



**MINISTRY OF PUBLIC SERVICE, ADMINISTRATIVE
AND INSTITUTIONAL REFORMS
MAURITIUS**

17 December 2019

Ministry of Public Service, Administrative and Institutional Reforms
Circular Letter No 90 of 2019
E/427/5/01 V8

From: Secretary for Public Service

To: Supervising Officers in Charge of Ministries/Departments

End of Year Bonus

The conditions for the payment of end-of-year bonus in the Public Sector are laid down at paragraph 18.1.2 of the Pay Research Bureau Report 2016 and are to be complied with as in previous years.

2. As per existing arrangements, the basic salary and salary compensation are taken into account for the computation of the end-of-year bonus. Where an officer has been assigned higher duties or appointed to act in a higher office, the responsibility/acting allowance is also included in the end-of-year bonus, provided that the acting/responsibility allowance has been drawn for a continuous period of at least four months during the calendar year.

3. Your attention is drawn to the fact that the provisions of the Workers' Rights Act (Act No. 20 of 2019) which has taken effect as from 24 October 2019 are **NOT** applicable to public sector organisations, in relation to payment of end-of-year bonus. The above mode of computation should therefore be maintained for the payment of end-of-year bonus in the public sector.

4. It would be appreciated if the contents of the Circular Letter could be brought to the attention of all the officers serving in your respective Ministries/Departments and parastatal organisations falling under the aegis of your Ministry. You should also ensure that the above provisions are complied with.


J. M. Simonet

Secretary for Public Service

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