



**MINISTRY OF CIVIL SERVICE AND ADMINISTRATIVE REFORMS
MAURITIUS**

30 May 2019

Ministry of Civil Service and Administrative Reforms
Circular Letter No 43 of 2019
E/125/5/03

From: **Secretary for Public Service**
To: **Supervising Officers in Charge of Ministries/Departments**

Discipline: Alcoholism/Drug Addiction in the Service

It has been reported that quite a number of officers regularly absent themselves from duty, often for prolonged periods, because of alcohol-related diseases and that some officers attend duty under the influence of alcohol/drugs.

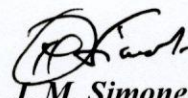
2. The physical, psychological and social problems associated with the abuse of alcohol/illicit drug consumption need not be emphasized. At the workplace it can lower an officer's performance, affect adversely the environment in which he operates and impair efficiency generally.
3. The consumption of alcoholic drinks/drugs during official working hours is a serious offence and should not be tolerated. Disciplinary action should, therefore, also be taken against public officers who are under the influence of alcohol/drugs while on duty.
4. In view thereof, Responsible/Supervising Officers are requested to:
 - (i) carry out a close monitoring at all levels in their organisations, especially all cases of absenteeism resulting from the abuse of alcohol/illicit drug consumption, with a special attention to officers working on night shifts;
 - (ii) set up independent squads comprising officers of their relevant Ministries/Departments as well as officers of the Internal Control to carry out surprise checks, especially during night shifts, wherever necessary; and

2../

(iii) refer any officer whom they suspect or have evidence that the officer is an alcoholic/drug addict to counselling services offered by the Dr Jeetoo and Brown Sequard Hospitals, as well as all the other Regional Hospitals, including Mahebourg Hospital. Officers can be informed that these Drug Addiction Units are open from 9 to 16 hours during weekdays and from 9 to 12 hours on Saturdays. Such absences should be reckoned against their leave entitlement.

5. As you are aware, where an officer's record of sick absences has been bad for two consecutive calendar years and it has not been possible to retire him on medical grounds, action should be taken with a view to his retirement in the public interest under the appropriate regulations.

6. Supervising Officers are kindly requested to ensure that the contents of this Circular are brought to the attention of all members of your staff as well as the Parastatal Bodies falling under the aegis of your organization.



J. M. Simonet

Secretary for Public Service

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