
LOCAL GOVERNMENT SERVICE COMMISSION

ANNUAL REPORT 2022-2023



INTRODUCTION

This Annual Report, on the performance of the Local Government Service Commission (LGSC), is a statutory requirement in accordance with Section 4B of the Finance and Audit Act and has been structured as per the guidelines issued by the Ministry of Finance, Economic Planning and Development (MOFEPD). It gives an overview of the major activities carried out by the Commission during the Financial Year 2022-2023. This Report provides information for all our stakeholders and the public at large.

The LGSC is committed to adopt the best innovative practices to continuously improve systems and processes to attain enhanced performance standards.

STRUCTURE OF THE REPORT

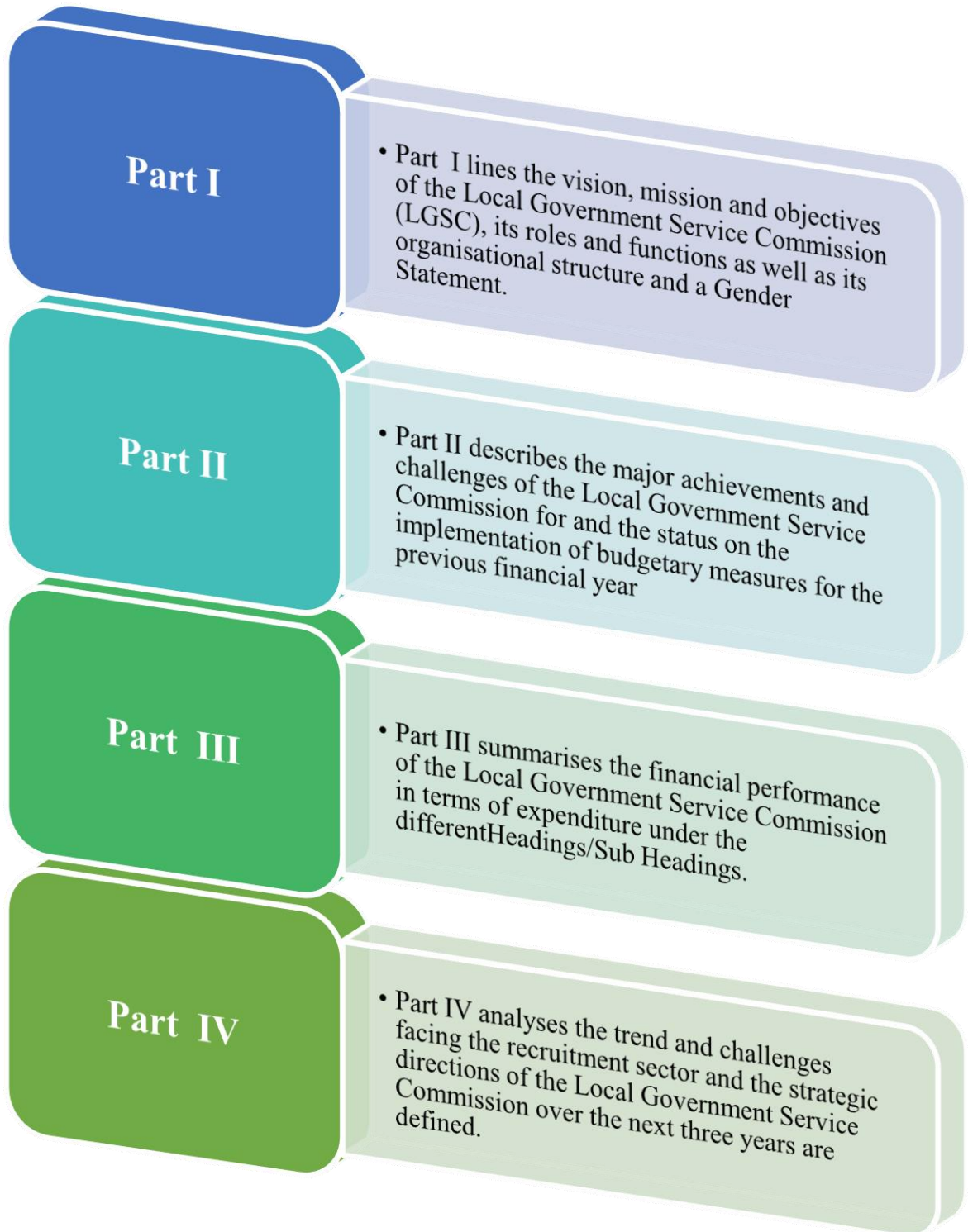


Table of Contents

Statement of the Secretary of LGSC	8
PART I.....	1
ABOUT THE LOCAL GOVERNMENT SERVICE COMMISSION.....	1
Vision, Mission And Objectives	2
Our Core Values	3
Roles and Functions of the LGSC	4
Key legislations	6
Gender Policy Statement	7
About Our People	10
Composition of the Commission	10
Senior Management Team.....	10
Our Policies	12
Training and Development	14
PART II	16
ACHIEVEMENTS	16
Status on Implementation of Budget Measures.....	31
Internal Committees	31
Status on Implementation on Key Actions.....	32
Risk Management, Citizen Oriented Initiatives and Good Governance	33
Anti-Corruption Committee	33
Audit Committee	34
Safety And Health	35
Staff Welfare	37
Blood Donation	39
Implementation Plan – Director of Audit Comments	40
PART III.....	41
FINANCIAL PERFORMANCE.....	41
PART IV.....	46
WAY FORWARD	46
Strategic Direction.....	47

List of Tables

Table 1: Senior Management Team	10
Table 2: Gender Distribution of staff at the LGSC as at 30 June 2023.....	11
Table 3: Training and Capacity Building Programmes Financial year 2022-2023.....	14
Table 4: Number of Posts advertised to General Public, Local Authority Employees & LGS Service Employees.....	17
Table 5: Number of Posts advertised by Local Authorities	18
Table 6:No. of applications received FY 2021/22 & FY 2022/23	19
Table 7: Number and Percentage of Applications by gender and age group FY 2022/23 ...	20
Table 8: No of Interviews & Appointments	21
Table 9: No. of Vacancies filled.....	22
Table 10: No of Vacancies reported & filled	22
Table 11: Number of Appointments made on Probation by Local Authority and Gender ...	23
Table 12: Number of Appointments Confirmed by Local Authority and Gender	24
Table 13: Number of Appointments in a Substantive Capacity by Local Authority and Gender	24
Table 14: Number of Appointments in a Casual Capacity by Local Authority and Gender	25
Table 15: Promotions made on a substantive and temporary basis.....	25
Table 16: Transfer to the Permanent and Pensionable Establishment by Local Authority and Gender	26
Table 17: Grounds of Retirement	26
Table 18: Grounds on which Payment of Pension Benefits/ Death Gratuity were made.....	27
Table 19: Disciplinary Cases.....	28
Table 20: Other Disciplinary Cases.....	29
Table 21: PBAT Cases processed from 01.07.2022 to 30.06.2023.....	30
Table 22: Supreme Court Cases processed from 01.07.2022 to 30.06.2023.....	30
Table 23: List of Internal Committees.....	31
Table 24: Status on Implementation of Key Actions	32
Table 25: Expenditure FY 2022/2023	42
Table 26: Expenditure for FY 2021/2022 and 2022/2023.....	43
Table 27: Statement of Expenditure	44
Table 28: Strategic Directions	47

List of Figures

Figure 1: Vision, Mission and Objectives of the Local Government Service Commission...	2
Figure 2: Core Values.....	3
Figure 3: Roles and functions of the LGSC	4
Figure 4: Functions and Activities of the LGSC	5
Figure 5: Key Legislations	6
Figure 6: Gender Distribution	7
Figure 7: Local Authorities	8
Figure 8: Ministries and Departments	9
Figure 9: Organisational Structure of the LGSC as at 30 June 2023	13
Figure 10: Percentage of Posts advertised to the General Public & Serving Employees.....	17
Figure 11: Percentage of Posts advertised by Grade	18
Figure 12: Percentage of Applications received FY 2021/22 & FY 2022/23	19
Figure 13: No. of Applications by Age and Gender.....	20
Figure 14: Distribution on Grounds of Retirement	27
Figure 15: Payment of Pension Benefits/ Death Gratuity	28
Figure 16: Activities during Health and Safety Week FY 2022-2023	37
Figure 17: Ferney Trail/ Mid-Year Lunch FY 2022/23	37
Figure 18: End of Year/ Team Building/ Competition FY 2022/23	38
Figure 19: Blood Donation.....	39
Figure 20: Expenditure incurred FY 2022/23	42
Figure 21: Expenditure for FY 2021/2022 and 2022/2023	43

ACRONYMS

District Council of Moka	-	DCM
District Council of Black River	-	DCBR
District Council of Pamplemousses	-	DCP
District Council of Riviere du Rempart	-	DCRR
District Council of Savanne	-	DCS
District Council of Grand Port	-	DCGP
District Council of Flacq	-	DCF
Electronic Document Management System	-	EDMS
Financial Year	-	FY
Local Authority	-	LA
Local Government Service	-	LGS
Local Government Service Commission	-	LGSC
Municipal City Council of Port Louis	-	MCCPL
Municipal Town Council of Quatre Bornes	-	MCQB
Municipal Town Council of Curepipe	-	MCC
Municipal Town Council of Vacoas -Phoenix	-	MCVP
Municipal Town Council of Beau Bassin/ Rose Hill	-	MCBR
Public Bodies Appeal Tribunal		PBAT
Treasury Accounting System	-	TAS

ACKNOWLEDGMENTS

The Chairperson and Members of the Commission extend their appreciation to Mr A.K.K. Roy JAUNKY, the Secretary of the Local Government Service Commission and to the management team for their diligent work in preparing this Annual Report for the Financial Year 2022-2023.

Their dedication and effort in compiling and presenting the report have been invaluable in contributing significantly to its accuracy and completeness.

Statement of the Secretary of LGSC

I am delighted to present the Annual Report of the Local Government Service Commission (LGSC) for the Financial Year 2022-2023.

It is undeniable that giving jobs to the workforce leads to economic growth. The commission plays a vital role in attracting the right people to effectively execute the goals and objectives of the local authorities. However, this would not be possible without the support of its staff.

To accommodate its officers in a conducive environment, the LGSC had decided to construct a second storey on the existing building. I am pleased to report that the construction of the second storey has been completed. The offices on that floor have been refurbished and are now fully functional.

Furthermore, among our ongoing capital projects, the Electronic Document Management System (EDMS) has been a significant endeavour. After undergoing multiple rounds of rigorous testing, the Commission has achieved a critical milestone: the system's operational testing phase. This marks a substantial leap forward for the Commission in the automization of its activities across all sections. This significant advancement has resulted in re-engineering of the processes and aligning them with the transformative initiatives spearheaded by the Ministry of Public Service Administrative and Institutional Reforms.

One of the various advantages of the EDMS, is that it provides officers with a clean and healthy environment in the processing of their tasks. No longer will they be bothered by dust or other problems of allergy. In that connection, the LGSC has made a real and genuine effort to keep track with the objective of World Day for Safety and Health at Work which is observed annually on 28 April: "A safe and healthy working environment as a fundamental principle and right at work". Additionally, in line with the theme, a series of activities was organised at the Local Government Service Commission during period 21 to 27 April 2023 to mark that event. This year the officers of the LGSC had performed a "slam poetry" on the theme and was awarded the second prize by the jury.

In line with its social responsibility engagement, the LGSC in collaboration with the National Blood Transfusion Service of the Ministry of Health and Wellness organised a Blood Donation Exercise for public officers and the public at large on 24 January 2023 at the seat of the Commission.

It is important to note that as during the past year, the LGSC has maintained its commitment to prioritize training for officers at all levels.

In conclusion, I would like to express my sincere gratitude to all the staff of the Commission for their unwavering support and dedication in the achievement of our goals. Their hard work and commitment have been instrumental in ensuring that the Commission met its targets, both for the organization and for themselves.

I am also thankful to all stakeholders for their continuous collaboration.

Last but not least, the staff of the LGSC and myself would like to acknowledge and express our appreciation for the support provided by the Chairperson and Members of the Commission.

Secretary
Local Government Service Commission

PART I

ABOUT THE LOCAL GOVERNMENT SERVICE COMMISSION

VISION, MISSION AND OBJECTIVES

“Vision is the compass that guides us toward our ultimate destination, while the mission is the map that charts the course, and the objectives are the milestones that measure our progress on the journey to success.”



Figure 1: Vision, Mission and Objectives of the Local Government Service Commission

OUR CORE VALUES

Stephen Covey believed that the core values are the foundation of a strong organization. They provide guidance and direction, and help us make decisions that are consistent with who we are and what we believe in." where as *Mahatma Gandhi stated that "Your beliefs become your thoughts, your thoughts become your words, your words become your actions, your actions become your habits, your habits become your values, your values become your destiny."*

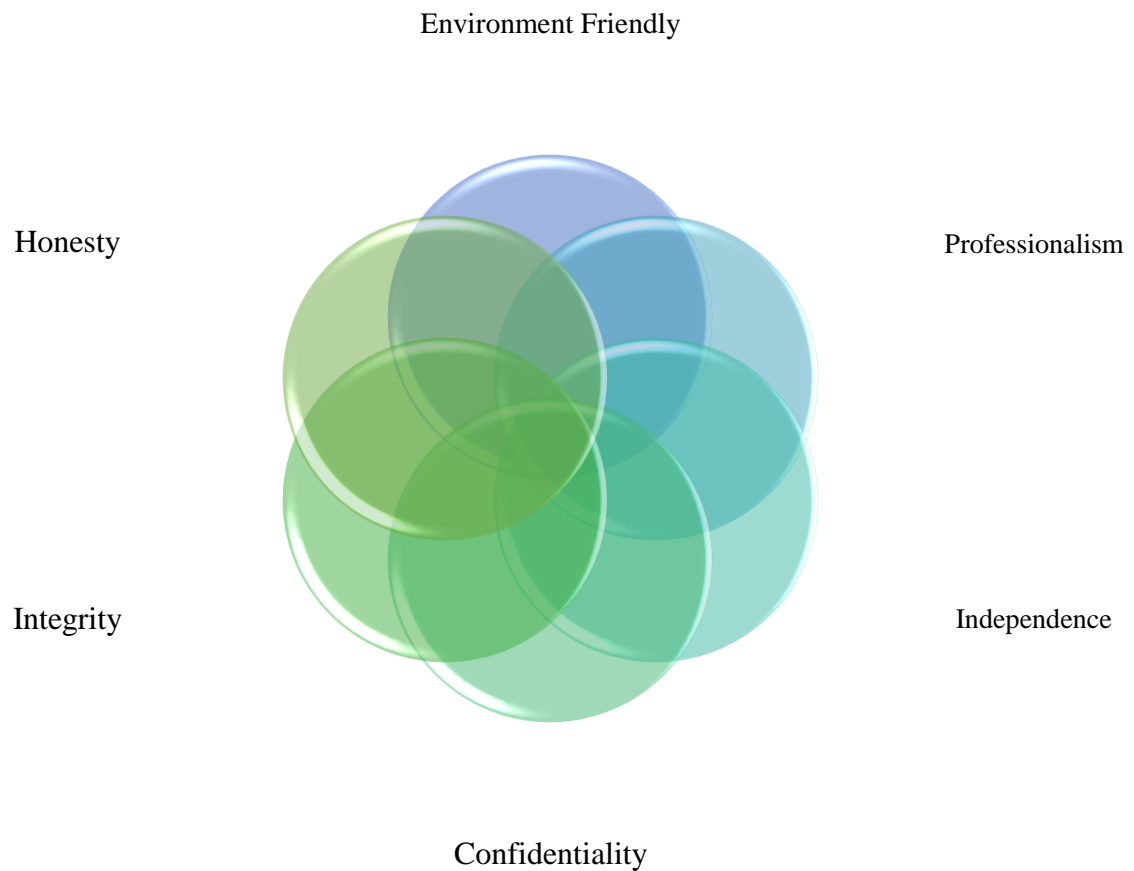


Figure 2: Core Values

ROLES AND FUNCTIONS OF THE LGSC

The LGSC is a body corporate established under the Local Government Service Commission Act 1975. It came into operation on 18 August 1983. It is an independent body and its expenses are financed from the Consolidated Fund.

Under Section 4 of the Act, the LGSC is vested, *inter-alia*, with the exclusive powers of appointment, exercising disciplinary control and removal from office or approval of retirement in relation to employees of the local government service, subject to the other provisions of the section and to the Local Government Act.

The LGSC is governed by the LGSC Regulations 1984 in the exercise of its powers and functions. The Key functions of the LGSC are:



Figure 3: Roles and functions of the LGSC

Overview of Functions and Activities of the LGSC



Figure 4: Functions and Activities of the LGSC

KEY LEGISLATIONS

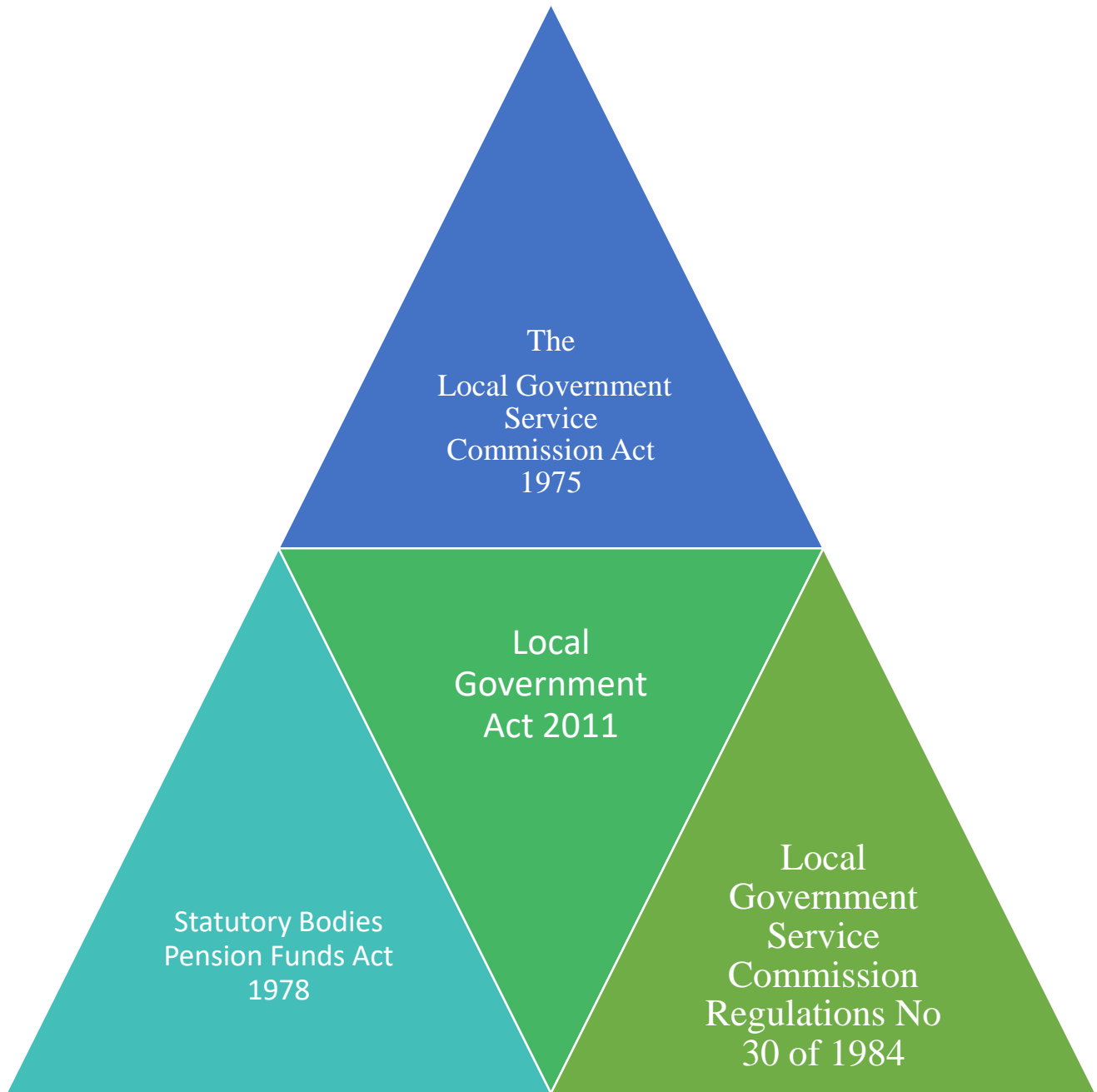


Figure 5: Key Legislations

GENDER POLICY STATEMENT

Gender justice in Mauritius has seen significant progress over the years, driven by legal reforms and changing societal attitudes. Mauritius has taken several steps to promote gender equality and empower women in various aspects of life.

In alignment with the recently established National Gender Policy (2022-2030), the LGSC is committed to fostering a workplace environment that encourages mutual respect between all genders. Consequently, a neutral stance is taken in the assignment of duties. Our aim is to establish a workspace where every individual, regardless of their gender identity, is valued and treated with respect.

In that vein, the LGSC has formally adopted an Equal Opportunity Policy which signifies the organization's determination to provide equal opportunities, fair treatment, and a level playing field for all individuals, irrespective of their background, gender, or other characteristics. This commitment extends throughout the organization's operations, including recruitment, promotion, training, and day-to-day interactions. It underscores the aspiration of this Office to create an inclusive and equitable environment that values diversity, fosters mutual respect, and ensures that each member of the team has the chance to thrive and contribute their best to the organization's mission and goals. By adopting this policy, the LGSC underlines its dedication to promoting fairness, equality and the principles of social justice in managing its workforce.

With regard to gender distribution at the Office of the Commission, out of 65 officers in post at the end of the Financial Year 2022-2023, there were 9 male officers, representing 13.8% and 56 female officers, representing 86.2% of the personnel as depicted in the chart below.

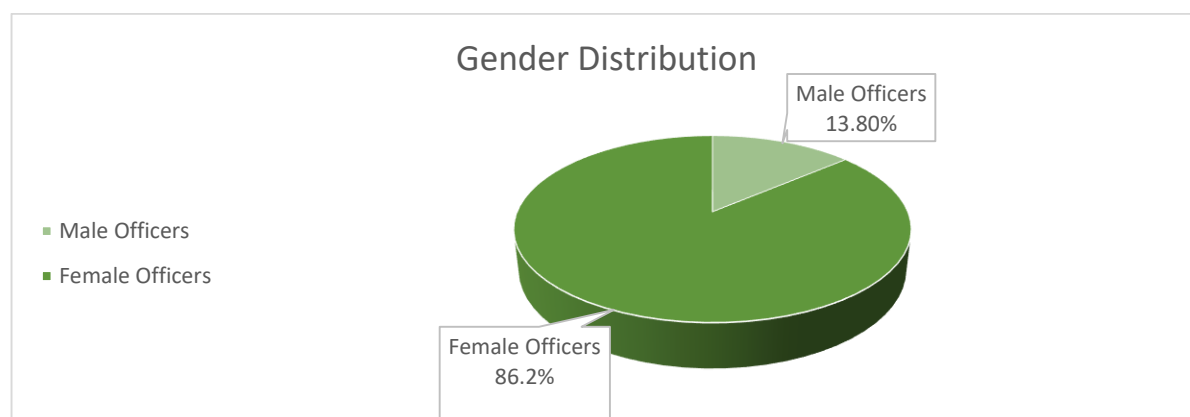


Figure 6: Gender Distribution

OUR STAKEHOLDERS

LOCAL AUTHORITIES

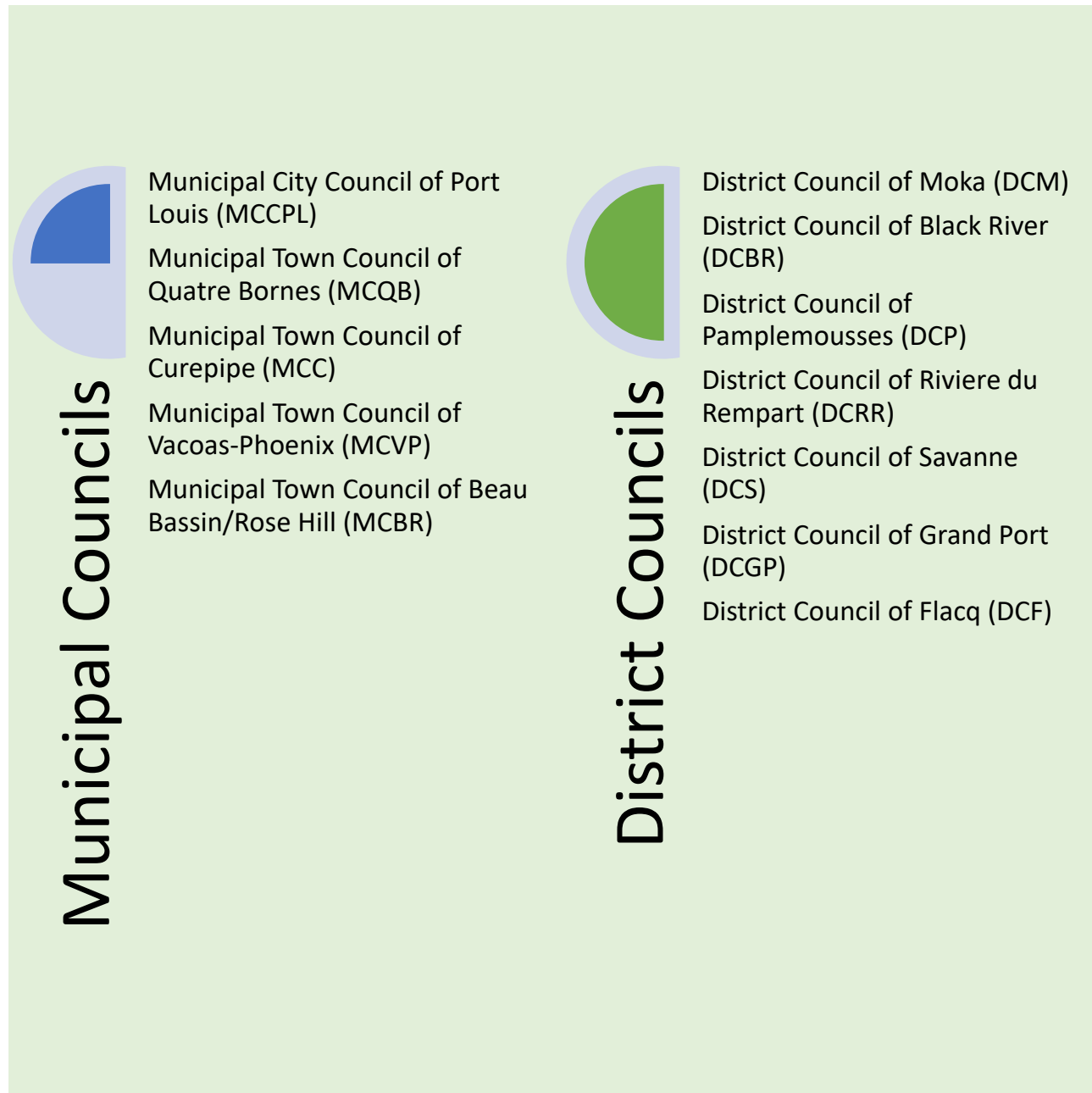


Figure 7: Local Authorities

Ministries/Departments

In the delivery of our services, the Commission is called upon to work in close collaboration with all Ministries/Departments. The main ones are:



Figure 8: Ministries and Departments

ABOUT OUR PEOPLE

According to Section 5 of the Local Government Service Commission Act 1975, the Commission shall consist of a Chairperson and 4 other members appointed by the President.

1. Composition of the Commission

The Commission was reconstituted on 20 April 2023 for a period of three (3) years and is composed as follows:

CHAIRPERSON: Mr.Bhanoodutt BEEHAREE

MEMBERS: Mr. George Clency CHARLES (13.03.2020 – 19.04.2023)

Mr. Dharamveer GOOKOOL (13.03.2020 – 19.04.2023)

Mrs. Purnima Devi RAWOTEEA

Mr. Reshad BHAUKAURALLY, O.S.K (with effect from 17.01.2023)

2. Senior Management Team

The composition of the Senior Management team as at 30 June 2023.

Table 1: Senior Management Team

Title	Name
Secretary, Local Government Service Commission	Mr JAUNKY A.K.K. Roy
Deputy Permanent Secretary	Mrs RAMKHELAWON Madhumattee
Manager, Human Resources	Mr JHUGROO Ellanand
Manager, Financial Operations	Mrs KULLEAN Vinayagee
Assistant Permanent Secretary	Mrs MOHITH-MUSSAI Medha
Analyst/Senior Analyst	Miss HURCHURN Trishtee Devi
Assistant Manager, Human Resources	Mrs RAJANAH Davee
Assistant Manager, Human Resources	Mrs DWARKA Heemantee
Assistant Manager, Human Resources	Ms GOPAUL Moksda

The officers can be contacted on:

PABX No: 674 1712

Email: lgsc@govmu.org

Our Workforce

The Secretary is the Responsible Supervising and Accounting Officer of the LGSC. He is assisted in his duties by a Deputy Permanent Secretary, a Manager, Human Resources, an Assistant Permanent Secretary, three Assistant Managers, Human Resources, one Manager, Financial Operations and other officers of the Human Resource Cadre, Procurement and Supply Cadre, Financial Operations cadres, IT officers and officers belonging to the General Services grade. He is responsible *inter alia* for the overall administration and general supervision of the Department. Being the Accounting Officer, he is also responsible for the implementation of Government policies and programmes.

The staff strength stood at 65 during the period under review.

The Human Resources and its gender distribution is as follows:

Table 2: Gender Distribution of staff at the LGSC as at 30 June 2023

Designation	No. of Male	No. of Female	Total
Secretary, LGSC	1		1
Deputy Permanent Secretary		1	1
Manager, Financial Operations		1	1
Manager, Human Resources	1		1
Analyst/Senior Analyst		1	1
Assistant Manager, Human Resources		3	3
Assistant Permanent Secretary		1	1
Assistant Systems Analyst/Senior Assistant Systems Analyst		1	1
Office Management Executive		2	2
Senior Human Resource Executive		1	1
Human Resource Executive	1	3	4
Financial Officer / Senior Financial Officer		1	1
Office Management Assistant	1	8	9

Designation	No. of Male	No. of Female	Total
Confidential Secretary		3	3
Computer Support Officer		1	1
Assistant Procurement and Supply Officer		1	1
Management Support Officer		20	20
Word Processing Operator		3	3
Receptionist/Telephone Operator		1	1
Head Office Auxiliary	1		1
Driver	0		0
Office Auxiliary/Senior Office Auxiliary	2	3	5
Gardener/ Nursery Attendant	1		1
Surveillant	1		1
Handy Worker		1	1
TOTAL	9	56	65

OUR POLICIES

The LGSC has adopted the following policy statements as a testimony of its commitment to the adherence of the principles and ideals elaborated in the policies –

- Safety and Health Policy
- Anti-Corruption Policy
- Equal Opportunity Policy
- Energy Saving Guidelines

ORGANIGRAM LOCAL GOVERNMENT SERVICE COMMISSION

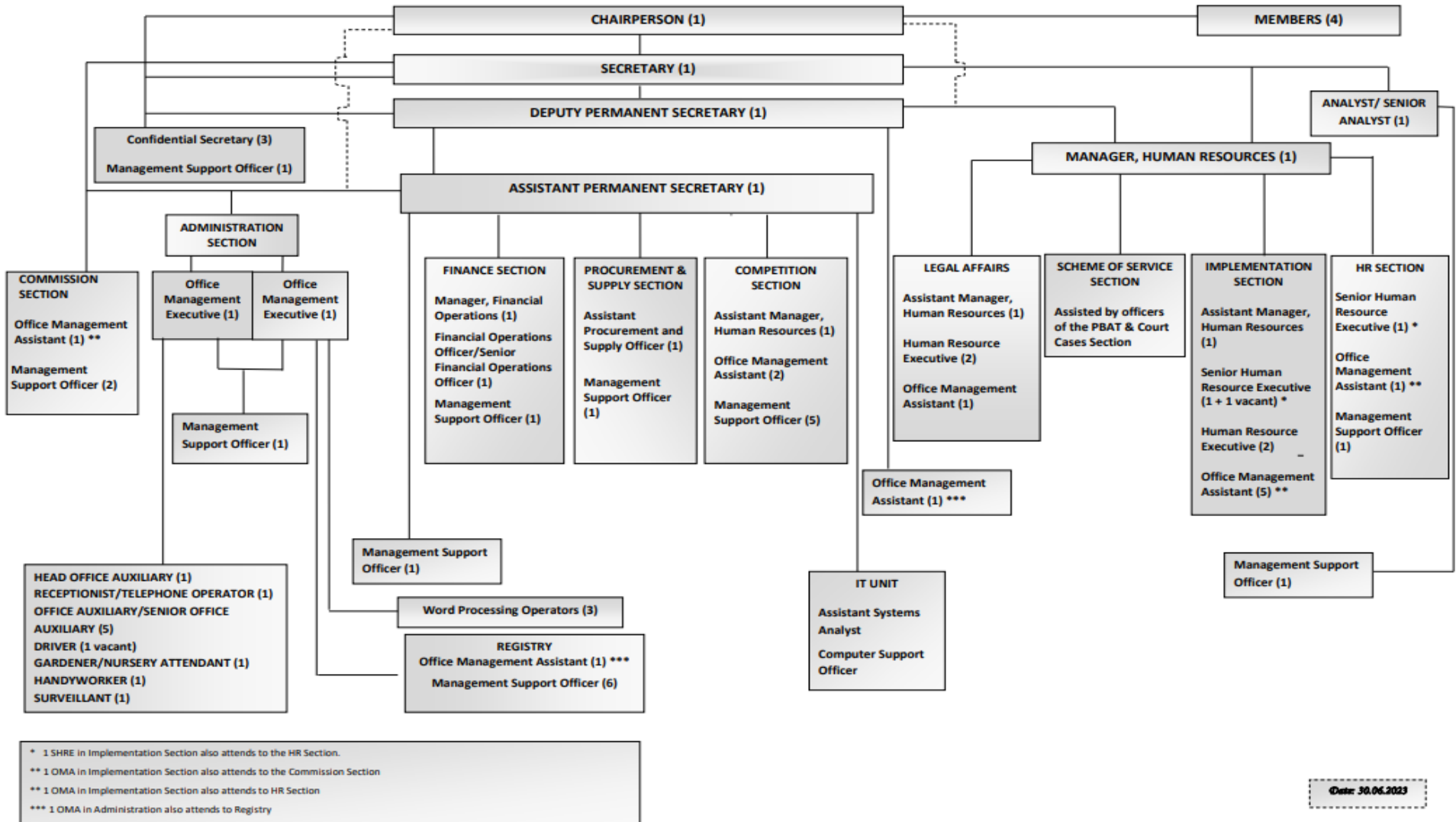


Figure 9: Organisational Structure of the LGSC as at 30 June 2023

TRAINING AND DEVELOPMENT

The Human Resources Section is responsible for conducting a comprehensive training needs assessment to identify the training gap. This is done by considering training proposals outlined in staff performance appraisal forms. A Training Manager has been appointed in accordance with the PRB Report 2021.

The LGSC has disbursed 92% of its training budget for the financial year 2022-2023 to improve the skills and knowledge of its staff. Staff, at all level, are provided with general and specialized training to acquire the skills they need for their day-to-day tasks.

The following training courses were provided in the financial year 2022-2023;

Table 3: Training and Capacity Building Programmes Financial year 2022-2023

SN	Training Course
1	Working session on Greening of the Public Sector
2	Induction course for newly recruited MSOs
3	Workshop for Training Managers
4	Training on Safety & Health for MSOs
5	Training on Fire Safety and Fire Risk Management
6	Training on Safety & Health for WPOs
7	Training on Climate Change – Stockholm+50 theme
8	Training for officers in HR Cadre: Essentials of Psychology and Counselling Skills/Techniques
10	Training Programme on 'Implementing OSH Management System- A Practical Approach ' for Members of the OSH Steering Committee
11	Training on 'Safety & Health in Practice' for OAs/SOAs for FY 22-23
12	Fire Warden training
13	Fire Drill
14	Talk on Energy Efficiency
15	Training on Transformation Implementation Committees (TICs)
16	Manual Handling and Safe Lifting Techniques
17	Talk on Government Machinery
18	Public Sector Financial Management (CPD Certified Training Course)
19	New Capability Building and Capability Development Programme Levels 1 to 4
20	Training On E-HR : Leave Management System Training To HR Users & HR Supervisors

21	Training course in Advanced Excel
22	Registry Procedures & E-Registry System
23	Workshop on Project Management
24	Forum By ICAC On The Pertinence Of Whistle Blowing In The Public Sector
25	Training for Officers in HR Cadre: Effective Communication and Interpersonal Skills
26	Safety and Health: working session on Tea Making
27	Training on Upgrading of the existing Public Procurement Portal
28	Workshop on ' <i>A safe and Healthy Working Environment as s Fundamental Principle and Right at Work</i> '
29	Public Speaking
30	Online Seminar on Public Administration and Public Policy for Developing Countries
31	Induction course for New OMAs
32	Workshop for OIC HR on New Perspectives in HRM in the public sector
33	Safety and Health in practice for OAs/SOAs
34	Tea Making and Service
35	Inhouse training: <i>Change mindset-way we think about work is distorted</i>

PART II

ACHIEVEMENTS

MAJOR ACHIEVEMENTS FOR FINANCIAL YEAR (FY) 2022-23

The filling of posts constitutes the major function of the LGSC. In that respect,

- 773 Memoranda and Information Papers were processed and submitted to the Commission for consideration;
- 126 posts were advertised:
 - 46 relate to the general public;
 - 62 posts relate to specific Local Authority; and
 - 18 posts to employees of the Local Government Service [LGS].

Table 4: Number of Posts advertised to General Public, Local Authority Employees & LGS Service Employees

No. of Posts advertised to	FY 2021/22	FY 2022/23
General Public	21	46
Local Authority Employees	41	62
LGS Employees	20	18
Both General Public and LGS Employees	1	0
TOTAL	83	126

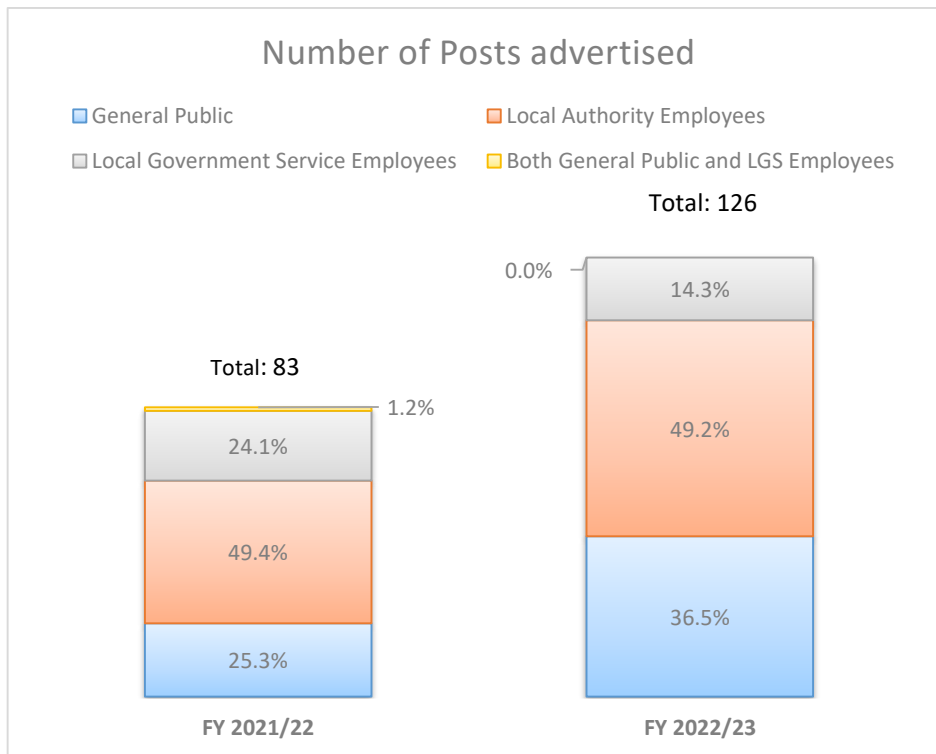


Figure 10: Percentage of Posts advertised to the General Public & Serving Employees

The number of posts advertised per local authority for the FY 2022/23 were as follows:

Table 5: Number of Posts advertised by Local Authorities

Local Authority	General Public	Local Authority Employees	Local Government Service Employees	Total
DCBR	4	3	1	8
DCF	10	4	0	14
DCGP	1	2	0	3
DCM	2	4	1	7
DCP	5	11	0	16
DCRR	2	4	0	6
DCS	6	9	0	15
LGS	8	0	16	24
MCBR	0	4	0	4
MCC	3	6	0	9
MCPL	1	2	0	3
MCQB	2	9	0	11
MCVP	2	4	0	6
Total	46	62	18	126

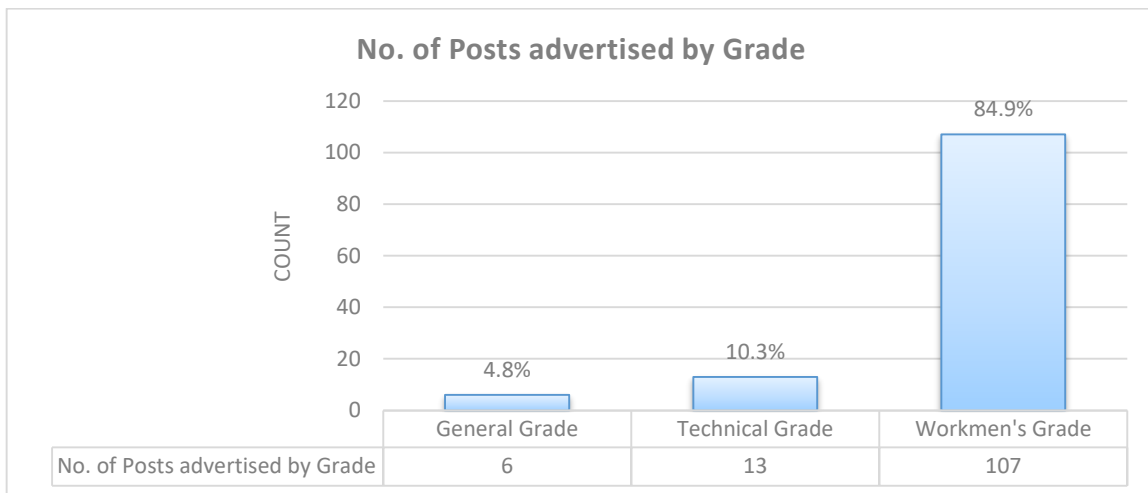


Figure 11: Percentage of Posts advertised by Grade

5475 (2597 male and 2878 female) application forms were received from the advertisements published during the Financial Year 2022/23.

Table 6: No. of applications received FY 2021/22 & FY 2022/23

FINANCIAL YEAR	FY 2021/22	FY 2022/23
Total no. of applications received for adverts published during the financial year	2852	5475
<ul style="list-style-type: none"> No. of male applicants No. of female applicants 	<p>1606</p> <p>1246</p>	<p>2597</p> <p>2878</p>

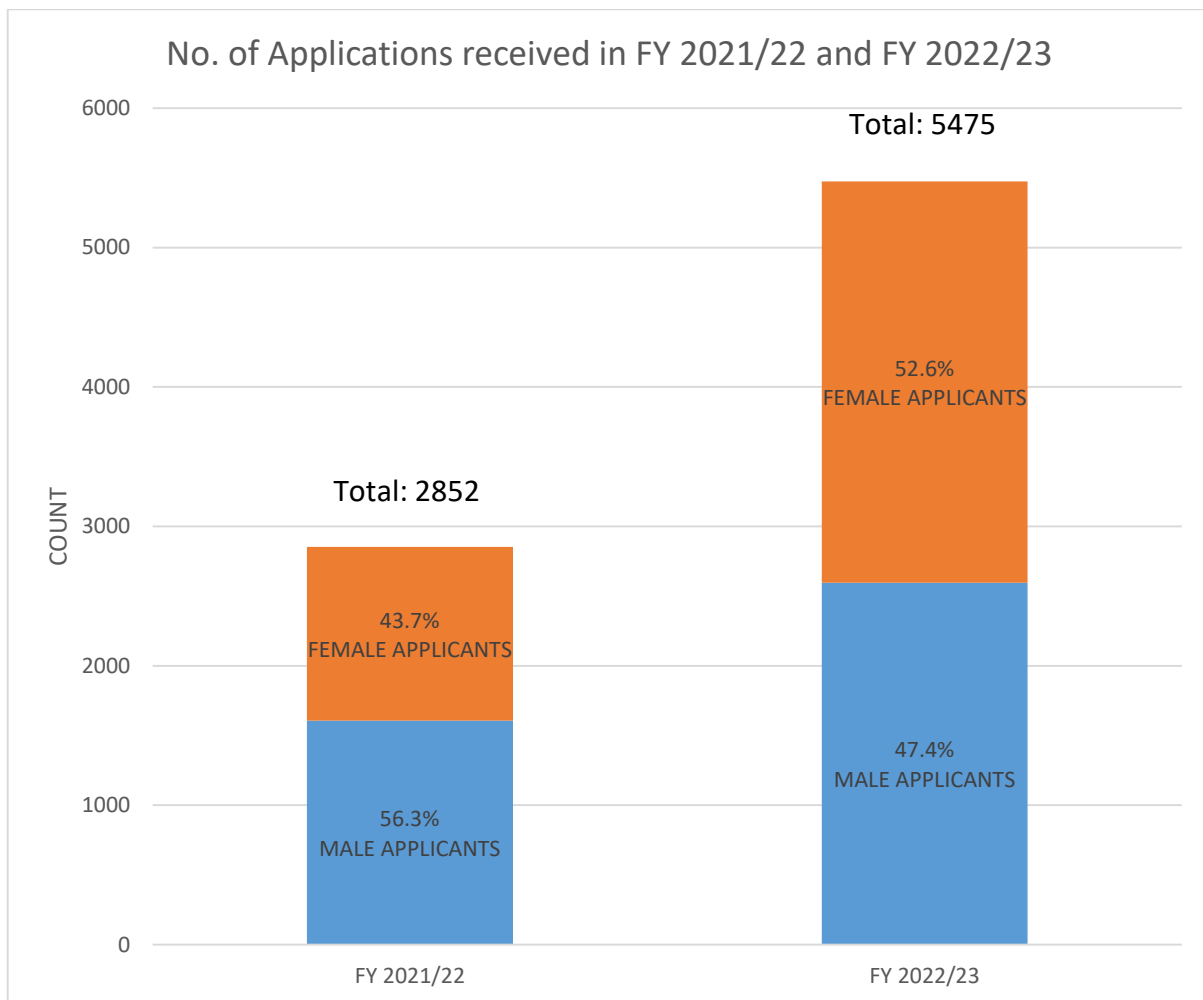


Figure 12: Percentage of Applications received FY 2021/22 & FY 2022/23

The number of applications received during the financial year 2022/23 by gender and age group was as follows:

Table 7: Number and Percentage of Applications by gender and age group FY 2022/23

Age Group \ Gender	18-30	31-40	41-47	48 and above	Total
Male	1121 (20.5%)	756 (13.8%)	465 (8.5%)	255 (4.7%)	2597 (47.4%)
Female	1689 (30.8%)	833 (15.2%)	285 (5.2%)	71 (1.3%)	2878 (52.6%)
Total	2810 (51.3%)	1589 (29.0%)	750 (13.7%)	326 (6.0%)	5475 (100.0%)

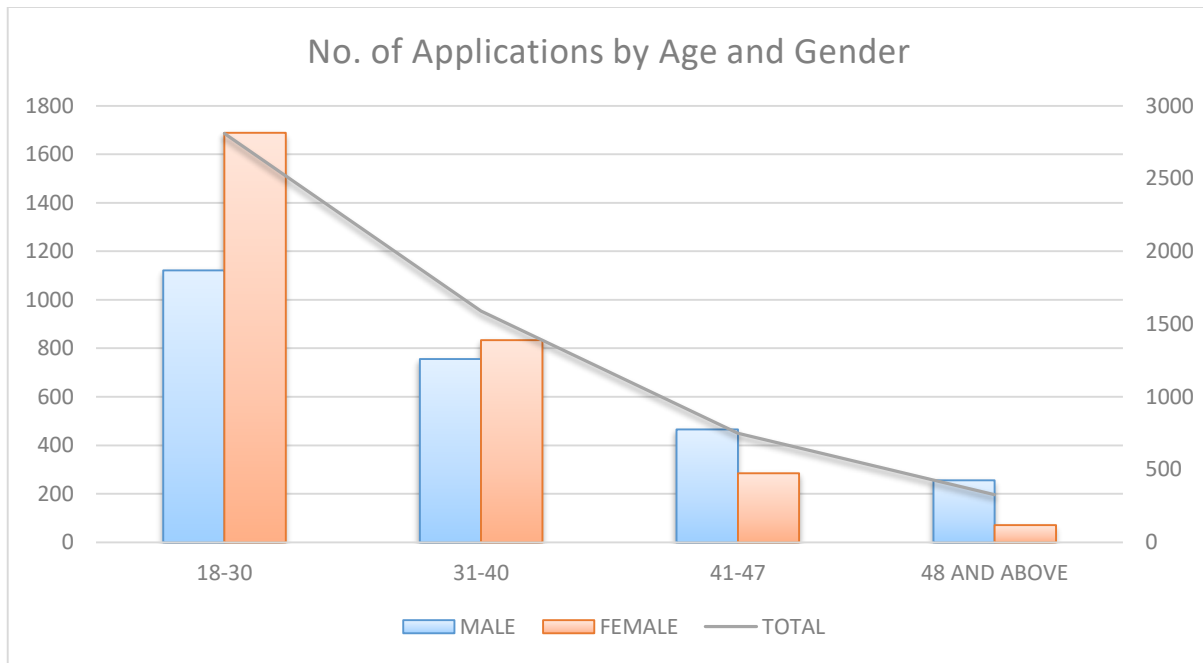


Figure 13: No. of Applications by Age and Gender

Out of the 5475 candidates who applied for job at the LGSC, only 1826 which represents 33.4% of the total number of applicants were eligible to attend an interview. It is to be noted that 1113 (61.0%) were males and 713 (39.0%) were females.

Interview

Interviews were conducted for 71 posts and 911 candidates were convened. The number 911 also includes eligible candidates who applied for posts advertised in the last financial year. In addition, 261 candidates from lists submitted by the Ministry of Labour, Industrial Relations, Employment and Training for 16 posts in the Workmen Class were also convened for interview.

Appointment

238 appointments were made for 72 posts in the FY 2022/23.

Table 8: No of Interviews & Appointments

		FY 2021/22	FY 2022/23
INTERVIEW	No. of advertised posts for which interviews were conducted	99	71
	<ul style="list-style-type: none"> No. of candidates convened 	1274	911
	No. of posts in the Workmen Class (lists of candidates submitted by the Ministry of Labour, Industrial Relations, Employment and Training) for which interviews were conducted	11	16
	<ul style="list-style-type: none"> No. of candidates convened 	455	261
APPOINTMENT	No. of posts for which appointments were made following interview	93	72
	<ul style="list-style-type: none"> No. of appointments made 	171	238

The number of vacancies that were reported by the 12 local authorities and the number of vacancies filled by selection, promotion and change in posting are as follows:

Table 9: No. of Vacancies filled

Local Authority	No. of Vacancies reported	No. of Vacancies filled					Grand Total	Percentage of Vacancies filled
		Selection	Promotion	Change in Posting				
				Total	effected by LGSC	effected by ULGSB		
DCBR	57	5	3	1	0	1	9	15.8%
DCF	84	16	3	2	0	2	21	25.0%
DCGP	103	4	3	5	2	3	12	11.7%
DCM	136	39	3	6	2	4	48	35.3%
DCP	132	6	4	2	1	1	12	9.1%
DCRR	67	11	2	2	0	2	15	22.4%
DCS	108	13	3	0	0	0	16	14.8%
MCBR	134	37	3	1	0	1	41	30.6%
MCC	103	16	5	1	0	1	22	21.4%
MCPL	139	43	2	1	0	1	46	33.1%
MCQB	106	39	8	1	1	0	48	45.3%
MCVP	137	9	1	0	0	0	10	7.3%
Total	1306	238	40	22	6	16	300	23.0%

Table 10: No of Vacancies reported & filled

	FY 2021/22	FY 2022/23
No. of Vacancies reported	604	1306
No. of Vacancies filled	209	300
<ul style="list-style-type: none"> • <i>by selection</i> • <i>by promotion</i> • <i>by change in posting</i> 	171 22 16	238 40 22
Percentage of Vacancies filled	34.6%	23.0%

The number of appointments made in the Local Authorities during the FY 2022-23 was as follows:

1. Appointment in Temporary Capacity

238 appointments in a temporary capacity were made, out of which 55% were males and 45% were females.

2. Appointment on Probation

21 appointments on probation were made with 81.0% of them being female employees and 19.0% of them being male employees.

Table 11: Number of Appointments made on Probation by Local Authority and Gender

Local Authority	Female	Male	Total
DCBR	0	1	1
DCF	0	1	1
DCGP	1	0	1
DCM	1	0	1
DCP	0	1	1
DCRR	1	0	1
DCS	1	0	1
MCBR	4	0	4
MCC	2	1	3
MCPL	6	0	6
MCQB	1	0	1
Grand Total	17	4	21

3. Confirmation of Probationary Appointment

Out of the 21 officers appointed, and who were confirmed, 57.1% were females and 42.9% were males.

Table 12: Number of Appointments Confirmed by Local Authority and Gender

Local Authority	Female	Male	Grand Total
DCBR	0	3	3
DCF	1	3	4
DCGP	2	0	2
DCM	1	0	1
DCP	1	1	2
DCRR	2	0	2
MCBR	1	1	2
MCC	2	0	2
MCPL	1	0	1
MCQB	1	0	1
MCVP	0	1	1
Grand Total	12	9	21

4. Appointment in Substantive Capacity

Out of the 64 appointments made in a substantive capacity, 23.4% were females and 76.6% were males.

Table 13: Number of Appointments in a Substantive Capacity by Local Authority and Gender

Local Authority	Female	Male	Total
DCBR	2	5	7
DCF	3	1	4
DCGP	1	3	4
DCM	0	5	5
DCP	1	2	3
DCRR	1	3	4
DCS	0	1	1
MCBR	2	4	6
MCC	1	1	2
MCPL	3	13	16
MCQB	1	4	5
MCVP	0	7	7
Grand Total	15	49	64

5. Appointment on Casual Basis (Applicable for Workmen Class)

Out of 29 appointments made on a casual basis, 44.8% were females and 55.2% were males.

Table 14: Number of Appointments in a Casual Capacity by Local Authority and Gender

Local Authority	Female	Male	Total
DCF	0	5	5
DCP	0	1	1
MCBR	3	1	4
MCQB	10	9	19
Grand Total	13	16	29

6. Promotion

56 officers were promoted to higher positions, among which 16 were in a substantive capacity and the remaining 40 in a temporary capacity.

Table 15: Promotions made on a substantive and temporary basis

Local Authority	Temporary			Substantive		
	Female	Male	Total	Female	Male	Total
DCBR	1	2	3	1	0	1
DCF	2	1	3	0	0	0
DCGP	2	1	3	0	1	1
DCM	2	1	3	0	0	0
DCP	3	1	4	0	1	1
DCRR	2	0	2	0	0	0
DCS	2	1	3	0	2	2
MCBR	1	2	3	0	1	1
MCC	1	4	5	0	1	1
MCPL	0	2	2	0	6	6
MCQB	2	6	8	0	2	2
MCVP	0	1	1	0	1	1
Grand Total	18	22	40	1	15	16

7. On transfer to the Permanent and Pensionable Establishment

Only four (4) male employees were transferred to the Permanent and Pensionable Establishment.

Table 16: Transfer to the Permanent and Pensionable Establishment by Local Authority and Gender

Local Authority	Male	Total
DCBR	2	2
DCF	2	2
Grand Total	4	4

8. Medical Board

29 employees (3 females and 26 males) were referred to medical boards to ascertain their fitness to perform their duties. Of those 29 employees, 10 employees were subsequently found to be fit for the discharge of their duties and 6 employees were found to be permanently unfit.

9. Retirement

23 employees (7 females and 16 males) were retired on approval of the Commission on the following grounds:

Table 17: Grounds of Retirement

Grounds of Retirement	Female	Male	Total
age as a special case	4	8	12
on grounds of marriage	3	0	3
on medical grounds	0	8	8
Grand Total	7	16	23

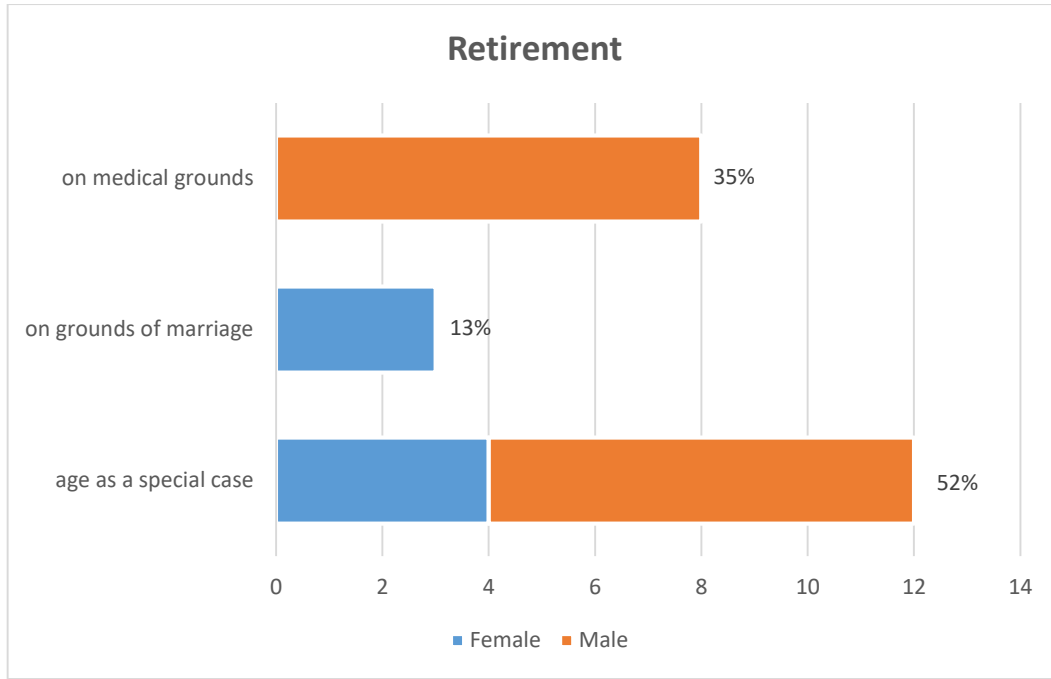


Figure 14: Distribution on Grounds of Retirement

10. Payment of Pension Benefits and Death Gratuity

203 requests were processed, 179 pertained to payment of pension benefits and 24 to payment of death gratuity.

Table 18: Grounds on which Payment of Pension Benefits/ Death Gratuity were made

Grounds on which Payment of Pension Benefits/ Death Gratuity were made	Female	Male	Total
Age	12	68	80
age as a special case	2	8	10
age limit	15	64	79
medical grounds	0	6	6
on grounds of marriage	2	0	2
public interest	0	2	2
death gratuity	0	24	24
Grand Total	31 (15.3%)	172 (84.7%)	203 (100.0%)

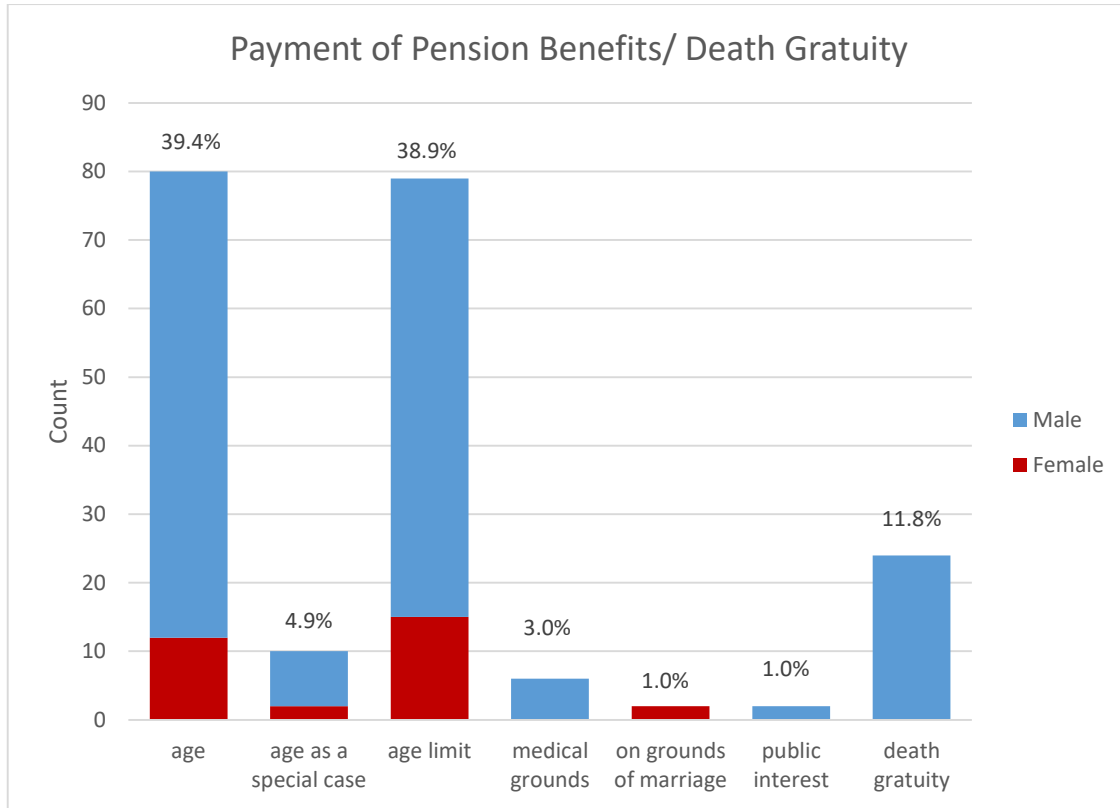


Figure 15: Payment of Pension Benefits/ Death Gratuity

11. Discipline

Disciplinary cases were processed for some 70 employees (3 females and 67 males). 15 employees were inflicted punishment as follows:

Table 19: Disciplinary Cases

Punishment	No. of Employees
Post declared vacant	3
Reduction in rank	1
Reinstatement	1
Reprimand	4
Retirement in the public interest	2
Severe reprimand	4
Total	15

11.1 Other Disciplinary Cases

Table 20: Other Disciplinary Cases

	No. of Employees
Interdiction	3
Severe Warning	1
Warning	2
Total	6

12. Change in Posting (Effected in accordance with section 68 (1)(b) of the Local Government Act)

- 6 vacancies were filled by the Commission through change in posting.
- 16 requests for changes in posting were considered by the Commission, out of which 2 were approved, 7 were noted and 7 were not acceded to.
- 2 other changes in posting were effected.

13. Representations

Five (5) representations were received during the FY 2022/23, out of which three (3) were set aside, one (1) was transmitted to the Ministry of Local Government and Disaster Risk Management and the other one to the Council concerned for any action deemed necessary.

PUBLIC BODIES APPEAL TRIBUNAL CASES*Table 21: PBAT Cases processed from 01.07.2022 to 30.06.2023*

PERIOD	CASES LODGED	CASES FINALISED	ON GOING CASES
<i>01.07.21 to 30.06.22</i>	19	4	15
<i>01.07.22 to 30.06.23</i>	25	16	9
<i>Total</i>	44	20	24

SUPREME COURT CASES*Table 22: Supreme Court Cases processed from 01.07.2022 to 30.06.2023*

PERIOD	CASES LODGED	CASES FINALISED	ON GOING CASES
<i>01.07.21 to 30.06.22</i>	11	6	5
<i>01.07.22 to 30.06.23</i>	0	0	0
<i>Total</i>	11	6	5

STATUS ON IMPLEMENTATION OF BUDGET MEASURES

The Local Authorities (LAs) are the executive arms of the Central Government at grass root level. They are responsible for providing essential services to the communities and for promoting balanced socio-economic development. The staffing of the LAs is done by the LGSC and the latter is to provide the LAs with skilled and qualified employees in a timely manner.

INTERNAL COMMITTEES

Various Committees have been set up at the level of the LGSC to look into recurrent /stand-alone issue(s).

Table 23: List of Internal Committees

COMMITTEE	FREQUENCY
Management Committee	Monthly
Finance Committee	Monthly
Safety and Health Committee	Every two months
Training Committee	Quarterly
Steering Committee on EDMS	As and when required
Disaster Management Committee	During cyclonic season – Monthly
Anti-Corruption Committee	Twice a year
Building Maintenance Committee	Monthly
Audit Committee	Quarterly
Human Resources & Recruitment Committee	Monthly
LGSC Regulations Committee	<i>Ad-hoc</i>

STATUS ON IMPLEMENTATION ON KEY ACTIONS

The targets achieved in respect of the Key Actions for FY 2022-2023 are given below:

Table 24: Status on Implementation of Key Actions

Key Action	Key Performance Indicator	Target	Target Achieved	Remarks
Timely recruitment/promotion in the Local Government Service	Average processing time of applications (weeks)	20	16.7	Average processing time is measured by the time taken between the date of the issue of advertisement and the date of interview.

The LGSC plans to acquire a robust web-based e-recruitment system, aiming to significantly expedite the recruitment process. This system will incorporate various functionalities, including data storage and application processing both at front-end and back-end. Its implementation will give an impetus to the recruitment process, offering substantial advantages to all stakeholders.

RISK MANAGEMENT, CITIZEN ORIENTED INITIATIVES AND GOOD GOVERNANCE

Risk management, citizen-oriented initiatives, and good governance are essential for organizations that want to be successful and sustainable in the long term. In today's increasingly complex and competitive world, organizations that do not embark on these initiatives are at a high risk of disruption.

Risk management helps organizations to identify and mitigate risks, which can reduce the likelihood and severity of losses, wrong decision-making process and poor accountability systems. At the LGSC, with the assistance of the Internal Control Unit of Ministry of Finance, Economic Planning and Development, a Risk Management Framework has been devised.

As regards Citizen oriented initiatives, the LGSC is envisaging to look into its systems of application for jobs and instead of inviting applications on a paper based mode, the introduction of a mobile team to proceed with the registration of candidates for job on a local basis is being studied. In that context, an online application system would be proposed after obtaining the necessary clearances.

On the good governance front, which is a measure for transparency and accountability, the LGSC has implemented an Electronic Document Management System in order to digitalise its processes which is a departure from the traditional way of working. Such digitalisation of processes enables a series of reports to be generated to assess the efficiency of the officers working on the system. Above all, a general monitoring of the processes going on in real time may be viewed.

ANTI-CORRUPTION COMMITTEE

Corrupt practices either willingly or unwillingly undermine the principles of transparency, fairness and integrity. The LGSC acknowledges that corruption can occur in any work area and firmly believes that preventing corruption is an ongoing effort that requires a collective commitment from all staff of the organization.

An Anti-Corruption Committee has been set up at the LGSC. Its major functions are to identify and evaluate corruption risks areas and to come up with strategies to combat same.

AUDIT COMMITTEE

An Audit Committee is operational at the LGSC since October 2022. It has a vital role in upholding the principles of public accountability and good governance. The Audit Committee functions independently and is empowered to look into **all** the activities of the Commission. In the performance of its responsibilities, the Committee will refer *inter alia* to the following reports:

- Director of Audit Report
- Internal Control Report
- EDMS Reporting System
- Risk Management and Control
- Governance Processes
- Any other Report which is deemed necessary

SAFETY AND HEALTH

A Safety and Health Committee is set up by the LGSC in accordance with Section 21 of the Occupational Safety and Health Act 2005 which stipulates that “*every employer of 50 or more employees shall establish a Safety and Health Committee*” and is chaired by the Deputy Permanent Secretary. The Committee meets every two months to review staff grievances and ensure that corrective measures are implemented within specific timeframes. Additionally, the Committee puts forth recommendations for potential projects, initiatives, or procurement of items aimed at enhancing the well-being of staff under the Work Enhancement Programme (EWEP).

Every year, on 28th April, the World Day for Safety and Health at Work is observed to emphasize on the importance of a safe and secure work environment to all stakeholders. For this year, the International Labour Organisation has chosen the theme: “*Ensuring a safe and healthy work environment as a fundamental principle and right at work.*”

To commemorate this event, the LGSC had organized the following activities:

- (i) “Slam” poetry performance by staff of LGSC on Safety and Health;
- (ii) Talk on Bomb threat by Mauritius Police Force (Bomb Squad Unit);
- (iii) Talk on Disaster Risk Reduction by the National Disaster Risk Reduction and Management Centre;
- (iv) Talk on mental health and well-being by the Ministry of Health and Wellness.

LGSC has obtained its Fire Certificate since 09 August 2021. An annual fire drill exercise is carried out to familiarize the staff with evacuation procedures and pinpoint any deficiencies in the system to enhance the drill procedures further. The fire drill for the current year was conducted in November 2022.



Figure 16: Activities during Health and Safety Week FY 2022-2023

STAFF WELFARE

The LGSC Staff Welfare Association was founded in 2008 for the well-being of the staff. Since its inception, the Association has been proactively involved in organising and participating in different activities/outings.

(a) Ferney Trail/ Mid- Year Lunch



Figure 17: Ferney Trail/ Mid-Year Lunch FY 2022/23

(b) End of Year/ Team Building/ Competition



Figure 18: End of Year/ Team Building/ Competition FY 2022/23

BLOOD DONATION

On 24 January 2023, the Local Government Service Commission collaborated with the National Blood Transfusion Service to conduct a Blood Donation open to both public officers and the general public.

The event took place at the LGSC, a total of 51 pints of blood were generously donated by participants during the drive.

As a token of appreciation, plants/masks and sanitisers were distributed to the donors.



Figure 19: Blood Donation

IMPLEMENTATION PLAN – DIRECTOR OF AUDIT COMMENTS

The Director of Audit performed its auditing exercises at the Commission from 10 to 29 May 2023.

PART III

FINANCIAL PERFORMANCE

FINANCIAL PERFORMANCE

The Finance Committee of the Local Government Service Commission which is chaired by the Secretary, meets on a monthly basis to take stock of the trend in financial expenditure, to exercise budgetary control over funds allocated under the different items of expenditure and to keep track of procurement processes during the year.

FINANCIAL HIGHLIGHTS

Expenditure Vote 1-12 is under the Local Government Service Commission and the appropriation of funds to the tune of Rs 56.5M, for the FY 2022/23 was made by the National Assembly.

EXPENDITURE

The expenditure incurred by the Commission under the different economic categories during the FY 2022/23 is illustrated below:

Table 25: Expenditure FY 2022/2023

<i>Expenditure</i>	<i>Rs</i>
Compensation of Employees	39,820,517
Good and Services	3,848,038
Capital	6,498,699
Total	50,167,254

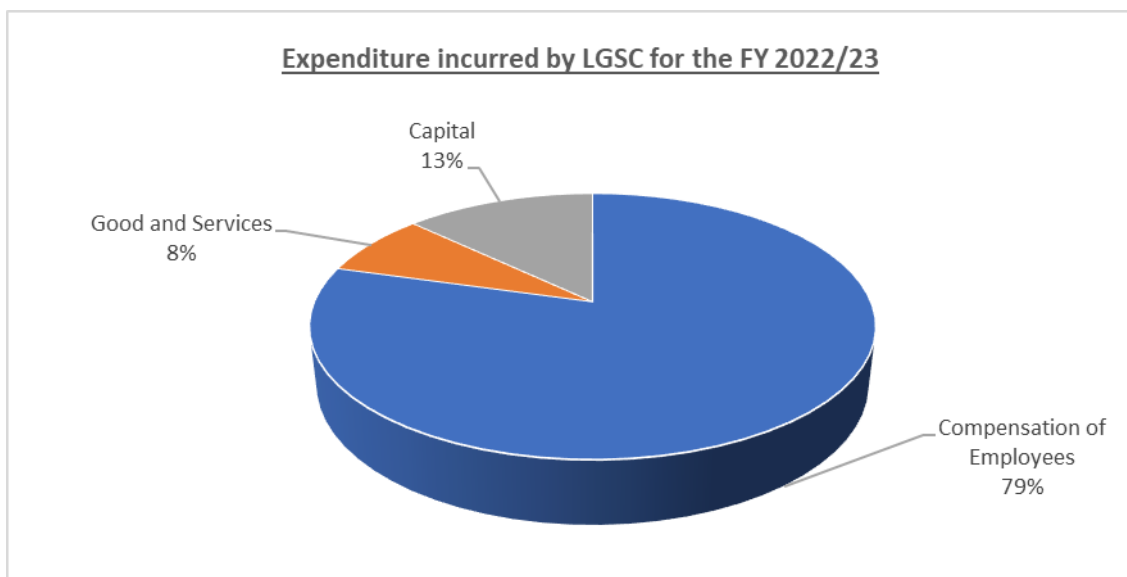


Figure 20: Expenditure incurred FY 2022/23

Approximately 79% of the total expenditure was attributed to Compensation of Employees, 8% to Goods and Services and 13% to the Acquisition of Non-Financial Assets.

In addition, an amount of Rs 680,974 was met from Item “Centrally Managed Expenses of the Government” for payment of Social Contribution in FY 2022-2023.

ANALYSIS OF MAJOR CHANGES

EXPENDITURE

The total expenditure of the LGSC for 2021-2022 and 2022-2023 is attributed as follows:

Table 26: Expenditure for FY 2021/2022 and 2022/2023

Expenditure	FY 2021-2022 (Rs)	FY 2022-2023 (Rs)	Increase /Decrease (Rs)
Compensation of Employees	38,269,427	39,820,517	1,551,090
Goods and Services	2,967,274	3,848,038	880,764
Capital	10,138,297	6,498,699	(3,639,598)
TOTAL	51,374,998	50,167,254	(1,207,744)

The chart below shows a comparison between the expenditure incurred by the LGSC in the FY 2021/2022 to that of the FY 2022/2023.

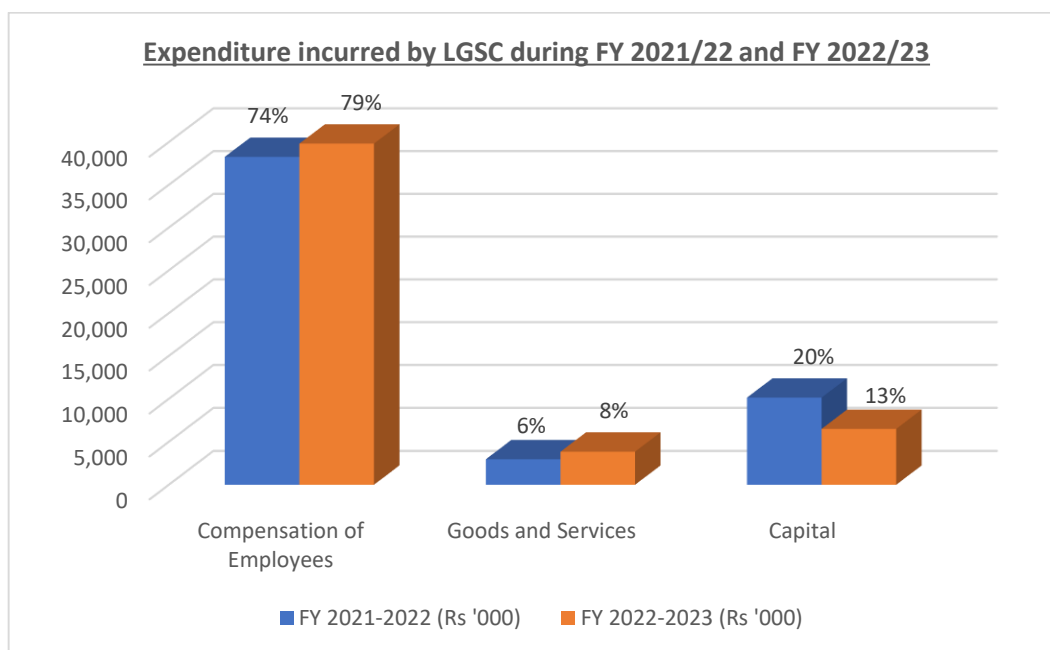


Figure 21: Expenditure for FY 2021/2022 and 2022/2023

Main Reasons for the above Variances:

(1) Compensation of Employees:

The increase in expenditure under this Economic Classification is mainly due to the yearly increment of salary and revised travelling rate.

(2) Goods and Services:

The increase in expenditure under this item was due to general increase in price of commodities on the market and the annual rise in respect of existing and new contracts for the different maintenance agreements of the Commission.

(3) Acquisition of Non-Financial Assets:

- (i) **Extension and Renovation of the LGSC Building Project** – The project has been completed in the FY 2021-2022. Retention money was released to the contractor in FY 2022-2023,
- (ii) **Electronic Document Management System** - The project started in February 2021. 20% of the project value has been disbursed in FY2021/22. 30% of the voted provision, related to Operational acceptance of the System was effected in FY 2022-2023
- (iii) **Web Based Recruitment System:** No expenditure was made from the provision of Rs 2M in FY 2022-2023, since the scope of the project had had to be reviewed.

Statement of Expenditure

The Statement of Expenditure has been prepared from data captured from the Treasury Accounting System (TAS).

Table 27: Statement of Expenditure

Head/Sub-Head of Expenditure	2021-2022 Actual (Rs)	2022-2023 Estimates (Rs)	2022-2023 Actual (Rs)
Compensation of Employees	38,269,427	43,120,000	39,820,517
Goods and Services	2,967,274	4,280,000	3,848,038
Subsidies	-		
Grants	-		
Social Benefits	-		
Other Expenses	-		
Acquisition of Non-Financial Assets	10,138,297	9,100,000	6,498,699
Acquisition of Financial Assets	-		
Total	51,374,998	56,500,000	50,167,254

Note:

- Compensation of employees accounts for 79 % of total expenditure. It is made up of salaries and allowances paid to employees.
- Goods and Services consist of recurrent expenses incurred and include cost of utilities, fuel and oil, office expenses, maintenance costs and Fees in connection with: training for staff of the Commission, examination in respect of recruitment exercises for the Local Authorities.
- Acquisition of Non-Financial Assets represents expenditure incurred in respect of the “Extension and Renovation of the LGSC Building”, “Acquisition of IT Equipment” and “Electronic Document Management System”.

PART IV

WAY FORWARD

STRATEGIC DIRECTION

The objectives of the Commission for the coming years are as follows:

Table 28: Strategic Directions

Strategic Direction	Enabler
<p>Modernisation of services and processes through digital transformation.</p>	<p>Harness the potential of information and communication technologies to reduce processing time of applications and thus improving the efficiency and quality of service delivery through the implementation of: -</p> <ul style="list-style-type: none"> (i) Electronic Document Management System (EDMS) which is the process for the digital creation, processing and storage of files and documents thus, enabling officers to work remotely; and (ii) Web-based Recruitment System for submission of application forms by candidates and the automatic processing of such application forms by LGSC.
<p>Re-engineering of systems and processes to decentralise the filling of applications, avoid bureaucratic delays and reduce processing time for recruitment and selection.</p>	<p>Policy decision for the filling of applications at the level of Local Authorities for posts in manual grades which attract a large volume of applicants.</p>
<p>Improved Governance and Regulatory Framework</p>	<p>In line with Government Programme 2020-2024 LGSC Regulations which dates back to 1984 is being reviewed. The draft has already been finalized and would be submitted to the Solicitor General for vetting in due course.</p>

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