Civil Service College, Mauritius

Soft Launch

of the

Civil Service College, Mauritius (CSCM)

Monday 16th November 2015

The Senior Chief Executive of my Ministry, Mr Jhugroo
The Chairman and Board Directors of the Civil Service College
The Director of the Civil Service College
Staff of the Public Service
Participants
Members of the Press
Ladies and Gentlemen

Good Morning to you all,

I am so happy to be here this morning to launch the first courses to be offered by the very first Civil Service College of Mauritius, which is another major project of this government and a landmark for the public. I cannot express the pride to be associated with such a noble project. Indeed, the Civil Service College, Mauritius was mentioned in the Government Programme 2014-2019 and in this year’s budget. And today it is a reality. However, it has a very long way to go to become a full-fledged college with its own building. Let us not forget that as per Government programme, the Civil Service College Mauritius must have regional ambitions as well.
Such a college for the Civil Service has been the subject of discussion for quite some time and it is only in November 2012 that the Civil Service College Mauritius was incorporated as a private company with the government as the sole owner. But then again, nothing happened.

*Ladies and gentlemen,*

It must be mentioned, though, that courses have been offered in various institutions dedicated for the Civil Service, namely the University of Mauritius, Mauritius Institute of Public Administration and Management and University of Technology, Mauritius.

However, this government wants Mauritius to become a high income economy as was emphasised in the Economic Mission Statement 2030 presented by the Right Honourable Prime Minister. Huge and Innovative projects have been mentioned for implementation in order to help Mauritius make that big leap forward. The private sector is being called upon to collaborate and invest massively in these projects.

Let me say without hesitation that Public officers have played an instrumental and important role in the development of Mauritius to bring it to the nation we know today.
Ladies and gentlemen,

Nowadays, the challenges are different. Competitiveness and productivity are the name of the game. We need a transformed public sector with new breed of Public Officers who are active drivers and passionate facilitators to help make these projects a reality and to achieve the vision of this Government.

To recall, in his Economic Mission Statement 2030, the Prime Minister had this to say to the Officers of the public sector:

- *I expect you to be active drivers in the nation building process.*

- *I want a new mindset that focuses on national targets rather than on routine administrative jobs only.*

- *I want civil servants to act like passionate facilitators for achievements to happen.*

- *I want the public service to be efficient and creative*

With a fixed mindset, you believe you are who you are and you cannot change. This creates problems when you're challenged. People with a growth mindset believe that they can improve with effort. They outperform those with a fixed mindset, even when they have a lower IQ, because they embrace challenges, treating them as opportunities to learn something new.

The Civil Service College, Mauritius is a very important actor in the process of change that this government aims to bring about.
In that light, the Civil Service College, Mauritius must be a catalyst in this transformational process and in assisting public officers to become creative, effective leaders, passionate facilitators and engaged Officers, and this at all levels of the hierarchy.

*Ladies and gentlemen,*

As I said before, it is with a great sense of fulfillment that I see the Civil Service College, Mauritius launching its very first courses today. I understand that two high priority courses are on the agenda, namely:-

(i) Customer Service excellence, and  
(ii) Leadership: Making a difference

A first group of 120 Officers will be following these two courses. I am expecting a change in your work culture after your training. I am expecting you to display a much better work behavior and be more efficient and more effective to the delight of our stakeholders. So, my call to all public officers is to put in the necessary effort and go the extra mile. If you always put limits on what you can do, physical or anything else, it will spread over into the rest of your life. It will spread into your work, into your morality, into your entire being. Be curious. Ask questions and seek more knowledge. As Einstein put it: “I have no special talents. I am only passionately curious”.
I would like to share with you my commitment for this year. Since my appointment as Minister of Civil Service and Administrative Reforms, I have not undertaken any mission abroad because I wanted to be here to make sure that the Civil Service College, Mauritius becomes a reality.

Today is the beginning of a new era for the Civil Service in Mauritius. We have over 85,000 Officers to train. However, for this to happen, we need the collaboration and participation of one and all. And here, I appeal to All Senior Officers of the Civil Service to collaborate fully and provide necessary assistance to help the Civil Service College, Mauritius indulge successfully into its activities of providing the necessary relevant training and assistance to you all and to your departments and staff. Please ensure also that your Staff gets the necessary release to attend the training offered by the Civil Service College, Mauritius. Whether we like it or not, change is and must take place and we need leaders to accompany transformation. We must all be leaders even without titles as rightly said by Robin Sharma.

The Civil Service College, Mauritius is the college of all Public Officers. Most countries have their Civil Service College. So, it was high time that Mauritius has its own college. And now that it has been set, I would see to it that it gets all necessary assistance that it needs to operate efficiently and effectively. Today the College is starting with two training programmes on “Customer Service Excellence” and “Leadership for Change”. I am confident that
gradually it will pick up a momentum and that it will be conducting a series of training programmes to cater for the needs of the whole public sector.

All this reminds me of a quote of Pierre Corneille who said: “À vaincre sans peril on triomphe sans gloire”.

With these words, Ladies and Gentlemen, it is with great emotion that I declare the Civil Service College, Mauritius open and wish it a very successful future. I wish that all Officers take advantage of the College as training and development lead towards excellence in whatever you do.

A.W