. THODDA
Former Commissioner***

ANNEX II

**Composition of the Disciplined Forces Service Commission
01 August 2008 to 31 July 2011**



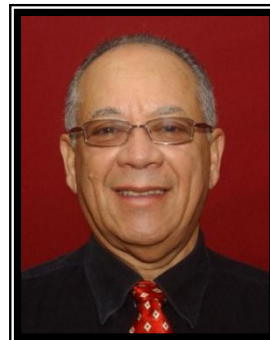
*Mr R. YAT SIN, CSK, GOSK
Former Chairman
PSC & DFSC*



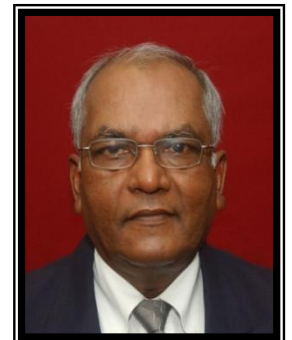
*Mr B. DOOLHUR
Former Commissioner*



*Mr A. GHANTY
Former Commissioner*



*Mr M. J. D. MARION
Former Commissioner*



*Mr I. RAJKOMAR
Former Commissioner*