



MINISTRY OF PUBLIC SERVICE, ADMINISTRATIVE AND INSTITUTIONAL REFORMS  
MAURITIUS

27 October 2022

**Ministry of Public Service, Administrative and Institutional Reforms**  
**Circular Letter No. 67 of 2022**  
**E/60/28/29/14/06 V3**

**From : Secretary for Public Service**

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

**Key Performance Indicators for Financial Year 2022-2023**

In the last financial year, Government adopted five Key Performance Indicators (KPIs) relating to training, Good Governance, prescription of Scheme of Service and Fire Certificate in respect of buildings housing Public Officers. Most of the KPIs, with the exception of the ones pertaining to Good Governance and Fire Certificate, have been successfully implemented by the majority of Ministries and Departments.

2. With a view to pursuing the professionalisation and transformation of the public sector, Government has adopted the following KPIs for implementation at level of Ministries, Departments, Local Authorities and State-Owned Enterprises:

**(i) Utilisation of Training Budget by Ministries and Departments**

In spite of the restriction on mass gathering for the conduct of face-to-face training, it is noteworthy that Ministries and Departments used up to 82% of their training budget. With the recent appointment of Training Managers, the training function at level of Ministries/Departments is expected to be given a more strategic focus and better planned to meet the strategic objectives and goals of the organisation.

Accordingly, Government has decided that Ministries and Departments should exhaust at least 90% of their training budget before the end of this financial year.

**(ii) Implementation of Phase III of the e-HR**

The e-HR is now in its third Phase and is expected to cover all Ministries and Departments by the end of this Financial Year. All Ministries and Departments will have to ensure that the Leave Management System is fully operational and manual processing of leaves is phased out by August 2023.

**(iii) Compliance of buildings housing Public Officers with Fire Safety Requirements**

Most Ministries and Departments have failed to attain the target set out by Government last year under this KPI. It is noted with concern that only 16 out of 38 Ministries/Departments have obtained their Fire Certificates in respect of buildings accommodating their officers.

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Consequently, the following KPIs have been adopted by Government for this financial year –

- (a) Buildings requiring minor improvements should be carried out forthwith by Ministries and Departments and their Fire Certificate should be obtained from Mauritius Fire Rescue Service by the end of June 2023; and
- (b) For buildings requiring major improvements, Ministries and Departments should submit an Action Plan with a clear time frame for their completion and obtention of Fire Certificate.

**(iv) Filling of Vacancies**

Annually, Ministries and Departments are provided funds for the filling of vacancies to ensure that they have the required human resources to deliver on Government mandate and provide a quality service to the Public. In this context, the filling of at least 70% vacancies has been adopted as a KPI for all Ministries and Departments.

**(v) Good Governance**

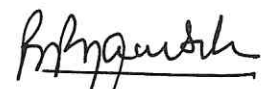
The progress achieved by Ministries and Departments in respect of 75% of the implementation of the recommendations contained in their Corruption Risk Assessment Reports and conduct of two Corruption Risk Assessments at the level of State-Owned Enterprises have been very slow. In fact, less than 40% of Ministries/Departments achieved these targets.

After consultation with the Independent Commission Against Corruption, Government has decided to maintain the previous KPIs for the financial year 2022-2023.

3. This Ministry has been assigned the responsibility to monitor and report progress on the implementation of the foregoing KPIs to Government on a regular basis. Accordingly, the Public Sector Business Transformation Bureau of this Ministry will in due course provide desk officers of Ministries/Departments with appropriate training on the recording of the implementation progress of the KPIs on the Management Information System of this Ministry.

4. Supervising Officers are, hereby, requested to initiate appropriate action at their end for the implementation of the above KPIs and to report progress on a quarterly basis to the Public Sector Business Transformation Bureau.

5. The Public Sector Business Transformation Bureau is available on the telephone numbers: 405 5427, 405 5437 and 405 5461 or email address: [psbtb@govmu.org](mailto:psbtb@govmu.org) to provide any additional information.



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

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