CHAPTER 4

HUMAN RESOURCE DEVELOPMENT

The PRB has, in Chapter 9 of its 2013 Report, made several recommendations for the training and development of public officers. The Committee is making supplementary recommendations in the light of the new Public Sector Reforms Strategy and the introduction of a Performance-Related Reward and Incentive Scheme.

4.1 Civil Service College, Mauritius

4.1.1 The Civil Service College, Mauritius has been set up to help in improving the efficiency and effectiveness of the Public Sector by providing the right training to the right person at the right time. It also aims at equipping employees of the Public Sector with the appropriate values, work place, skills and management tools to ensure that a lifelong learning culture is instilled in them.

4.1.2 The Civil Service College, Mauritius has an important role to play in capacity building as this remains a key factor for the smooth implementation of Civil Service Reforms Programme. The Civil Service College, Mauritius and the Public Sector Re-engineering Bureau as well as the Reforms Cells must work out in conjunction to establish a framework for the delivery of sound training programmes geared towards improvement of performance at the work place and sensitisation of public officers to a culture of performance and results-based management.

Recommendation EOAC 13

4.1.3 The Committee, therefore, recommends that the Civil Service College, Mauritius should focus on the following areas while mounting its training courses:

(a) induction programmes for newly-recruited employees;

(b) training and skills development programmes for serving employees;

(c) specific on the job-related training;

(d) training and executive development for senior management staff;

(e) reskilling programmes for redundant employees; and

(f) refresher courses, workshops, seminars to encourage the sharing of learning and experience at national and regional level.
4.2 Continuous Professional Development (CPD)

4.2.1 Several representations have been made to the Committee for book allowances and/or the setting up of CPD schemes for professionals in the public sector. The Committee is of the view that it would not be possible to satisfy the request for book allowances from all parties due to financial constraints.

Recommendation EOAC 14

4.2.2 The Committee, therefore, recommends that the Ministry of Information and Communications Technology should, in conjunction with the Ministry of Finance and Economic Development, set up a loan scheme for the provision of Ipads and access to e-libraries to keep up to date in their respective professions, wherever possible.

4.3 Cost Sharing Sponsorship Schemes

4.3.1 Public Sector employees are required during the course of their career to acquire additional qualifications either to cross the QB inserted in their salary scales or to be eligible for promotion to higher posts filled by selection.

Recommendation EOAC 15

4.3.2 The Committee recommends that the Ministry of Civil Service and Administrative Reforms should, in conjunction with the Ministry of Finance and Economic Development work out sponsorship schemes on a cost-sharing basis to enable public officers to up skill and acquire the additional qualifications. In this connection, the Ministry of Civil Service and Administrative Reforms and the Civil Service College, Mauritius could, in partnership with the Open University of Mauritius, work out an appropriate scheme for distance learning courses with a view to minimising disruption in the provision of services in the public sector.

4.4 Reform, Transformation and Human Resource Alignment

4.4.1 In the context of the reform challenges and the advent of the Civil Service College, Mauritius, the Ministry of Civil Service and Administrative Reforms is called upon to re-examine its current policy for human resource development in line with best practice and new trends towards competency based-training.
Recommendation EOAC 16

4.4.2 The Committee, therefore, recommends that the Ministry of Civil Service and Administrative Reforms should, in conjunction with the Ministry of Finance and Economic Development formulate a new strategic policy framework on capacity building and skills development in the Public Sector to meet the objectives of public service transformation and address the forthcoming challenges.