

**Ministry of Public Service,  
Administrative and Institutional Reforms**

**SPEECH**

**By**

**The Hon. Teeruthraj HURDOYAL**

**Minister of Public Service, Administrative  
and Institutional Reforms**

**On the occasion of a One-day**

**Workshop for Chairpersons**

**of**

**Training Committees**

**Thursday 27 February at 09:00 hrs**

**Le Plateau Conference Room**

**Caudan Arts Centre**

**Port Louis**

**Mr. Ragen, Secretary for Public Service**

**Mr. Seebaluck, Chairperson, Civil Service College Board**

**Prof. Durbarry, Director-General, Civil Service College, Mauritius**

**Permanent Secretaries**

**Presidents of Federations of Trade Unions**

**Distinguished Guests**

**Members of the Press**

**Ladies and Gentlemen,**

It gives me immense pleasure to address you this morning on the occasion of the one-day Workshop for Chairpersons of Training Committees organised by my Ministry, in collaboration with the Civil Service College, Mauritius.

As most of you are aware, the Pay Research Bureau, in its various reports, has recommended that Public Officers should be provided 40 to 60 hours of work related training annually. In this context, for the current financial year, Government has provided an amount of some Rs 113 M for the purpose of enhancing the competencies of public officers through training.

Furthermore, Government has set up a Civil Service College which is fully operational since November 2015 and which caters for the specific training needs of public sector employees at all levels. As at to-date, the

Civil Service College has already dispensed training to more than 30, 000 public officers.

In order to provide training in a more conducive and congenial environment, Government is in the process of constructing a new Civil Service College at Le Reduit which will be a Centre of Excellence in training and development of public officers.

This clearly reflects the commitment of Government to improve the performance and boost the productivity of public officers as well as to ensure that they have the necessary competencies to deliver at the expected level.

**Ladies and Gentlemen,**

Training and Development is a vital component of Human Resource Management and forms part of the overall strategy to nurture a culture of performance in the Public Service.

I wish to highlight here that capacity building and capability development is a central and integral constituent of the Public Sector Business Transformation Strategy which is being driven by my Ministry.

In order to facilitate the continuous professional development and growth of public officers across the service, my Ministry had already made an appeal to Supervising Officers of Ministries and Departments to set up Training Committees at their level with a view to elaborating appropriate

Action Plans that would take on board the specific training needs and requirements of public officers at all levels.

Furthermore, my Ministry has devised a new list of training modules built around five clusters taking into account the need to ensure the capacity building and capability development of public sector employees, irrespective of grades, as well as the imperatives of the ongoing transformation of the public sector. It should be noted here that for the first time ever, the training strategy contains a training programme designed specifically for employees of the Workmen's group.

### **Ladies and Gentlemen,**

Human Resources are our most valuable asset and, as such, enhancement of Human Capital is a crucial factor in capacity building and development for improving performance in the Public Sector. A trained workforce is meant to assist Government in its endeavour for achieving sustainable development and raising the standard of living of our people.

My Ministry is sparing no effort to provide opportunities to public officers to equip them with the necessary knowledge, skills and competencies to help them perform their duties more effectively, more efficiently and in a more customer-friendly manner.

In order to achieve the objective set by Government with regards to training, it is imperative that Training Committees are fully functional and instrumental in the identification of training requirements of public officers

in Ministries and Departments so that the appropriate training could be imparted to them.

**Ladies and Gentlemen,**

I believe that investing in our human resources will prove to be the gateway to improving service delivery and the emergence of a talented workforce. There is no doubt that public officers are the architect of a dynamic and modern public service and that, should their proficiencies be taken care of, they would enhance significantly the development of the country for a modern society.

This Workshop has come at a very opportune time, especially as we are engaged in the transformational change occurring in the public service which is triggered by the forces of globalisation and economic liberalisation, with increasing focus on high quality and more sophisticated public services.

I am aware that public organisations are under constant pressure to reinvent themselves in order to face the daunting challenges that are ever unfolding. The highest level of services are always expected from the public that calls for professionalism and commitment to quality in service delivery.

**Dear participants,**

This training programme is an excellent platform for you to acquire the required skills in order to enable you to play your role effectively as

Chairpersons of Training Committees in your respective Ministries and Departments.

With these words, I would like to thank you for your presence and wish you a very productive and enriching Workshop.