



Ministry of Civil Service and Administrative Reforms

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Ministry of Civil Service and Administrative Reforms
Circular Letter No. 4 of 2009
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Date: 05 February 2009

From: Supervising Officer, Ministry of Civil Service & A. R.

To: Supervising Officer i/c Ministries / Departments

Implementation of PRB Report 2008 – Training and Staff Development

As part of the overall strategy to inculcate a performance culture in the Civil Service which is both client focused and results oriented, this Ministry has through the years laid due emphasis on Training.

2. This emphasis has been reflected in the 2008 Report of the Pay Research Bureau wherein a series of recommendations has been made to address this issue and ensure that the Mauritius Civil Service is *"manned at all times and at all levels by most suitable persons with appropriate skills, competencies and attitude"*. Moreover, the PRB has laid emphasis on the strategic content of training and the need for public sector organizations to align their training needs on the competencies required to produce accomplishments that are linked to expected results.

3. In order to ensure that Ministries / Departments develop and implement an appropriate Training Action Plan for the benefit of their officers, PRB has recommended at Para 12.35 of its Report 2008 that each Public Sector Organization should set up a Training Committee.

4. In this context, you are requested to submit to this Ministry by Friday 20 February, 2009 at latest details of the Training Committee set up by you for your Organization. The Chairperson of the Committee should be a Senior Officer not below the rank of a Principal Assistant Secretary.

5. This Ministry will, subsequently, hold a meeting with all Chairpersons of Training Committees to develop a strategy that will facilitate each public sector organization to implement its Training Action Plan.

6. We rely on your usual collaboration and support to make our human resource development strategy a success.



(K. R. Mudhoo)
Supervising Officer

Copy to: Secretary to Cabinet