

Local Government Service Commission
Vacancy - Post of Human Resource Officer
Local Government Service

Applications are invited from qualified candidates who wish to be considered for appointment as Human Resource Officer in the Local Government Service.

The permanent and pensionable post carries salary in the scale of Rs 17200 x 600 – 23200 x 800 - 26400 a month.

Appointment in a temporary capacity carries salary at the flat rate of Rs 17200 a month.

2. **Qualifications :**

Candidates should possess :

- A. (a) A Cambridge School Certificate with credit in at least five subjects including English Language, French and Mathematics or Principles of Accounts obtained at not more than two sittings.

OR

- (b) Passes not below Grade C in at least five subjects including English Language, French and Mathematics or Principle of Accounts obtained at not more than two sittings at the General Certificate of Education "Ordinary Level" provided that at one of the sittings, passes have been obtained either (i) in five subjects including English Language with at least Grade C in any two subjects or (ii) in six subjects including English Language with at least Grade C in any one subject.

Note 1: Candidates not possessing a credit in English Language at the Cambridge School Certificate will also be considered provided they possess passes in at least two subjects at 'Principal Level' and one subject at "Subsidiary Level" as well as the General Paper obtained on one Certificate at the Cambridge Higher School Certificate Examination.

- B** A Cambridge Higher School Certificate or Passes in at least two subjects obtained on one Certificate at the General Certificate of Education “Advanced Level”.

OR

Equivalent qualifications to A and B above acceptable to the Local Government Service Commission.

NOTE : Qualification at A above should have been obtained prior to qualification at B above.

- C** A Diploma in Human Resource Management from the University of Mauritius or University of Technology, Mauritius or an equivalent qualification acceptable to the Local Government Service Commission.
- D.** Candidates should be computer literate.

Candidates should also have:

- (i) knowledge of human resource management techniques and practices;
- (ii) good communication, leadership qualities and analytical skills; and
- (iii) skills in examining Human Resource matters and ability to produce a balance view of arguments/issues involved.

3. Age Limit

Candidates should have reached their 18th birthday and, unless already in the Local Government Service/Government Service/Approved Service should not have reached their 40th birthday by the closing date for the submission of applications.

4. Duties :

1. To provide advice and assistance in accordance with standing rules and regulations on **Human Resource** policies and other related matters.
2. To correctly interpret and consistently apply rules and regulations and procedures so that all employees are treated fairly and equitably.
3. To supervise and provide proper guidance and training to junior staff.
4. To participate in job inspection exercises with a view to keeping staffing requirements under constant review.
5. To attend to Court cases in connection with **Human Resource** matters.

6. To keep up-to-date personnel records of all employees including records such as absenteeism, sickness, late arrivals, early departures, etc.
7. To **assist in the preparation** of computation of pensions, gratuities and severance allowance of all employees/part-time workers proceeding on retirement.
8. To assist in the implementation of the Performance Management System.
9. To assist in :-
 - (i) the determination of human resource needs of the Councils in terms of number, grading and level of responsibility;
 - (ii) the deployment and placement of staff;
 - (iii) the drafting of Schemes of Service; and
 - (iv) the promotion of good industrial relations, staff welfare and a healthy and safe working environment.
10. To perform duties of Secretary or act as Member of Committees/Boards concerning **Human Resource** matters.
11. To use Information and Communication Technology in the performance of his duties.
12. To perform such other duties directly related to the main duties listed above or related to the delivery of the output and results expected from incumbents in the roles ascribed to them according to their postings.

Note : Human Resource Officers who do not have an exposure of Public Sector will, subject to the exigencies of the service be given attachment to Government Ministries/Department up to a minimum of three months to enable them to get the required experience for proper performance.

5. Mode of Application

- (i) Qualified candidates should submit their applications :
 - (a) **either**

on LGSC Form 7 which may be obtained either from the office of the Local Government Service Commission, Louis Pasteur Street, Forest Side or from any Local Authority.

(b) or

online through the website of the LGSC at [http : // lgsc.gov.mu](http://lgsc.gov.mu) or through the Government Citizen Portal at [http : // citizen.gov.mu](http://citizen.gov.mu);

Note 1: Details of this advertisement as well as the application form (LGSC Form 7) are also available on the website of the LGSC at the above mentioned address.

Note 2: Prospective candidates willing to submit their applications online may also call at the office of the Local Government Service Commission, where online facilities are offered, free of charge from 13.00 hours to 15.00 hours on weekdays or at any Local Authority during the prescribed hours where such facilities are offered free of charge.

Note 3: Acknowledgement of application will be made as far as possible by email.

(ii) Candidates already in the Local Government Service should submit their applications in duplicate, the original should be sent directly to the **Secretary** of the Local Government Service Commission and the duplicate one to their Responsible Officer, who will forward it to the Commission within a week after the closing date.

(iii) Candidates are advised to read carefully the 'NOTES AND INSTRUCTIONS TO CANDIDATES' before filling in the application form.

(iv) The envelope should be clearly marked on the top left-hand corner :-

"Post of Human Resource Officer, Local Government Service"

6. Closing Date

Qualified candidates should submit their applications to the **Secretary**, Local Government Service Commission, Louis Pasteur Street, Forest Side so as to reach him **not later than 4.00 p.m on 23 October, 2009**.

IMPORTANT

(i) Qualifications obtained after the closing date will not be accepted. Only qualified persons should apply.

(ii) Incomplete, inadequate or inaccurate filling of the application form may cause the elimination of candidates from the competition.

(iii) Applications not made on the prescribed form will not be considered.

- (iv) Applications received after the closing date and time will not be accepted. The onus for the prompt submission of applications so that they reach the **Secretary** of the Commission in time lies solely on applicants.
- (v) The Commission reserves the right not to make any appointment following this advertisement.

**Local Government Service Commission,
Louis Pasteur Street,
FOREST SIDE**

Date : 09 October, 2009