



MINISTRY OF CIVIL SERVICE AND ADMINISTRATIVE REFORMS  
MAURITIUS

06 October 2006

Ministry of Civil Service and Administrative Reforms

Circular Letter No 39 of 2006

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To: Supervising Officer, Ministry of Civil Service and Administrative Reforms

cc: Supervising Officers i/c Ministries/Departments

**Review of Pay and Grading Structures  
and Conditions of Service**

The Pay Research Bureau will be starting discussions shortly with this Ministry on Conditions of Service in the context of the overall review of Pay and Grading Structures and Conditions of Service in the Public Sector.

In this connection, I should be grateful if you could arrange for the Officer-in-Charge of your Personnel Division to liaise with the administrative and technical officers in your Ministry/Department as well as those in para-statal bodies falling under the aegis of your Ministry/Department and submit proposals on general Conditions of Service.

You may wish to note that the Pay Research Bureau has, in its 2003 Report, given full consideration to conditions of service in the public sector, so as to induce desirable employee behaviour and develop the right mindset and attitude among public officers for improved work performance and at the same time catering for officers' welfare and needs.

In preparing your submissions, it would be advisable to take into account, *inter alia*, the following:

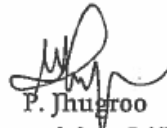
- (a) the effectiveness of Conditions of Service in achieving the foregoing objectives;

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- (b) any problem that has arisen out of the implementation of the 2003 PRB recommendations relating to Conditions of Service;
- (c) the present benefits to the different stakeholders, and in particular, the acquired rights of employees;
- (d) the proportion of fringe benefits in the total remuneration package; and
- (e) the cost implications of new conditions as well as for any improvement to the existing ones.

It would be appreciated if you could arrange to forward your submissions to this Ministry by Tuesday 31 October 2006. For clarification or guidance, the following officers may be contacted:

- (i) Mrs C.F. Ip Hee Wai, Director Human Resource Management  
Tel. No. 2012129
- (ii) Mr Y. Ramkhelawon, Deputy Director, Human Resource Management  
Tel. No. 2119546



P. Jhugroo  
Supervising Officer

Copy to:

Secretary to Cabinet and Head of the Civil Service  
Director, Pay Research Bureau

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