



MINISTRY OF CIVIL SERVICE AND ADMINISTRATIVE REFORMS
MAURITIUS

08 November 2011

Ministry of Civil Service and Administrative Reforms
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From: **Senior Chief Executive, Ministry of Civil Service and Administrative Reforms**
To: **Head of Ministries/Departments**

Evaluation of Performance Management System – Consultancy Services

This Ministry in collaboration with the United Nations Development Programme (UNDP) has retained the services of two consultants namely, Mr M. Rao – International Expert, and (Mrs) N. Luckheenarain- National Expert, to conduct an evaluation of the PMS model developed and being implemented across the Civil Service.

The consultants will undertake the assignment over a period of six months as from November 2011 and their terms of reference include the following:

- (i) take stock of the status of PMS in the Civil Service.
- (ii) carry out a comprehensive evaluation of the PMS model put in place;
- (iii) assess the effectiveness of PMS in Ministries/Departments where it has already been implemented;
- (iv) advise on how to improve the strategy to sustain the system;
- (v) develop a framework for the alignment of PMS to the Program Based Budget;
- (vi) provide a detailed roadmap for modernization of the system; and
- (vii) make recommendations along with an implementation schedule, for PMS to integrate other key issues such as career development, promotion, sanctions and rewards.

The consultants are expected to call you and your officers for a working session. I would appreciate if you would extend your full assistance and collaboration to facilitate their task.

I thank you for your collaboration.

(S. Seebaluck)
Senior Chief Executive

Secretary to Cabinet
Head of the Civil Service