Speech by Honorable S. Moutia
Minister of Civil Service and Administrative Reforms
Workshop on HRMIS
Tuesday 04th September 2012 @ 09h15
Domaines Les Pailles

Hon. Tassarajen PILLAY CHEDUMBRUM, Minister of Information and Communication Technology

Mr. S. Seebaluck, Senior Chief Executive of my Ministry

Supervising Officers

Heads of Ministries and Departments

Representatives of the World Bank

Members of Trade Unions and Federation of Trade Unions

Distinguished Guests

Participants

Ladies and Gentlemen

Good morning!
It gives me a great pleasure to address you all this morning, at the opening ceremony of the workshop on the Human Resource Management Information System (HRMIS) project for the Civil Service in Mauritius. I am given to understand that this forum has been organized with a view to finalising the system requirements for the project.

Ladies and Gentlemen, last year, at the time of budget proposals, consideration was given to modernizing human resource management function across the civil service using modern technology and the appropriate software with a view to improving service delivery. With automation, the many processes surrounding human resource management will release human resources for other functions by reducing the manual workload thereby enhancing effectiveness and efficiency.

With budgetary provisions in place in the PBB 2012, my ministry is all set to drive the project to completion. This cannot be done without the close collaboration and commitment of all stakeholders. This is, therefore, a sine-qua-non condition for the
project to become a reality. Our Development Partners, especially the World Bank, have shown an active interest in the project and their support is much appreciated. We expect that when the HRMIS is in place and operational, there will be a transformation in human resource operations. You can then get approval for your leave before going on leave. Now, I understand the letter of approval is sent when you are already enjoying your leave.

You will certainly agree that a Human Resource Management Solution for our Civil Service is long overdue. The Human factor still remains indispensable. The right synergy is necessary for the desired results. I understand that, some time back, a Computerized Personnel System was introduced in a few ministries and departments. The whole system is now being overhauled on the basis of lessons learnt.

As you already may be aware, Government is making considerable effort to improve the e-architecture of our country and to increase the level of ICT literacy of the population. The
commitment of all actors and stakeholders will be a crucial requirement for the successful implementation of the e-projects.

I am informed that, as an integrated system, the HRMIS will host a central database on all public officers and interface with other existing systems such as that at the at

- the Public and Disciplined Forces Service Commissions,
- the Treasury,
- the CISD (Central Information Systems Division); and
- the Automated Budget System which is being put in place by the Ministry of Finance and Economic Development.

The system will allow quick processing of issues relating to Human Resource Management and will also integrate the Payroll System. Above all, the HRMIS will be a valuable instrument for strategic human resource planning and more importantly to bridge existing communication gaps between the Human Resource and Finance Divisions, and among
Ministries/Departments. A lot of duplication would be avoided and processes deemed unnecessary will for sure disappear.

Another interesting feature that is worth highlighting about the system relates to the self-service applications which are being designed in a bid to empower employees to access information pertaining to them. This would indeed constitute a major breakthrough as employees would not have to call in person at the Human Resource or Finance Divisions of their respective organizations to obtain information relating to their leave or passage benefits accounts, etc. Managers will also have self-service options to fulfill the HR functions with regard to employees reporting to them.

Dear Participants, I can confirm that the HRMIS project has the full support of not only my Ministry but also that of the Ministry of ICT in line with Government’s overall objective to modernize the civil service. The presence of my colleague here today is a testimony of this fact. However, the project may not
meet with the desirable level of success unless management in the different line ministries and departments develop a sense of ownership. The project should in no case be viewed as one for the Ministry of Civil Service and Administrative Reforms. Participants will have to start a broad sensitization on the HRMIS as from tomorrow and I have no doubt their concerted efforts will make the change happen.

Ladies and Gentlemen, as you are all aware, the Civil Service has, so far, played and will continue to play a key role in the socio-economic development of the country and this in spite of the fact that it operates within a complex, dynamic and demanding environment. Today, much emphasis is being placed on institutional performance and accountability. Timely and accurate information is crucial for planning, monitoring and decision making. Equally processes and procedures have to be streamlined to allow issues to be dealt with promptly. We all thus have a moral obligation to constantly improve service delivery at all levels. We have to always keep in mind that our customers are today more demanding than in the past.
Ladies and Gentlemen, my Ministry has taken a series of initiatives in order to enhance effectiveness and efficiency. We are inviting ministries and departments to go for ISO certification. Necessary assistance including payment for the certification is provided upon request. All ministries and departments can take advantage of the offer as only they will benefit and their clients along with them.

Peoples’ perception of the Civil Service must change as a lot of good work is being done by dedicated men and women in the Civil Service. With a view to bridging this “perception gap”, I launched the Civil Service magazine “Update” a few weeks ago. I hope you all received your copies. The second issue will be published in December this year and we welcome contributions from readers.

The Scheme of Service remains a core activity for my Ministry and all parties often complain of the clumsy and
lengthy processes. This has been so for many years and I have the privilege to inform you all that my Ministry is working seriously on this matter and hopefully process time will be significantly reduced. The CIB (Central Information Bureau), CISD (Central Information Systems Division) and GOC (Government Online Centre) will play the necessary roles to help in the project. I have no doubt that this will become a reality very soon. The fact that the system will depend on the ICT Ministry, a special request is being made to my colleague and friend, the Hon. Chedumbrun Pillay, Minister of ICT, to ensure that we continue to receive the necessary support from his ministry.

Before ending, Ladies and gentlemen, I express my thanks and appreciation for the inputs of all parties involved in preparing the draft system requirements. The draft will serve as the basis for discussions throughout the day and I wish you all fruitful deliberations. I sincerely hope that by the end of the workshop you will have finalised the system requirements.

I now have the pleasure to declare this workshop open.
Thank you.