



MINISTRY OF PUBLIC SERVICE, ADMINISTRATIVE AND INSTITUTIONAL
REFORMS
MAURITIUS

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Ministry of Public Service, Administrative and Institutional Reforms

Circular Letter No. 40 of 2021

E/60/28/29/14/02

From : Secretary for Public Service

To : Supervising Officers in charge of Ministries/Departments

Key Performance Indicators for Financial Year 2021-2022

As you are aware, in the last Financial Year, Government adopted three Key Performance Indicators (KPIs), relating to, procurement, training and good governance to accelerate the process of transformation in the Public Service and promote integrity. These KPIs have significantly contributed in fostering marked transparency in Government procurement, enhancing capacity building of Public Officers and promoting good governance.

2. For this Financial Year, Government has adopted five new KPIs for implementation at the level of Ministries, Departments, Local Authorities and State-Owned enterprises, namely –

(i) **100 % utilisation of Training Budget by Ministries and Departments**

Recognising that training is a prerequisite for skill upgrading and performance of Public Officers in the Public Sector, it is imperative for all Ministries and departments to come up with tailor-made training programmes for their staff. In this context, it has been decided that Ministries and Departments should exhaust 100% of their training budget before the end of this Financial Year.

(ii) **Implementation of the e-HR system in selected Ministries**

Phase I of the eHR project which pertains to the Ministry of Information Technology, Communication and this Ministry has already been completed. This Ministry will shortly start the rolling out of the eHR system to other Ministries and Departments. To that end, all Ministries/Departments will have to update the HR data in the HRMIS database for eventual migration to the new eHR platform.

(iii) **Compliance of buildings housing Public Officers with fire safety requirements**

A valid Fire-certificate in respect of buildings housing Public Officers should be secured by all Ministries and Departments.

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(iv) **Prescription of Scheme of Service**

Recruitments and promotions in the Public Service are effected on the basis of the requirements prescribed in the Scheme of Service. Ministries should ensure that Schemes of Service are prescribed in a timely manner for the prompt filling of vacancies. For this Financial Year, the approved KPI focuses on 75% of Schemes of Service to be prescribed.

(v) **Good Governance**

In a bid to promote a corruption-free Public Service the following KPIs should be adopted -

- a. At least 75% of the implementation of the recommendations contained in the CRA reports; and*
- b. Conduct of two CRAs by Parastatals and State-Owned enterprises.*

The ICAC will provide necessary assistance and guidance accordingly.

3. This Ministry has been assigned the responsibility to monitor and report progress on the implementation of the foregoing KPIs to Government every four months. Accordingly, the Public Sector Business Transformation Bureau of this Ministry will in due course provide desk officers of all Ministries and 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 in a timely manner.

5. The Public Sector Business Transformation Bureau is available on the following phone numbers: 405-5427, 405-5437 and 405-5461 or email: 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