



Ministry of Civil Service and Administrative Reforms

19 July, 2017

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Circular Letter No. 51 of 2017

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

To: Supervising Officers i/c of Ministries/Departments

Departmental Meetings with recognised Federations/Unions

The attention of Supervising Officers of Ministries/Departments has, on several occasions, been drawn to the need to have regular meetings with Staff Associations with a view to thrashing out departmental issues in the interest of efficiency and promoting sound staff relations. In this connection, you may wish to refer to the Circular Letter No. 21 of 2015 issued by this Ministry, wherein the need and importance of having regular meetings with Federations/Unions were clearly explained.

2. However, representations are still persistently being received from Federations/Unions to the effect that their requests for such meetings are not being entertained. This absence of dialogue between Management and Staff Associations is causing, in many cases, tense industrial relations and delaying the timely resolution of issues.
3. During my regular meetings with the Federations, I am repeatedly being called upon to emphasize to Ministries/Departments the need to be more attentive and alert to the requests of the Staff Unions for meetings. The Unions argue that the meetings can defuse many unnecessary tensed situations and permit a better dialogue.
4. Supervising Officers are, therefore, strongly urged upon to attend to the request of Unions and grant meetings as and when required. This will certainly pave the way to smooth industrial relations and abate the discontent and irritation of the Staff Unions.
5. Supervising Officers are also reminded that, as far as possible, they should chair all important meetings with the Unions or arrange for such meetings to be chaired by a senior officer not below the level of a Deputy Permanent Secretary.
6. I rely on your usual understanding and co-operation.

S.K. Pather
Senior Chief Executive

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