



MINISTRY OF PUBLIC SERVICE, ADMINISTRATIVE AND INSTITUTIONAL REFORMS  
MAURITIUS

28 July 2022

**Ministry of Public Service, Administrative and Institutional Reforms**  
**Circular Letter No. 46 of 2022**  
**E/247/1/21 T**

**From: Secretary for Public Service**

**To: Supervising Officers in Charge of Ministries/Departments**

**Age Limit for entry in the Public Service**

Currently, the age limit for joining the Public Service is 40 years for all grades, except for the Workmen's Group where it is 48 years. The prevailing age requirement has been a hindrance for recruitment of qualified candidates under the age of 40 years for certain posts which require a particular qualification obtainable after several years of study and post-qualification experience. These include, amongst others, the post of Specialist in the Health sector which requires more than seven years of study, the posts of Architect, Civil Engineer and Quantity Surveyor in the Construction sector and other professional grades in critical sectors.

2. With a view not to depriving the Public Sector from availing the services of high calibre and experienced professionals, Government has decided to review the age limit for entry in the Public Service as follows:-

- (i) from 40 to 50 years for grades requiring a post graduate degree together with years of post-qualification experience as core qualification; and
- (ii) from 40 to 45 years for all grades, except for the Workmen's Group. The age limit for entry in the service in the Workmen's Group will continue to be 48 years.

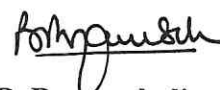
3. However, the provision of paragraph 1.1.3(1) of the Human Resource Management Manual which empowers this Ministry to waive or extend, in exceptional circumstances, the age limit for entry in the Public Sector in respect of scarcity areas will continue to be in force. Any Ministry or Department facing difficulties to recruit the right candidate for a particular post may apply for a waiving or extension of the age limit and should submit full justifications thereof.

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4. The increase in the age limit for joining the Public Service will greatly benefit the Public Sector as follows:-

- (i) equip the Public Sector with the right skills and competencies to deliver on Government mandate;
- (ii) facilitate enlistment of overseas Mauritian professionals to serve the country under the Mauritian Diaspora Scheme;
- (iii) attract valuable talents in critical sectors such as Health, Construction, Information Technology, Law and Management where candidates have to undergo long periods of study in specialised fields to qualify as professionals;
- (iv) enhance mobility between the Public and Private Sectors and give Government the opportunity to tap the best brains for the socio-economic development of the country; and
- (v) provide an opportunity for late developers to join the Public Service while at the same time facilitate redeployment of valuable staff on closure of organisations such as Parastatal bodies, State Owned Enterprises and others.

5. Supervising Officers are hereby requested to ensure compliance with the foregoing decisions and arrange for the new age limit to be clearly spelt out in public advertisements for the respective posts. They are also requested to communicate the content of this circular to the Local Authorities, Parastatal Bodies and State-owned Authorities falling under the purview of their Ministry.



**B. Boyramboli**  
**Secretary for Public Service**

**Copy to:**

- (i) Secretary to Cabinet and Head of the Civil Service**
- (ii) Secretary, Public Service Commission**
- (iii) Secretary, Local Government Service Commission**