

6th of June 2017

Speech to welcome new Management Support Officers and Word Processing Operators

Ladies and Gentlemen,

Welcome to the Civil Service.

You are the selected few. You have been chosen on top of the thousands who have responded to the advertisements of the 22nd January 2014 and 11th September 2015, for the posts of Word Processing Operators and Management Support Officers respectively. As Minister of the Civil Service and Administrative Reforms, I am welcoming you to this 61,000 strong workforce which has been the backbone of the social and economic progress of this country for decades.

Today is an important step in your career path. You are now public servants. You must realize that you have a very important responsibility, as public servants. It is a sacred task and we expect you to invest yourself wholeheartedly and commit yourself entirely to your duties and functions.

You are joining the civil service at a time when government is pushing for reforms. Reforms and transformation of existing structures have already started and are being carried out to enable us to keep pace with globalization and the changing demands of our economy and society.

Reforms once completed will enable us to gain competitive advantage in the region and worldwide.

I am sure that you are aware of the odds which are against us. But one of the strengths of the civil service is its continuity and ability to adapt when needed. As WPOs and MSOs, you will be exposed to the challenges facing this Government and the Civil Service. You will be in a position where you will witness how the challenges facing this country and the world at large, are addressed and how we are striving to improve the quality of life of people.

Government is faced with increasingly complex and cross-cutting issues. Economic volatility, adverse demographic trends and climate change are the main ones. Presently, with a more educated and vocal citizenry and the rise of the social medias on top of it, public servants, across the world, are finding themselves under keener scrutiny from the public.

To address these issues, it is important for the Civil Service to make provisions for more effective engagement with citizens and to be adaptable enough so that we can anticipate and rapidly respond to changes in both the global and local environment. In this context, the upcoming Civil Service Reform is timely.

By the end of this government's mandate, a new model of the Mauritian Civil Service, aligned to a common purpose, vision, goal, belonging and behaviors will be set in place. With the Budget 2017/2018, we can safely expect that the Prime Minister and Minister of Finance and Economic

Development to give more details in his budget speech about the transformation which the country should undergo so that we become a high income economy.

WPOs and MSOs, you come into the Civil Service at a time where vistas of opportunities are being opened up. You will have the chance to apply internally for higher remunerated jobs. However, it will all depend upon you, your dedication and desire to progress in the Civil Service career path. Remember, you will have to subscribe to the principles of good governance, always.

We want to guide and empower you with the tools to boost up your productivity level and efficiency and for that purpose the Civil Service College which has started its operations in November 2015, runs a number of courses tailored to suit the needs of all the categories of public officers ranging from senior Public Sector Managers to officers in the workman's class. Leadership courses as well as Communication and Interpersonal Skills and Customer Care Excellence amongst others will be provided to you. In an era, where internet has become decisive in keeping ourselves informed, we have made sure that an e-learning system be made available. What you will be taught there, will help you improve your performance at work.

Dear Recruits,

I want you to remind yourself, always, that had the Civil Service of this country, not demonstrated competence in critical times, this country would not have come this far.

Government decides but it is for the Civil Service to implement. If it does not do it well, then the

economy suffers. And when the economy suffers, the country is more likely to face social instability. Wherever you may be posted, you will have to work hard, because sooner or later, your work will have an impact on economic growth and hence, on the country's future, our future.

Look at Singapore. People talk about Singapore without understanding that it is Singapore's Civil Service that made it what it is today. In a book, published in 2012, *Virtuous Cycles: The Singapore Public Service and National Development*, commissioned by the United Nations Development Programme, 4 key management approaches were identified as the basis of success, "Integrity", "Meritocracy", "Results-Oriented" and "A Fair Share of Talent".

You know that Mauritius holds Singapore as a model. During the visit of DPM, Tharman Shanmugaratnam, agreements were signed for our Singaporean counterparts to give us a helping hand our initiative to reform the Civil Service. In the meanwhile, I believe, that this assembly here, today has already enabled us to meet two of the 4 key management approaches, "Meritocracy" and "A Fair Share of Talent". When it comes to Integrity and to be result-oriented, I will leave that to you and the Civil Service College. Make us proud.

