SPEECH OF HONOURABLE MARIE ROLAND ALAIN
WONG YEN CHEONG, M.S.K.
MINISTER OF CIVIL SERVICE AND ADMINISTRATIVE REFORMS

On the Occasion of

Appointment of Office Management Assistant

Ministry of Civil Service and Administrative Reforms

on Thursday 30 July 2015 at 09.30 HRS

Sir Harilal Vaghjee Hall

Port Louis
Ladies and Gentlemen,

I am very pleased to be here this morning to share your happiness and satisfaction. Let me extend my warmest congratulations to you all for your promotion as Office Management Assistant in the General Services Cadre.

As you are aware, the Ministry of Civil Service and Administrative Reforms is responsible for the allocation of human resources of the general services cadre to Ministries/Departments to meet their organisational needs. As
such, vacancies in the grade of Office Management Assistant were advertised within the public service and the Public Service Commission has carried out a selection exercise and submitted a list of 292 officers on the basis of funded vacancies.

**Ladies and Gentlemen,**

I am cognisant of the fact that you have waited quite a long time for this appointment following the written competitive examination conducted back in February 2015, and the undue stress you have endured during these last months.

Today, you must feel the pride for harvesting the fruits of your hard work and have received due recognition for your efforts. It is another ladder that you have climbed in your career which will give you the opportunity to specialise in the administration, finance, human resources management and procurement and supply amongst others. This brings you **Ladies and Gentlemen,** to a long journey ahead of you. I am
confident you will undertake the challenge and embark on this new responsibility with full zeal.

Ladies and Gentlemen,

It is the stated policy of this Government to conduct business on the principles of discipline, transparency, accountability and exemplary governance. As office Management Assistant, you will be called upon to operate at middle management level which requires analytical, technical, organisational and interpersonal skills. You will be providing the main linkage between senior management and the operational staff. Therefore, you should set the right example by adhering to the principles of good governance within the civil service in your respective organizations.

Ladies and Gentlemen, the context is particularly challenging today, as over the recent years, there have been significant changes in the social, economic, technological and
political spheres that have impacted directly or indirectly on the Civil Service. Our economy has rebounded strongly from the global financial crisis but we are aware that the post recession economic backdrop remains uncertain. It is a challenge therefore for Mauritius to navigate in this era of complexity and uncertainty.

Given these challenges, the public service has to ask itself how it can further build the capabilities needed for the future. Let me share my thoughts in this area. We need a public service which is resilient, adaptable and decisive particularly in dealing with uncertainty and in crisis situations. This is why we need to equip officers with such skills and abilities so that they can attend to present day priorities and are also prepared to face emerging challenges. Several approaches need to be taken on board to develop these skills, not just through formal courses but also by tapping on our collective experiences, and those of the peers and predecessors. Officers can also be given
challenging job assignments and exposure opportunities so that they can learn by doing.

You will agree that the Performance Management System, which is a key instrument for the promotion of a culture of high performance in the public service, is also meant to guide us to review the way we do things in the public sector, the way we interact with peers and colleagues, the way we deliver services to our customers as well as to assess the training needs of officers.

*Ladies and Gentlemen,* I am glad that the long awaited Civil Service College Board has been set up. We expect that the College will give a greater impetus at building new competencies and adopting a meticulous and systematic approach to induct the best talents to better serve in the public service.
But, **Ladies and Gentlemen**, let me stress that the role of the Civil Service has gradually evolved from provider to that of facilitator and major change agent of development, the catalyst of economic growth and national wealth. If we do not have Public Sector Officers who work diligently and behave as a team, this wealth will be eroded over time. We equally need to institutionalise a system where we have the right people at the right place. This means people who are committed to do their best for their nation and leaders who can inspire and transmit the right values to their staff.

**Ladies and Gentlemen,**

I have no doubt that you will continue to fulfil your lawful obligations to the government of the day with professionalism, integrity and loyalty and you will perform your duties efficiently and effectively. As Office Management Assistants, you must also have a commitment to excellence in public service and an unwavering dedication to meet service delivery standards and provide a seamless service to the growing needs and aspirations of the public.
To conclude, I would like to express my gratitude to all those who have served our nation well through the public service. Most of our officers have through their integrity and hard work, earned the trust of our people. But a few black sheep are enough to set this bad perception of lazy public officers. That’s why we cannot afford to take any of our achievements for granted. We must continue to remain relevant to the time that we serve. To navigate within an increasingly complex operating environment, we must not only continue building up organisational capabilities but also individual competencies. Great responsibilities rest on your shoulders to make our country’s tomorrow better than it is today.

I am confident that you will be more than able to discharge your duties and responsibilities and rise to the challenge for a professional public service committed to excellence.
Ladies and Gentlemen,

Let me congratulate you once again for your appointment as Office Management Assistant. I sincerely hope that you will pledge your commitment to uphold the values, vision, mission and objectives of Ministries and Departments where you will be posted to.

I end up here with a quote from Mario Andretti:

Quote

“Desire is the key to motivation, but it’s determination and commitment to an unrelenting pursuit of your goal – a commitment to excellence- that will enable you to attain the success you seek”  

Unquote

Above all, as Minister of Civil Service and Administrative Reforms, I am sure that you will appreciate to hear that you have my full support. My door is always open.
The way to success is not paved with velvet. Some of you may have sat for the OMA examination twice or thrice, but you finally succeeded. No doubt, sacrifice will bring you success.

With these words, I wish you all plenty of success in your future career.

Thank you for your kind attention.

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