

Speech for Minister

ADDRESS BY THE HONOURABLE A. K. GUNGAH, MINISTER OF CIVIL SERVICE AND ADMINISTRATIVE REFORMS ON THE OCCASION OF THE AWARD OF CERTIFICATES TO SUCCESSFUL CANDIDATES OF THE AWARD COURSES AT THE UNIVERSITY OF TECHNOLOGY, MAURITIUS ON THURSDAY 21 APRIL 2011 AT 13:00 HOURS.

Mr Seebaluck, Senior Chief Executive of my Ministry

Mr Fokeer, Director General, University of Technology, Mauritius

Dr Reddi, President, University of Technology, Mauritius

Officers of my Ministry and staff of the UTM,

Resource Persons,

Representatives of Trade Unions,

Awardees,

Members of the Press,

Ladies and Gentlemen,

Good Afternoon,

I am pleased to join you for this ceremony for the award of certificates to the 55 participants from the grades of Executive Officer, Senior Officer and Confidential Secretary who have successfully completed the training course at the University of Technology, Mauritius.

2. I would like, first and foremost, to congratulate you, awardees, for your success and achievement which, we are gathered here today to celebrate and also to recognise your hard work, commitment and patience during the training period when you had to attend to your several obligations, professional and personal, along with your studies.

3. I am informed that so far some 875 Officers of the General Services have benefitted from the Award Course which has been organized by my Ministry in collaboration with the University of Technology Mauritius.

4. The public service plays a very central and indispensable role in the effective delivery of services that are key to the functioning of the Government and overall running of the country. There is an array of services provided by the Government to the people. These include roads funded by Government, free health care in hospitals and health centres, free education and transport to students. Government also creates legislation to provide protection, security and freedom to the population.

5. In undertaking the work for providing these services, the roles and responsibilities continue to grow as the expectations of the population increase and become more and more demanding. In return the pressure builds up on the civil service to provide quality and timely services within the limited resources. When the delivery of services is constrained and become ineffective, it affects the quality of life of the people and the country's development process.

6. In this regard, the reforms initiatives are geared to transform the public service to become the critical driver to ensure effective and efficient utilization of the limited resources.

7. Hence Government has introduced two major reforms, namely, the **Performance Management System** and the **Programme Based Budgeting**. The former aims to improve management of human resources and their performance while the latter focuses on managing financial resources on the basis of programmes and sub-programmes of each public sector organisation. Both initiatives are meant to enhance performance through efficient, effective and optimal utilization of the resources, that is, human and financial.

8. Moreover, these two major reform initiatives require a paradigm shift in managing government business and call for a transformation of the public service from a passive, inward looking, rule based bureaucracy to one which is proactive, outward looking, result-oriented, and performance-based. The

population is looking for a Civil Service that provides maximum customer satisfaction and value for money.

9. Today, we cannot deny the progress achieved through the ongoing reform process. Furthermore, in its endeavour to build a Smarter Civil Service, my Ministry is working towards the formulation of a New Reforms Strategy. We are currently having discussions with the **Commonwealth Secretariat** and the World Bank for assistance to formulate a **Civil Service Reforms Strategy**. We are also seeking their assistance for the elaboration of a **Human Resource Strategy** and a new **Human Resource Management Information System**.

10. I have always made the point that reforms should be a never-ending journey. The ongoing reforms should be consolidated while other new initiatives should be identified to face the emerging challenges. Reform should be done through motivation and not through tension. We are all involved in this

process and we should work in close collaboration in order to make it a success.

12. It is nearly one year now, since I was sworn in as Minister of Civil Service and Administrative Reforms. I must say that we have strived to move forward some important reform projects in the civil service. Among them we have:

- The Civil Service College: Before the end of this year we are planning to set up the Civil Service College with the help of the Commonwealth Secretariat. In January, the latter sent a representative, accompanied by the Director of the Civil Service College of Singapore for a feasibility study which we are presently studying;
- **Enhancement of Work Environment Scheme:** 72 Projects have already been approved by my Ministry to improve work environment under this **Scheme**.
- And thirdly, the **Medical Insurance Scheme** for Public Officers. I must say that we have recently received a

revised proposal from the SICOM and a committee chaired by the Senior Chief Executive of my Ministry is looking into the proposals;

13. I must say that we have the will to achieve the vision of this Government to modernise Mauritius and improve the quality of life of all Mauritians. There is no doubt that the task of the Government is huge and challenging, we need to galvanise the efforts from one and all. I wish to make a call upon all of you and the stakeholders as well to join hands together to make this vision a reality. Let nobody sit on the fence and point fingers. But let us collaborate and make things happen. I must also add that we welcome positive criticisms and suggestions as we move on.

14. Allow me to reiterate my sincere congratulations to all of you for your achievement. You will be an indispensable part of your organisation's effort to be excellent. Your journey

for continuous learning or lifelong learning continues rather than ends today.

I will end by this quotation:

“Knowing is not enough, we must apply,

Willing is not enough, we must do.”

So, after this training, I look forward that you continue learning and you apply what you have learned.

I thank you for your attention.