



REPUBLIC OF MAURITIUS

Ministry of Public Service, Administrative and Institutional Reforms

Circular Letter No. 19 of 2024

E/437/1/01 V3

04 April 2024

From: Secretary for Public Service

To: Supervising Officers in charge of Ministries/Departments

**Industrial Relations - Departmental Meetings with recognised
Federations/Unions**

The promotion of a sound and harmonious industrial relations in all Ministries/Departments is a prerequisite for the enlistment of constructive support and collaboration of stakeholders, in particular, Trade Unions and Federations, towards achievement of established goals and objectives. It is in this spirit that this Ministry had issued Circular Letters No. 37 of 2020 and No. 30 of 2021, wherein the attention of Supervising Officers was drawn to the need to hold regular meetings with Unions/Federations, with a view to thrashing out departmental issues in the interest of organisational efficiency and strengthening employment relations.

2. During recent consultations with Unions and Federations, the attention of this Ministry has been repeatedly drawn to the fact that their requests for meetings and consultations are not being readily entertained at the level of several Ministries and Departments. The absence of such meetings and constructive dialogue not only reflects badly on the image of Government as a major employer, but also causes unnecessarily tensed industrial relations and delays the timely resolution of issues at stake.

3. Supervising Officers of Ministries and Departments are requested to ensure that meetings with Unions/Federations are regularly held as per the mandatory requirement of the Employment Relations Act 2008, as subsequently amended. Such meetings should, as far as possible, be chaired personally by you or by an officer not below the rank of Deputy Permanent Secretary.

4. This Ministry relies on your usual understanding and cooperation.

K. Conhye
Secretary for Public Service

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