ADDRESS BY HON. S MOUTIA, MINISTER OF CIVIL SERVICE AND ADMINISTRATIVE REFORMS ON THE OCCASION OF THE LAUNCHING CEREMONY OF THE AWARD COURSE FOR CONFIDENTIAL SECRETARIES ON TUESDAY 31 JANUARY 2012 AT 14:30 HOURS AT THE UNIVERSITY OF TECHNOLOGY, MAURITIUS.

Dr Reddy, President, University of Technology, Mauritius

Mr Fokeer, Director General, University of Technology, Mauritius

Mr Seebaluck, Senior Chief Executive of my Ministry

Mrs Oree, Ag Permanent Secretary of my Ministry

Mrs Faugoo, Head of School, School of Business, Management and Finance

Officers of my Ministry and Staff of the UTM

Representatives of Trade Unions

Resource Persons

Dear Participants

Ladies and Gentlemen,

Good Afternoon!

It’s a pleasure to be with you all this afternoon for the official launching of the Award Course for Confidential Secretaries.
To start with, let me congratulate the newly appointed Confidential Secretaries. I also welcome to this staff Development Programme Confidential Secretaries who were appointed some time back.

It’s good to see that public officers are increasingly conscious of the importance of training and continuous learning. You are certainly aware that unless you sharpen your skills, update yourself with new theoretical developments and gain from lessons learnt in other countries, you may not continue to qualify to work in this sector. You are in the Civil Service to serve. By virtue of your posting, you will be required to interact with public officers in different positions across the service as well as other stakeholders including NGOs, media, other institutions, the private sector, investors and expatriates amongst others. Your quality interactions will have a positive impact on the image of your immediate boss, whether he or she is a minister, a permanent secretary, or any Administrative or Technical Head.
My ministry is conscious that you need to be provided with the opportunity structure to acquire the necessary competencies for the post of CS. This is why we provide Induction Programmes as well as Award Courses. At the level of my ministry we appreciate the interest and willingness you demonstrate by enrolling for the Award Course. Time will tell you that you have made the right choice as we will all be winners at the end of the day.

However, allow me to share with you a piece of learning on excellence. It has been said that:

_The desire to excel is exclusive of the fact whether someone else appreciates it or not._

"Excellence" is a drive from inside, not outside.

Excellence is not for someone else to notice but for your own satisfaction and efficiency...

Aristotle, the great philosopher has said that, I quote:

“We are what we repeatedly do. Excellence, then, is not an act but a habit.” (Unquote)
This means nothing more than if you do not put in practice what you have learnt. Then your training would have served no purpose. It is only when you take the habit of practicing the good that you have learnt that your organisation will benefit from the transfer of learning to your workplace. Your customers will have the privilege of dealing with trained officers. Government will improve its delivery standards through the growth in your potential. This Award Course will open the doors of this university for you in case you wish to go for a graduate programme.

We have noted an increase in the number of officers willing to follow the Award Course. For this semester, there are 52 Confidential Secretaries enrolling for the Award Course. This course, which has been running since 2004, has seen the participation of around 1000 officers, from the grades of Higher Executive Officers, Senior Officers and Confidential Secretaries including a cohort in Rodrigues. I understand that this year the syllabus for this course has been reviewed in
collaboration with the university, to better address the needs of the officers. This course has been redesigned to make it more relevant to the job of officers in the respective grades and prepare them better to face the ever changing work environment.

Everyone has to be alive to the changes that the business environment is undergoing. We need to equip ourselves adequately to face the daunting challenges ahead. We have to sense or see changes and challenges before they come. This is the mantra of modern management.

Ladies and gentlemen,

It would not be an exaggeration to say that the civil service in Mauritius will be undergoing profound changes. The effective economic diplomacy initiatives of the Honourable Prime Minister have set the basis for fruitful interaction with our Development Partners in view of our reform initiatives. The World Bank, UNDP and the Commonwealth Secretariat have offered their expertise and assistance to help government drive
a new set of reform initiatives. Such major changes may not be expected to be smooth all the way. We know that there may be resistance and this is a natural phenomenon. For example, we are working towards harmonization of schemes of service, a Human Resource Information System and the Civil Service College.

We are working on the processes. We are exploring avenues for use of technology in human resource management and we are providing for an appropriate institution as we believe in the virtues of human resource development. Training and staff development is and will continue to be one of the most important activities for all organizations.

I am proud to say that my Ministry lays a lot of importance on training and development. Human Resource Development and Capacity Building is a programme in itself in our PBB. With the limited resources at our disposal we are doing our best to satisfy the training needs of a maximum number of officers.
every year. In 2011, over 3000 officers of different grades from across the civil service were trained under diverse training programmes organized by my Ministry.

Ladies and Gentlemen,

We have, over the years, built a strong relationship with the UTM. Our collaboration dates as far back as the turn of this century when the UTM was set up on the premises of the former MIPAM (Mauritius Institute of Public Administration and Management). We hope that we will continue to share experience and knowledge. My ministry is very grateful to the Management of this university to have always responded positively to our calls for collaboration.

Dear Participants,

I wish you all the best on your new journey of learning and hope you will succeed in managing your time effectively to
fulfill your **obligations towards your families, your work** and this **Award Course**.

I wish you good luck and I now have the pleasure to **officially launch** this Award Course.

I thank you for your attention.