Speech

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Minister of Civil Service and Administrative Reforms
Minister of Environment, Sustainable Development, and Disaster and Beach Management

Recruitment of Management Support Officers
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10 00 hrs
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New Government Centre, Port-Louis

Mr. Pather, Senior Chief Executive, Ministry of Civil Service and Administrative Reforms
Mrs. A. Capery, Permanent Secretary Ministry of Civil Service and Administrative Reforms
Mr. Luchoomun, Director Human Resources
Dear recruits
Members of the Press
Distinguished Guests
Ladies and Gentlemen
I am indeed very pleased to be with you this morning, and I seize this opportunity to welcome and congratulate this new batch of recruits in the grade of Management Support Officer for having joined this big family consisting of more than 55,000 public officers. Dear recruits, invite you to dedicate yourselves to serve the citizens of this country, regardless of your status and posting.

Many developed countries are downsizing their public sector but, since this government is in power, this present batch of MSO is yet another recruitment exercise being made to further strengthen our Civil Service as we firmly believe that the civil service plays a major role in sustaining governance and in facilitating implementation and execution of government programmes. And I should emphasize that, despite all constraints, the civil service in Mauritius is sustaining recruitments in different grades.

Ladies and gentlemen,

Following a recommendation made to the PSC for filling of vacancies in the grade of Management Support Officer, the post was advertised on 11 September 2015. Since then my Ministry has already recruited 480 Management Support Officers. Today we are recruiting another batch of 150 MSOs to cater for the organizational needs of Ministries/Departments across the Civil Service.

Dear Recruits
The post of Management Support Officer is the entry point in a sector which provides with vistas of opportunities. After confirmation and on completion of a few years of service, you will have the opportunity to compete for the post of Office Management Assistant and for specialized functional areas such as Purchasing and Supply, Finance, Human Resource, General Administration, amongst others, or you may even choose to compete for technical positions such as Labour Inspector, Family Welfare and Protection Officer, Social Security Officer, Statistical Officer, Court Officer, just to mention a few.

I have often said it. I don’t want you to fall into routine. If someone asks you what is the best moment in your life, you will certainly remember your school days. But what about your professional life after 40 years in the service. If you stick to routine, after so many years you won’t have anything go say.

Remember also that you have to serve the government of the day. One government may be in power today and another one tomorrow. Thus, I also want you to have a dream. You should have a vision for your country. How you would like to see it. Ministers give the direction and the policy, but you, public officers to help in translating these policies into reality. You will also benefit from the required training and scholarships.

Ladies and gentlemen

As public officers, you are here to serve the nation. We have already set up the Civil Service College which has an important role to play in capacity building. The College will deliver well-structured training
programmes geared towards improved performance and effective service delivery. We have also introduced an e-learning management system (LMS). The LMS will be used to promote e-learning culture to contribute to build knowledge and self confidence and encourage public officers to take responsibility for their own learning and self-development.

To inspire public confidence and trust, you should behave with certain core values such as integrity, selflessness, impartiality, objectivity and accountability.

Officers of my Ministry will hand over to you your posting. In the respective Departments or Ministries where you will be working, you will have to integrate work groups and teams, adapt to the culture of the organization and provide the best services to your customers whether they are people from the same Ministry or the public at large who will call at your desk.

They may be in the form of a potential entrepreneur, a poor and needy citizen claiming assistance, somebody paying registration fees and other duties or other distressed persons needing some intervention. Your customers will have a lot of expectations and it will be your duty to ensure that they enjoy a positive experience as a customer. It is sometimes hard to work with the public. You will have to be very patient. But you will be trained.
To this end we need your engagement to uphold the values, vision, mission and objectives of Ministries/Departments where you will be posted and serve in the best interests of the service.

Dear Recruits

John Hutton, Chairman of the Royal United Services Institute (UK) has said, I quote:

“The Civil Service is a vital economic asset …- firstly, in the way it creates a framework for excellence in service delivery and secondly, in how it helps organise the best way to deliver modern public services on which both businesses and individuals depend”.

Before ending, I congratulate you again and sincerely hope that you will live up to expectations and serve the citizen to the best of your ability in the best interest of the service.

Thank you for your attention.