

SPEECH

Address by Honourable A. Gungah, Minister of Civil Service and Administrative Reforms on the occasion of the Opening Ceremony of an Induction Programme for newly appointed Human Resource Officers at Fooks House, Port-Louis on Monday 24 January 2011 at 09:30 hrs.

Mr Seebaluck, Senior Chief Executive of my ministry

Mrs Oree, Acting Permanent Secretary, of my ministry

Mrs Beeharry, Acting Director, Human Resource Management,

Mr Mowlana, of the Commonwealth Secretariat,

Ms Tan, Director Civil Service College of Singapour,

Dr Ghosh, Senior official of the Civil Service College of Singapour,

Trade Union Representatives,

Participants,

Members of the Press,

Ladies and Gentlemen,

Good morning to all of you.

It is my pleasure, at the very outset, to extend a very warm welcome to our overseas guests, Mr Mowlana from the Commonwealth Secretariat, Ms Tina Tan and Dr Rinkoo Ghosh from the Civil Service College of Singapore.

Allow me to congratulate the 38 officers who have been recently appointed in the grade of Human Resource Officers. You have been selected from amongst hundreds of applicants and I must say that you are the lucky ones who now have the opportunity and privilege to work in the HR Cadre. You do reckon a good number of years of experience in the public service and as such you should be familiar with the machinery of Government. Your past experience will surely help you in delivering your assignments.

In my intervention during the debate on the Presidential Address, I mentioned that the vision of this Government is to transform the Civil Service into a **Smarter Civil Service**. In order to achieve this vision, I highlighted the urgent need for **three** main thrusts that will have profound effects for the development and progress of the civil service in the coming years. These are:

First- establishment of a national policy and strategy Human Resource Planning;

Second- programme for enhancement of work environment in the civil service;

And third- the setting up of a Civil Service College.

You will agree that, no matter how good our intentions may be, we cannot achieve without the contribution of our most valuable resource which is our public officers, at practically all levels. Human Resource is considered to be the lifeblood and the ultimate source of value in any organization. I share this opinion as I have also been a director in a private institution.

The management of human resources in the public service, faces formidable challenges, in reconfiguring its roles, responsibilities and model of service delivery. To do so, we must necessarily develop of our public officers in order to deliver quality service.

The Induction Programme you are following, will no doubt help you to understand your role in the effective management of human resources in your respective Ministry and Department and empower you to face the day-to-day challenges at your workplace. The objectives of this Programme are to facilitate your integration in the HRM Cadre. You will be exposed to new trends and challenges relating to human resource management in the public service. You will

be introduced to HR procedures and practices and you will familiarize yourselves with the tools required.

But, above all, you will have the opportunity to meet well informed Resource Persons who are of calibre. You should seize this opportunity to interact with them and clear any doubts you may have regarding specific issues relating to the HR function. You should also endeavour to know your colleagues and network to share knowledge.

The different modules in the Programme, will help you appreciate the fundamental values of objectivity, integrity, impartiality and honesty underpinning the public service and should be protected, preserved and upheld at all times.

Internalizing these values will earn you respect from not only your customers, but also your subordinates, peers and superiors. As you aspire to follow a career in the HRM Cadre, you should cultivate an open mind, be ready to learn at whatever level you may be and not be afraid to question status quo. You should be the agent of change in the service. In this context it is appropriate for me to quote the Nobel Prize for Literature, George Bernard Shaw, I quote:

“Progress is impossible without change, and those who cannot change their minds cannot change anything”

End of quote.

As minister, I am here to see that all officers are well equipped to undertake the changes and reforms in the Civil Service. I am fully aware that one of the main elements for successful reform is training at all levels. This is why I have made it a personal commitment and challenge to set up a Civil Service College at the earliest possible.

I am therefore very pleased, happy and encouraged that the commonwealth secretariat has responded promptly and positively to our solicitation and we now have the visit of a high profile delegation from Singapore to help us in setting up our own Civil Service College.

I am very thankful to both the Commonwealth Secretariat and the Singapore Civil Service College for putting their services and experience at our disposal. We look forward to very fruitful interaction and conclusion.

I wish you, Miss Tina Tan, Dr Rikoo Ghosh and Mr Omar Mowlana a very pleasant stay and invite you, in spite of your busy schedule, work to take some time to visit the country.

I also wish all the participants an enriching and successful career in the Public Service.

I now have the pleasure, Ladies and Gentlemen, to declare the Induction Programme open.

I thank you for your kind attention.