



MINISTRY OF CIVIL SERVICE AND ADMINISTRATIVE REFORMS

MAURITIUS

04 July 2017

Ministry of Civil Service and Administrative Reforms

Circular Letter No. 48 of 2017

E/153/1/120/TF4

From: **Senior Chief Executive, Ministry of Civil Service and Administrative Reforms**

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

Unauthorised Employment

As a rule, Public Officers are not authorized to engage in any outside employment for remuneration or otherwise, unless prior approval is obtained from their Responsible Officer. The conditions governing outside employment are clearly spelt out in the Human Resource Management Manual (HRMM) and the Code of Ethics for Public Officers.

2. The Independent Commission Against Corruption (ICAC) has recently drawn the attention of this Ministry to the fact that there are cases of public officials who have not followed the correct procedures and have not respected the conditions laid down in the documents referred to above. This is obviously a matter of serious concern and has to be dealt with with the utmost rigour. This Ministry has been advised to bring constructive reforms to the existing system regarding outside employment and to come up with a mechanism to prevent any occurrence of cases where public officers undertake private business activities and place themselves in situations of conflict of interest.

3. Pending a review of the policy on outside employment, the attention of all officers, especially those who are responsible for the issue of licences, permits and lease agreements, is drawn to the provisions laid down at Chapter 2 Section II of the Human Resource Management Manual (HRMM) and paragraph 10 of the Code of Ethics in relation to outside employment. The relevant extracts are enclosed for ease of reference. Any contravention of these provisions should be dealt with in accordance with the regulations in Part IV of the Public Service Commission Regulations.

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5. Supervising Officers are requested to bring the contents of this Circular letter to the attention of all officers, including those of Parastatals and other public bodies falling under their purview.

6. I rely on your cooperation in the matter, so that we can curb down, if not eliminate, cases of non – compliance.



(S.K. Pather)
Senior Chief Executive

Copy to: Secretary to Cabinet and Head of Civil Service
Director General, ICAC