



**MINISTRY OF CIVIL SERVICE AND ADMINISTRATIVE REFORMS**

**MAURITIUS**

**6 December 2012**

**Ministry of Civil Service and Administrative Reforms**

**Circular Note No. 30 of 2012**

**E/260/72/03/08**

**From:** Senior Chief Executive, Ministry of Civil Service and Administrative Reforms

**To:** Supervising Officers i/c Ministries/Departments  
Heads of Parastatal Bodies and Local Authorities  
Island Chief Executive

**Committee set up to look into representations regarding 'Errors,  
Omissions and Anomalies' arising out of the Pay Research Bureau Report 2013**

As already announced, Government has decided to set up a Committee to look into errors, omissions and alleged anomalies arising out of the 2013 Report of the Pay Research Bureau (PRB) on the Review of Pay and Grading Structures and Conditions of Service in the Public Sector (Civil Service, Parastatal and other Statutory Bodies, Local Authorities and Rodrigues Regional Assembly) and the Private Secondary Schools.

2. The Committee is constituted as follows:

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|--------------------|------|---|
| <b>Chairperson</b> | -    | Mr Dharam Dev MANRAJ<br>Senior Adviser, Project Management and Delivery Unit,<br>Prime Minister's Office  |
| <b>Member</b>      | (i)  | Mr Devendra Parsad RUHEE, O.S.K.<br>former Senior Chief Executive in the Civil Service and<br>currently President of the Public Officers' Welfare Council |
|                    | (ii) | Mr Khemil GOBIN<br>Director, The Edge Consulting Ltd<br>(A company specialised in Human Resource Services)  |
| <b>Secretary</b>   | -    | Mr Sarwansingh PURMESSUR<br>Principal Assistant Secretary   |

The Terms of Reference of the Committee are annexed to this Circular Note.

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3. In making its recommendations, the Committee shall take into account the broad parameters laid down at paragraph 1.4 of the PRB Report 2013 (Volume 1).
4. All representations shall continue to be addressed to the Senior Chief Executive, Ministry of Civil Service and Administrative Reforms (Attention: Mr D. Mooloo), Help Desk, 7<sup>th</sup> Floor, New Government Centre, Port Louis with the mention "Errors, Omissions and Alleged Anomalies" on the top left hand corner of the envelope as already indicated in this Ministry's Circular Note No. 22 of 2012. Representations received after 31 December 2012 will not be considered.
5. The Committee will have its seat at the 8<sup>th</sup> Floor, Emmanuel Anquetil Building, Port Louis. Any correspondence to the above mentioned Committee should be addressed to:

**The Secretary**  
**(Mr Serwansingh Purmessur)**  
**Errors, Omissions and Anomalies Committee**  
**8<sup>th</sup> Floor, Emmanuel Anquetil Building**  
**Cnr Sir Seewoosagur Ramgoolam & Jules Koenig Streets**  
**Port Louis**  
**Tel No.: 201 2207/ 201 2481**  
**Fax No.: 201 3693**  
**Email: eoac@mail.gov.mu**



**S. Seebaluck**  
**Senior Chief Executive**

*Copy to: Secretary to Cabinet and Head of the Civil Service*

*Terms of Reference for the Committee set up to look into Errors, Omissions and Anomalies arising out of the Pay Research Bureau Report 2013*

The Terms of Reference of the Committee are to -

- (i) receive through the Ministry of Civil Service and Administrative Reforms representations from staff associations, trade unions, public officers, local government officers, officers of the Rodrigues Regional Assembly, officers employed by parastatal and statutory bodies and employees of private secondary schools and/or their representatives regarding errors, omissions and alleged anomalies arising out of the recommendations made in the PRB Report 2013;
- (ii) examine such representations and make recommendations thereon, as appropriate; and
- (iii) determine in light of such representations the extent to which it is appropriate, necessary and advisable to modify the reports of the PRB and to accordingly make such other additional recommendations.

2. The Committee will have its seat at the **8<sup>th</sup> Floor, Emmanuel Anquetil Building, Port Louis** and will submit its report by **29 March 2013** to the Senior Chief Executive of the Ministry of Civil Service and Administrative Reforms. In making its recommendations, the Committee shall take into account the broad parameters laid down at paragraph 1.4 of the PRB Report 2013 (Volume 1), which are reproduced below:-

- (a) the changes in economic environment, economic performance and the need for increased productivity;
- (b) the economic and financial development in the country;
- (c) the capacity of the Government to pay;
- (d) the remuneration trends in the economy and market realities;
- (e) the government policies for adopting performance management principles and improving service delivery in the Public Sector;
- (f) the need to attract, recruit, motivate and retain qualified high calibre candidates, particularly those with wide experience and scarce talents;

- (g) the need to maintain an acceptable salary ratio of General Worker to Permanent Secretary;
- (h) the need to partially bridge the gap between the Public Sector and the Private Sector at the appropriate levels of the echelon to facilitate recruitment and retention of required talents;
- (i) the need to establish fair relativities to maintain harmonious employee relations;
- (j) the need to maintain relativities and differentials in reward commensurate with responsibilities;
- (k) the erosion of purchasing power since the 2008 Pay Review;
- (l) the unparalleled job security, pension benefits, work-life balance and status provided by public sector jobs;
- (m) the need to ensure that there is equal pay for work of equal value (i.e. eliminating inequity); and
- (n) the need to strike the right balance – to provide an adequate pay package while ensuring sustainability and social acceptability, among others.

3. The Committee while considering the submissions received through the Ministry of Civil Service and Administrative Reforms may also hear the authors of submissions and/or their representatives.

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