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# LOCAL GOVERNMENT SERVICE COMMISSION

ANNUAL REPORT  
FOR THE FINANCIAL YEAR  
2023-2024



## **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 2023-2024. 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

## **Part I**

Part I outlines the vision, mission and objectives of the Local Government Service Commission (LGSC), its roles and functions as well as its organisational structure and a Gender Statement.

## **Part II**

Part II describes the major achievements and challenges of the Local Government Service Commission and the status on the implementation of budgetary measures for the past financial year.

## **Part III**

Part III summarises the financial performance of the Local Government Service Commission in terms of expenditure under the different Headings/Sub Headings.

## **Part IV**

Part IV analyses the trend and challenges facing the recruitment sector and the strategic directions of the Local Government Service Commission over the next three years are defined.

## TABLE OF CONTENTS

INTRODUCTION .....	i
STRUCTURE OF THE REPORT .....	ii
STATEMENT OF CHAIRPERSON .....	viii
STATEMENT OF THE SECRETARY OF LGSC .....	ix
PART I .....	1
ABOUT THE LOCAL GOVERNMENT SERVICE COMMISSION .....	1
ROLES AND FUNCTIONS OF THE LGSC.....	2
VISION, MISSION AND OBJECTIVES.....	2
OUR CORE VALUES.....	3
ABOUT OUR PEOPLE .....	4
COMPOSITION OF THE COMMISSION.....	4
SENIOR MANAGEMENT TEAM .....	4
OUR WORKFORCE .....	5
GENDER POLICY STATEMENT .....	8
OUR STAKEHOLDERS .....	9
A.    MINISTRIES/DEPARTMENTS .....	9
B.    LOCAL AUTHORITIES .....	9
OUR POLICIES .....	10
PART II.....	11
ACHIEVEMENTS .....	11
MAJOR ACHIEVEMENTS FOR FINANCIAL YEAR (FY) 2023-24.....	12
APPOINTMENTS MADE IN THE LOCAL AUTHORITIES DURING FY 2023-24. ....	16
PUBLIC BODIES APPEAL TRIBUNAL (PBAT) CASES.....	18
SUPREME COURT CASES.....	18
STATUS ON THE IMPLEMENTATION OF KEY ACTIONS.....	19
RISK MANAGEMENT, CITIZEN ORIENTED INITIATIVES AND GOOD GOVERNANCE .....	20
Implementation Plan – Director Of Audit Comments.....	20
AUDIT COMMITTEE.....	21

<b>SAFETY AND HEALTH.....</b>	<b>22</b>
<b>TRAINING AND DEVELOPMENT.....</b>	<b>23</b>
<b>STAFF WELFARE .....</b>	<b>25</b>
<b>PART III.....</b>	<b>27</b>
<b>FINANCIAL PERFORMANCE.....</b>	<b>27</b>
<b>FINANCIAL PERFORMANCE.....</b>	<b>28</b>
<b>Financial Highlights .....</b>	<b>28</b>
<b>Expenditure.....</b>	<b>28</b>
<b>Analysis of Major Changes.....</b>	<b>29</b>
<b>PART IV .....</b>	<b>33</b>
<b>WAY FORWARD .....</b>	<b>33</b>
<b>STRATEGIC DIRECTION.....</b>	<b>34</b>
<b>TRENDS &amp; CHALLENGES.....</b>	<b>34</b>

## LIST OF TABLES

<i>Table 1: Senior Management Team</i> .....	4
<i>Table 2: Gender Distribution of staff at the LGSC as at 30 June 2024</i> .....	6
<i>Table 3: Number of Posts Advertised to General Public, Local Authority Employees &amp; LGS Service Employees</i> .....	12
<i>Table 4: No. of applications received by gender for adverts published during the FY 2023/24</i> .....	13
<i>Table 5: No. of vacancies filled in FY 2022/23 vs 2023/24</i> .....	15
<i>Table 6: No. of Employees on Ground of Retirement</i> .....	17
<i>Table 7: PBAT Cases processed from 01.07.2023 to 30.06.2024</i> .....	18
<i>Table 8: Supreme Court Cases processed from 01.07.2023 to 30.06.2024</i> .....	18
<i>Table 9: Status on Implementation of Key Actions</i> .....	19
<i>Table 10: Training and Capacity Building Programmes FY 2023/24</i> .....	24
<i>Table 11: Expenditure under Economic Categories in FY 2023/24</i> .....	28
<i>Table 12: Expenditure under Economic Categories in FY 2022/23 vs 2023/24</i> .....	29
<i>Table 13: Statement of Expenditure from the Treasury Accounting System (TAS)</i> .....	32
<i>Table 14: Strategic Direction</i> .....	34

## LIST OF FIGURES

Figure 1: <i>Vision, Mission and Objectives of the Local Government Service Commission</i> .....	2
Figure 2: <i>Core Values</i> .....	3
Figure 3: <i>Organizational chart of the LGSC</i> .....	7
Figure 4: <i>Gender Distribution</i> .....	8
Figure 5: <i>Policies</i> .....	10
Figure 6: <i>Percentage of Posts advertised to the General Public &amp; Serving Employees</i> .....	13
Figure 7: <i>No. of Applications by Age and Gender</i> .....	14
Figure 8: <i>No. of Appointments Made in a Substantive Capacity</i> .....	16
Figure 9: <i>No. of Promotions in a Substantive Capacity and Temporary Capacity</i> .....	16
Figure 10: <i>Mid-Year Lunch July 2023</i> .....	25
Figure 11: <i>Team Building Exercise December 2023</i> .....	26
Figure 12: <i>Percentage of expenditure incurred by LGSC for the FY 2023/24</i> .....	28
Figure 13: <i>Percentage of expenditure incurred by LGSC for the FY 2022/23 vs FY 2023/24</i> .....	30

## 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



## **STATEMENT OF CHAIRPERSON**

It is a privilege for me to be associated with the publication of the Annual Report of the Local Government Service Commission for the period 01 July 2023 to 30 June 2024.

I would like from the very outset to express my sincere gratitude to the members of the Commission, the Secretary and members of the staff for their unflinching support and dedication, without which it would have been very challenging to achieve the mission of this Commission. Indeed, with the collaboration of the latter, the Commission has successfully filled several vacancies by selection and promotion among various grades within the Local Government Service, including for the workmen, technical and administrative classes. Thus, it can be confidently stated that, the Local Government Service Commission does indeed play an important part in the economic growth of the country.

It is also worth highlighting that at the same time the Commission has also ensured that its staff are equipped with the necessary knowledge, skills and aptitude to foster a culture of excellence, transparency and accountability. In this regard, various training opportunities have been provided to not only our staff members but also placement opportunities have been provided to persons with disabilities through specialised government initiatives. This clearly demonstrate the human-centred approach of the Commission which has to the best of its ability and with existing resources, promoted a fair, safe, inclusive and accessible workplace to one and all.

We will continue to strive to enhance the working experience of our people, where diverse voices, hard work and talent are valued and rewarded. I believe that technology will continue to be a great asset in this endeavour, the moreso, the Local Government Service Commission is proudly the sole organisation in the Public Sector operating fully through an Electronic Document Management System (EDMS). Thus by promoting a paperless working environment, it can be said that the Local Government Service Commission is contributing towards the adoption of ecological practices in the Public Sector.

To conclude, I would quote the words of Dale Carnegie who says that “*The man who goes farthest is generally the one who is willing to do and dare*”

Therefore, it is with immense pleasure that I am presenting the Annual Report on the Performance of the Local Government Service Commission for the financial year 2023/2024.

I wish you all excellent reading!

**Bhanoodutt BEEHAREE**

**Chairperson**

**Local Government Service Commission**

# **STATEMENT OF THE SECRETARY OF LGSC**

I am pleased to present the Annual Report of the Local Government Service Commission (LGSC) for the Financial Year 2023-2024. The activities of the Commission have been carried out within the resources available. During that financial year, the Commission has to the best of its possibility meet the objectives set except for a few cases where there have been certain unpredictable situations.

On another level, the Commission is, gradually but surely digitalising its processes thereby creating a greener environment for the staff to perform and to provide a timely service. The Electronic Document Management System (EDMS) has been rolled out to cover most sections since September 2023. This is impacting positively on the transformation processes.

The Commission has also embarked on the project of E-Recruitment which is under the aegis of the Ministry of Information Technology, Communication and Innovation (MITCI). Several meetings were held and the project will soon be launched. Upon implementation, the services at the LGSC would be practically digitalised.

It is important here to highlight the active participation and contribution of the staff of the Commission in the realisation of these projects.

I would like to express my appreciation and gratitude to all the staff of the Commission for their unwavering support and dedication in the achievement of our goals. Their understanding, as agent of change in order to offer a better public service is to be put on record.

I am also thankful to all stakeholders for their continuous support and 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.

**A. K. K. Roy JAUNKY**

**Secretary**

**Local Government Service Commission**

**PART I**  
**ABOUT THE**  
**LOCAL GOVERNMENT SERVICE COMMISSION**

## ROLES AND FUNCTIONS OF THE LGSC

The Local Government Service Commission (LGSC) is a body corporate established under the Local Government Service Commission Act of 1975. It commenced operations on August 18, 1983. As an independent body, its expenditures are funded by the Consolidated Fund.

According to Section 4 of the Act, the LGSC is endowed with exclusive authority over the appointment, disciplinary control, and removal from office, or approval of retirement, concerning employees within the local government service. These powers are subject to the stipulations of the Act and the Local Government Act.

## VISION, MISSION AND OBJECTIVES

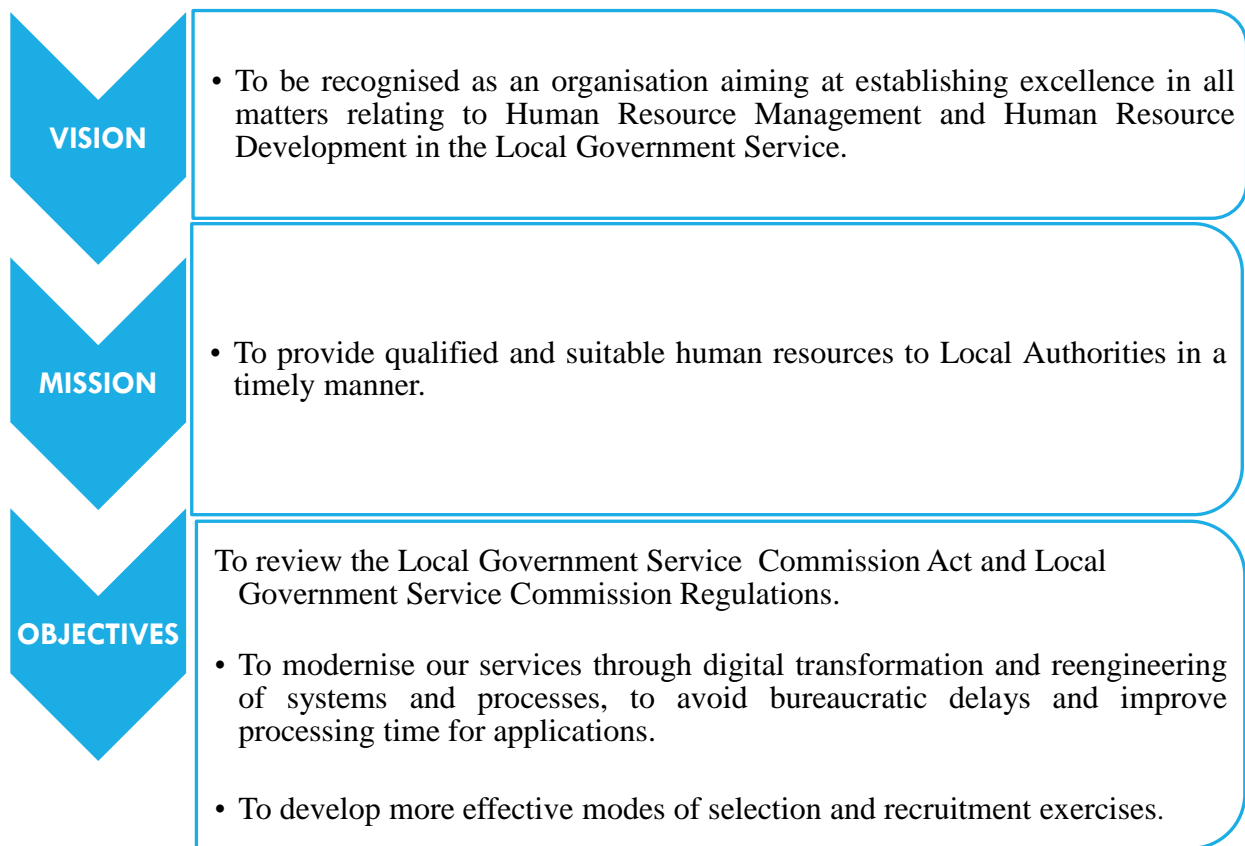
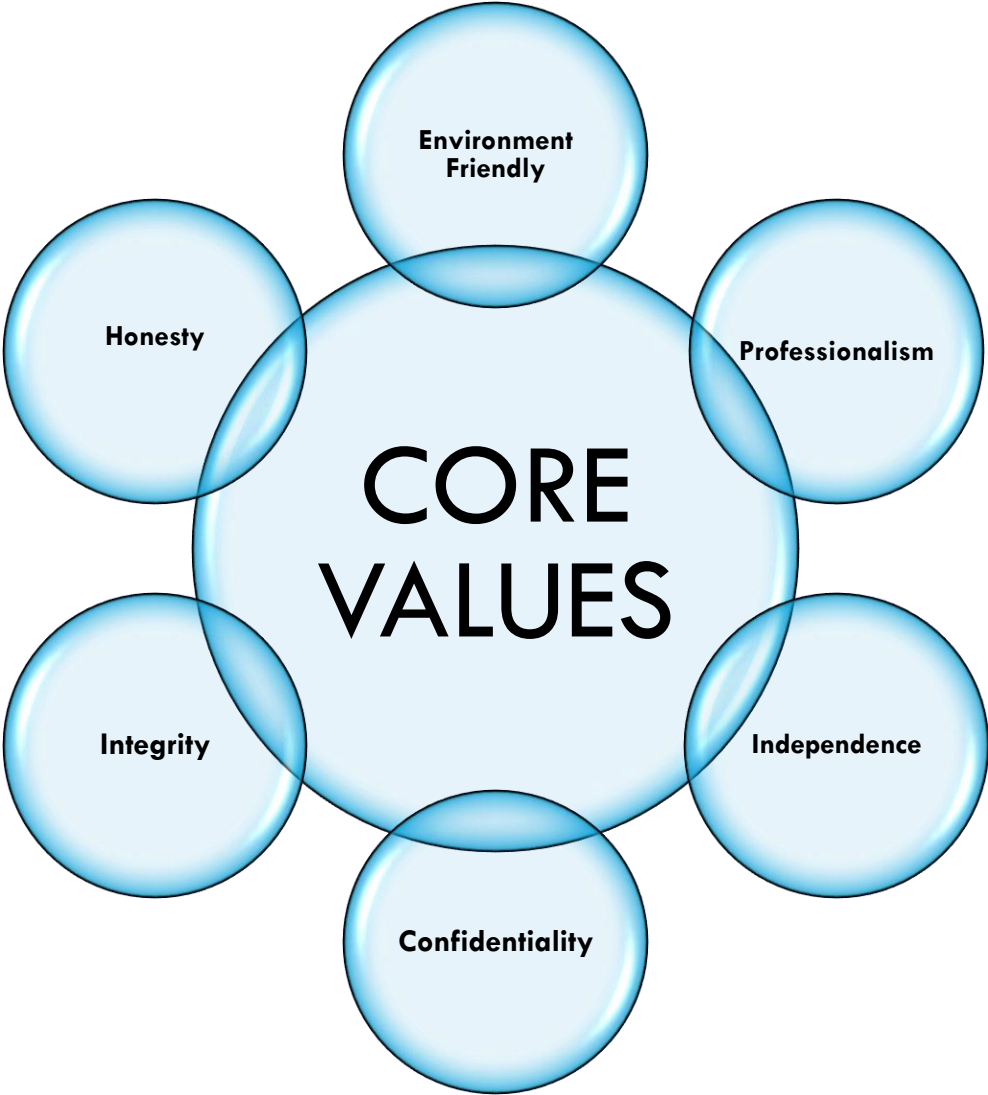


Figure 1: Vision, Mission and Objectives of the Local Government Service Commission

# OUR CORE VALUES

Organisational culture relies heavily on **values**, which are the pre-requisites for shaping and guiding human behaviour.



*Figure 2: Core Values*

## 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.

### COMPOSITION OF THE COMMISSION

The Commission is constituted as follows:

**CHAIRPERSON: Mr. Bhanoodutt BEEHAREE**

**MEMBERS: Mrs. Purnima Devi RAWOTEEA  
Mr. Reshad BHAUKAURALLY, O.S.K  
Mr. Premchand TANAKOOR, M.S.K  
Mr. Jean Bruneau DORASAMI**

### SENIOR MANAGEMENT TEAM

The composition of the Senior Management team during the FY 2023/24.

<b>Secretary, Local Government Service Commission</b>	<b>Mr JAUNKY A.K.K. Roy</b>
<b>Deputy Permanent Secretary</b>	<b>Mrs Madhumattee Ramkhelawon (Up to 20<sup>th</sup> December 2023)</b>
<b>Assistant Permanent Secretary</b>	<b>Miss BHUGUN Sapna Neermala (Assigned duties of Deputy Permanent Secretary)</b>
<b>Manager, Financial Operations</b>	<b>Mrs KULLEAN Vinayagee</b>
<b>Manager, Human Resources</b>	<b>Mr JHUGROO Ellanand</b>
<b>Assistant Manager, Human Resources</b>	<b>Ms GOPAUL Moksda</b>
<b>Assistant Manager, Human Resources</b>	<b>Mrs Davee Rajanah (Up to 03<sup>rd</sup> May 2024)</b>
<b>Assistant Manager, Human Resources</b>	<b>Mrs Heemantee Dwarka (Up to 7<sup>th</sup> May 2024)</b>
<b>Analyst/Senior Analyst</b>	<b>Miss HURCHURN Trishtee Devi</b>

*Table 1: Senior Management Team*

The officers can be contacted on:

**PABX No: 674 1712**

**Email: [lgsc@govmu.org](mailto: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 number stood at 64 during the period under review.

The Human Resources and its gender distribution is as follows:

<b><u>Designation</u></b>	<b><u>No of Male</u></b>	<b><u>No of Female</u></b>	<b><u>Total</u></b>
<b>Secretary</b>	1	0	1
<b>Deputy Permanent Secretary</b>	0	0	0
<b>Manager, Financial Operations</b>	0	1	1
<b>Manager, Human Resources</b>	1	0	1
<b>Analyst/Senior Analyst</b>	0	1	1
<b>Assistant Manager, Human Resources</b>	0	1	1
<b>Assistant Permanent Secretary</b>	0	1	1
<b>Systems Analyst</b>	0	1	1
<b>Assistant Systems Analyst/ Senior Assistant Systems Analyst</b>	0	1	1
<b>Office Management Executive</b>	0	2	2
<b>Senior Human Resource Executive</b>	0	2	2
<b>Human Resource Executive</b>	1	3	4

<b><u>Designation</u></b>	<b><u>No of Male</u></b>	<b><u>No of Female</u></b>	<b><u>Total</u></b>
<b>Financial Operations Officer/ Senior Financial Operations Officer</b>	0	1	1
<b>Office Management Assistant</b>	1	8	9
<b>Confidential Secretary</b>	0	1	1
<b>Computer Support Officer/ Senior Computer Support Officer</b>	0	1	1
<b>Assistant Procurement and Supply Officer</b>	0	1	1
<b>Management Support Officer</b>	0	21	21
<b>Word Processing Operator</b>	0	3	3
<b>Receptionist/ Telephone Operator</b>	0	1	1
<b>Head Office Auxiliary</b>	1	0	1
<b>Driver</b>	1	0	1
<b>Office Auxiliary/Senior Office Auxiliary</b>	1	4	5
<b>Surveillant</b>	1	0	1
<b>Gardener/ Nursery Attendant</b>	1	0	1
<b>Handy Worker</b>	0	1	1
<b>TOTAL</b>	<b>9</b>	<b>55</b>	<b>64</b>

*Table 2: Gender Distribution of staff at the LGSC as at 30 June 2024*



The Organizational Chart of the LGSC is as follows:

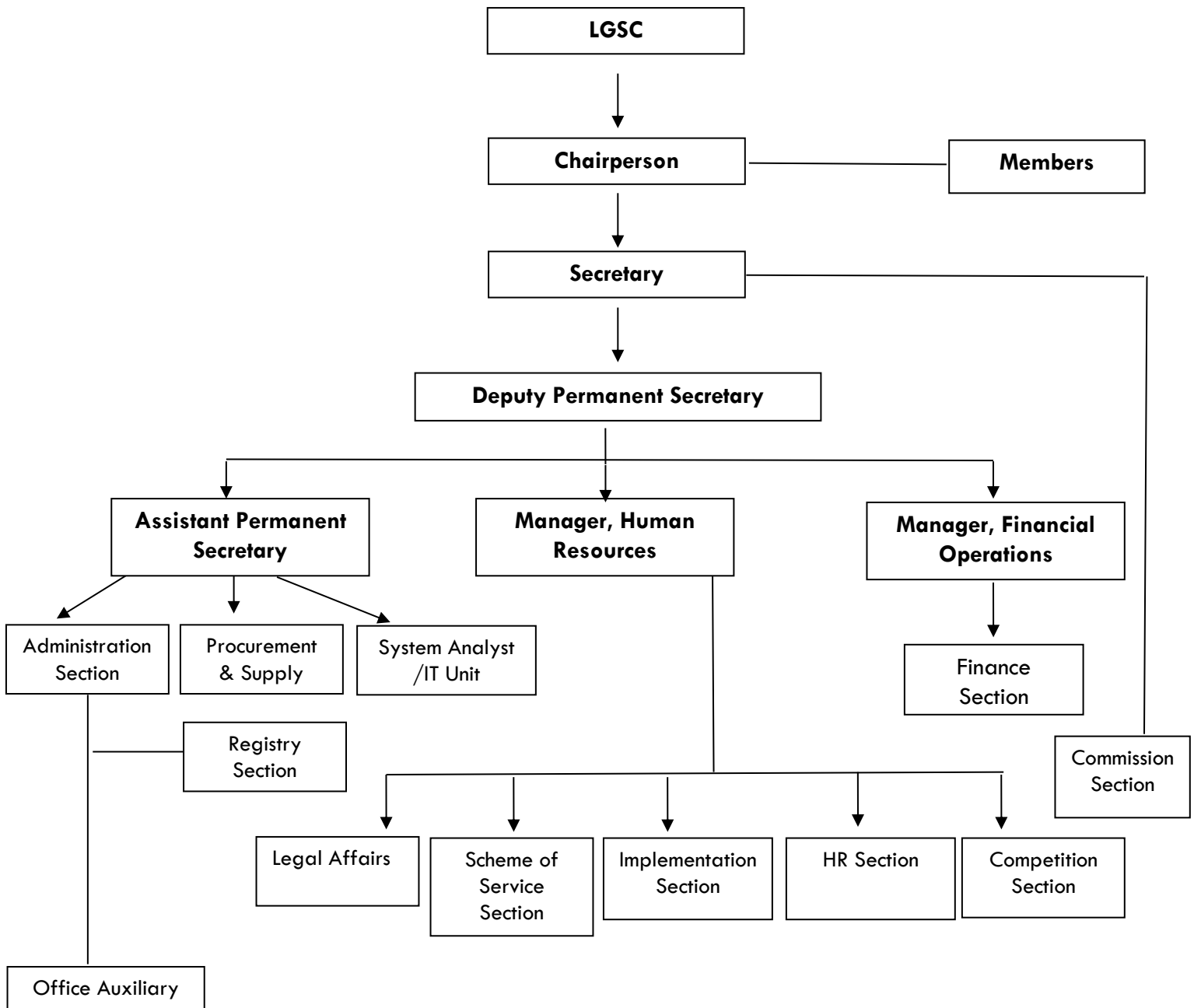


Figure 3: Organizational chart of the LGSC

# GENDER POLICY STATEMENT

With regard to gender distribution at the Office of the Commission, out of 64 officers in post at the end of the Financial Year 2023-2024, there were 9 male officers, representing 14.06% and 55 female officers, representing 85.94% of the personnel as depicted in the chart below.

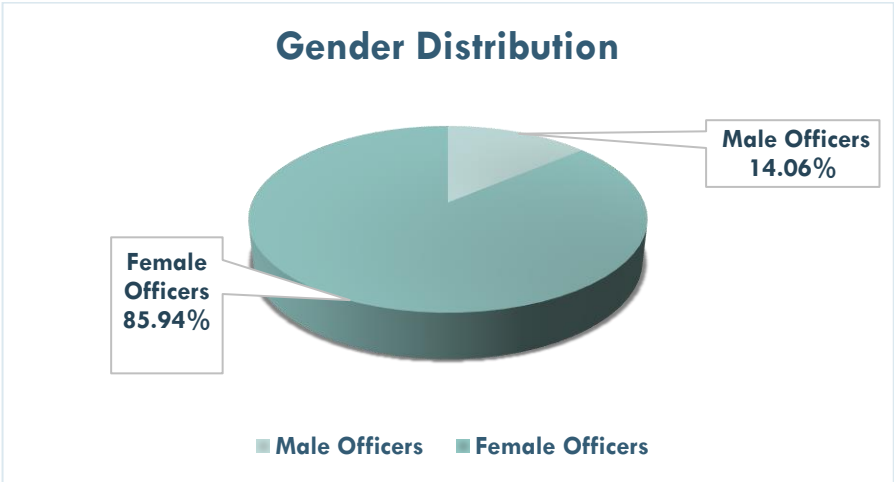


Figure 4: Gender Distribution

## OUR STAKEHOLDERS

In the delivery of its services, the Commission is called upon to collaborate with many stakeholders. The main ones are the following:

### A. MINISTRIES/DEPARTMENTS



Figure 5: Ministries and Departments

### B. LOCAL AUTHORITIES



Figure 6: Local Authorities

## OUR POLICIES

The LGSC has adopted the following principles and policies in a bid to ensure a safe, healthy and corruption free working environment for one and all.



Health and Safety Policy



Equal Opportunity Policy at Work



Risk Management Policy



No Gift Policy at Work



Code of Conduct



Anti-Corruption Policy of the LGSC



Energy Saving

*Figure 5: Policies*

## **PART II**

# **ACHIEVEMENTS**

## MAJOR ACHIEVEMENTS FOR FINANCIAL YEAR (FY) 2023-24

The filling of posts and recruitment constitute the major function of the LGSC.

In this respect:

- 687 recommendations were processed by the Commission for decisions and information; and
- 122 posts were advertised: 51 relate to the general public and 71 for serving employees (49 posts to employees of specific Local Authority, 21 posts to employees of the Local Government Service [LGS] and one (1) was advertised to both the general public and employees of the LGS).

No. of Posts advertised to	FY 2022/23	FY 2023/24
<b>General Public</b>	46	51
<b>Local Authority Employees</b>	62	49
<b>Local Government Service Employees</b>	18	21
<b>Both General Public and LGS Employees</b>	0	1
<b>TOTAL</b>	<b>126</b>	<b>122</b>

*Table 3: Number of Posts Advertised to General Public, Local Authority Employees & LGS Service Employees*

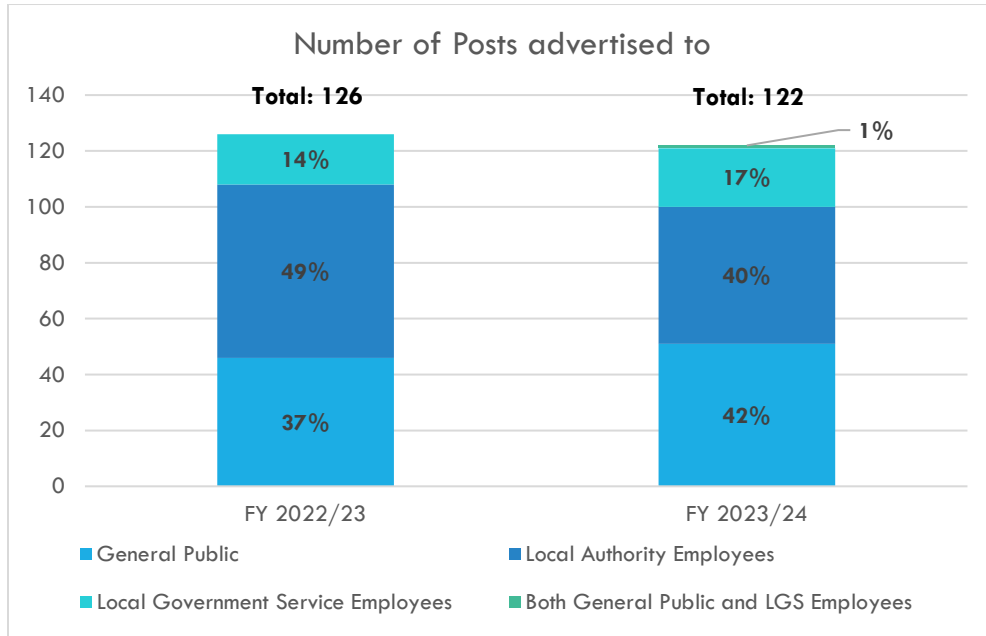


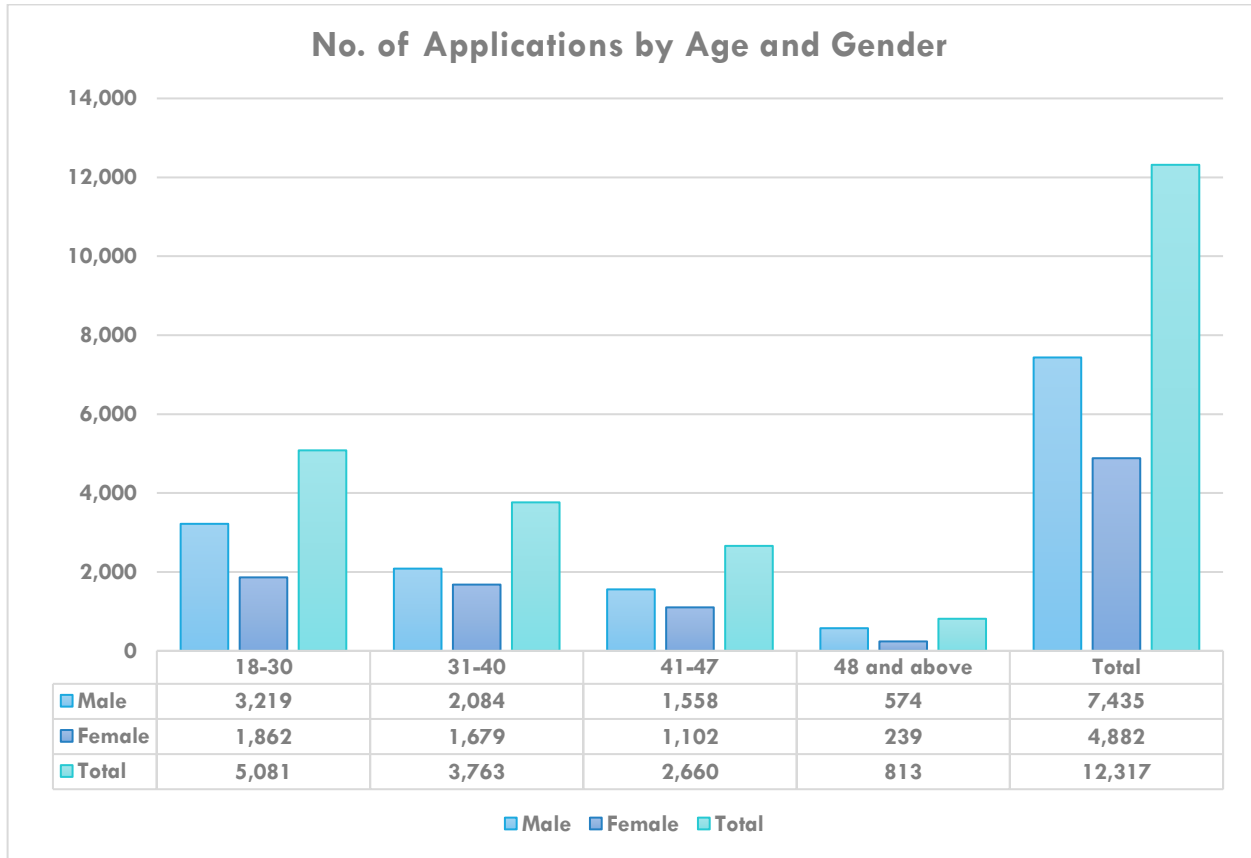
Figure 6: Percentage of Posts advertised to the General Public & Serving Employees

- 12, 317 application forms were received for posts advertised during the Financial Year 2023/24

Number of Applications	FY 2023/24
Total no. of applications received for adverts published during the financial year	12, 317
<ul style="list-style-type: none"> <li>No. of male applicants</li> <li>No. of female applicants</li> </ul>	7, 435 4, 882

Table 4: No. of applications received by gender for adverts published during the FY 2023/24

The graph shows below the number of applications received by age and gender in FY 2023/24.



*Figure 7: No. of Applications by Age and Gender*



- Following interviews, 536 appointments were made for 44 posts in the FY 2023/24.

		<b>FY 2022/23</b>	<b>FY 2023/24</b>
<b>INTERVIEW</b>	No. of advertised posts for which interviews were conducted	71	59
	<ul style="list-style-type: none"> <li>No. of candidates convened</li> </ul>	911	5609
<b>APPOINTMENT</b>	No. of posts for which appointments were made following interview	72	44
	<ul style="list-style-type: none"> <li>No. of appointments made</li> </ul>	238	536

*Table 5: No. of vacancies filled in FY 2022/23 vs 2023/24*

# APPOINTMENTS MADE IN THE LOCAL AUTHORITIES DURING FY 2023-24.

## 1. Appointment in Substantive Capacity

48 appointments were made in a substantive capacity out of which 43.8% were females and 56.3% were males.

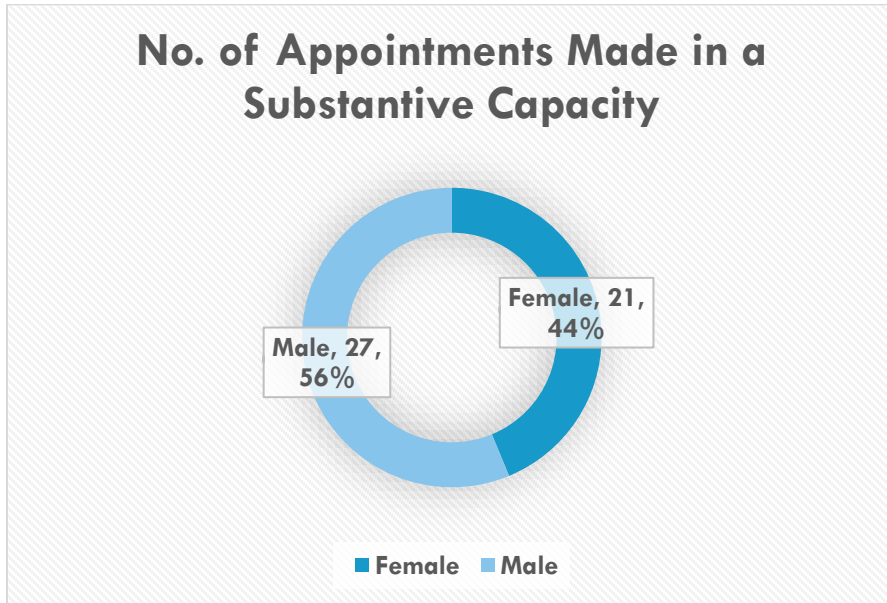


Figure 8: No. of Appointments Made in a Substantive Capacity

## 2. Promotion

65 employees were promoted among which 37 were in a substantive capacity and the remaining 28 in a temporary capacity.

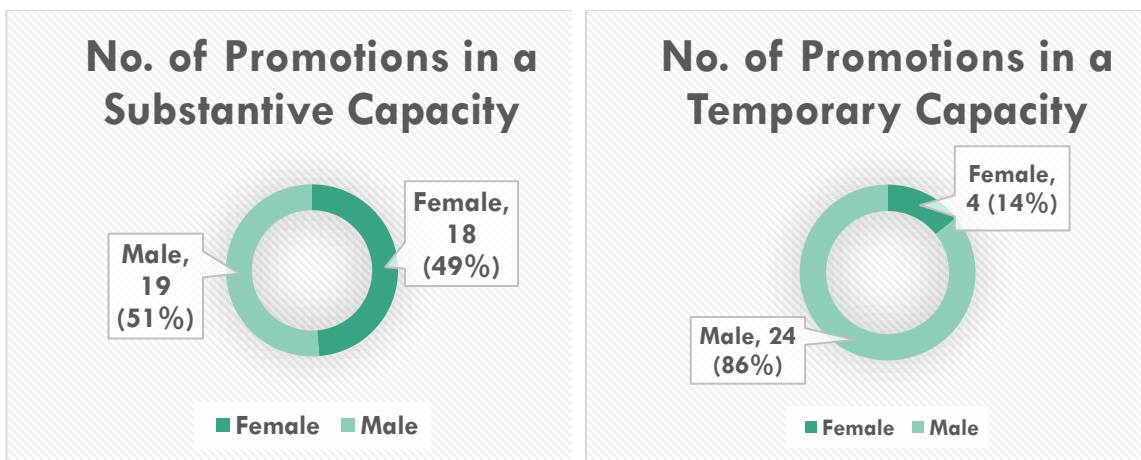


Figure 9: No. of Promotions in a Substantive Capacity and Temporary Capacity

### 3. Retirement

17 employees (4 females and 13 males) were retired on approval of the Commission on the following grounds:

Ground of Retirement	No. of Employees		
	Female	Male	Total
Age as a special case	0	7	7
On medical grounds	0	4	4
On grounds of marriage	4	0	4
On grounds of mobility of manpower	0	2	2
<b>Grand Total</b>	<b>4</b>	<b>13</b>	<b>17</b>

*Table 6: No. of Employees on Ground of Retirement*

## PUBLIC BODIES APPEAL TRIBUNAL (PBAT) CASES

The Public Bodies Appeal Tribunal was set up to deal with Public Officers who want to make an appeal against a decision of the Public Service Commission or Local Government Service Commission pertaining to an appointment exercise or to a disciplinary action taken against an officer.

The table below shows the number of PBAT cases regarding the LGSC which have been broken down into; lodged, finalised and on-going cases for FY 2022/23 in comparison with FY 2023/24.

PERIOD	CASES LODGED	CASES FINALISED	ON GOING CASES
<i>01.07.22 to 30.06.23</i>	25	16	9
<i>01.07.23 to 30.06.24</i>	23	19	4
<i>Total</i>	48	35	<b>13</b>

*Table 7: PBAT Cases processed from 01.07.2023 to 30.06.2024*

## SUPREME COURT CASES

Officers who felt aggrieved by the determination of the PBAT, often have recourse to the Supreme Court to appeal against the latter's decision. The table below shows the number of cases pertaining to the LGSC at the Supreme Court which have been broken down into; lodged, finalised and on-going cases for FY 2022/23 in comparison with FY 2023/24.

PERIOD	CASES LODGED	CASES FINALISED	ON GOING CASES
<i>01.07.22 to 30.06.23</i>	5	0	5
<i>01.07.23 to 30.06.24</i>	15	1	14
<i>Total</i>	20	1	<b>19</b>

*Table 8: Supreme Court Cases processed from 01.07.2023 to 30.06.2024*

## STATUS ON THE IMPLEMENTATION OF KEY ACTIONS

The targets achieved in respect of the Key Actions for FY 2023/24 are given below:

Key Action	Key Performance Indicator	Target	Target Achieved	Remarks
Timely recruitment/promotion in the Local Government Service	Average processing time of applications (Weeks)	30	12.9	A decrease of 3.8 weeks in processing applications is noted compared to FY 2022/23.

*Table 9: Status on Implementation of Key Actions*

## **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.

## **IMPLEMENTATION PLAN – DIRECTOR OF AUDIT COMMENTS**

The Director of Audit performed its auditing exercises at the Commission from 29 May to 11 June 2024.

## AUDIT COMMITTEE

The Commission recognises that an Audit Committee plays a key role in public accountability by providing independent oversight of the organisation's governance, risk management, and internal control practices, thus providing confidence in the integrity of these practices.

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 28<sup>th</sup> 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 FY 2023/24, 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 which is renewed successfully after expiry date. The current Certificate is valid up to 18 July 2027. 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 financial year was conducted on 10 November 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 42.55% of its training budget for the financial year 2023-2024 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 2023-2024;

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 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>

*Table 10: Training and Capacity Building Programmes FY 2023/24*

## 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 different well-being and outdoor activities.

**(a) The Mid- Year Lunch was organised by the Staff Welfare Association in July 2023.**



*Figure 10: Mid-Year Lunch July 2023*

**(b) The Team Building Exercise was organised by the Staff Welfare Association in December 2023.**



*Figure 11: Team Building Exercise December 2023*

## **PART III**

### **FINANCIAL PERFORMANCE**

# FINANCIAL PERFORMANCE

## Financial Highlights

Expenditure Vote 1-13 is under the Local Government Service Commission and the appropriation of funds to the tune of Rs 54 M, for the FY 2023/24 was made by the National Assembly.

## Expenditure

The expenditure incurred by the Commission under the different economic categories during the FY 2023/24 is illustrated below:

<i>Expenditure</i>	<i>Rs</i>
Compensation of Employees	41,855,000
Good and Services	4,009,000
Capital	2,983,000
Total	48,847,000

Table 11: Expenditure under Economic Categories in FY 2023/24

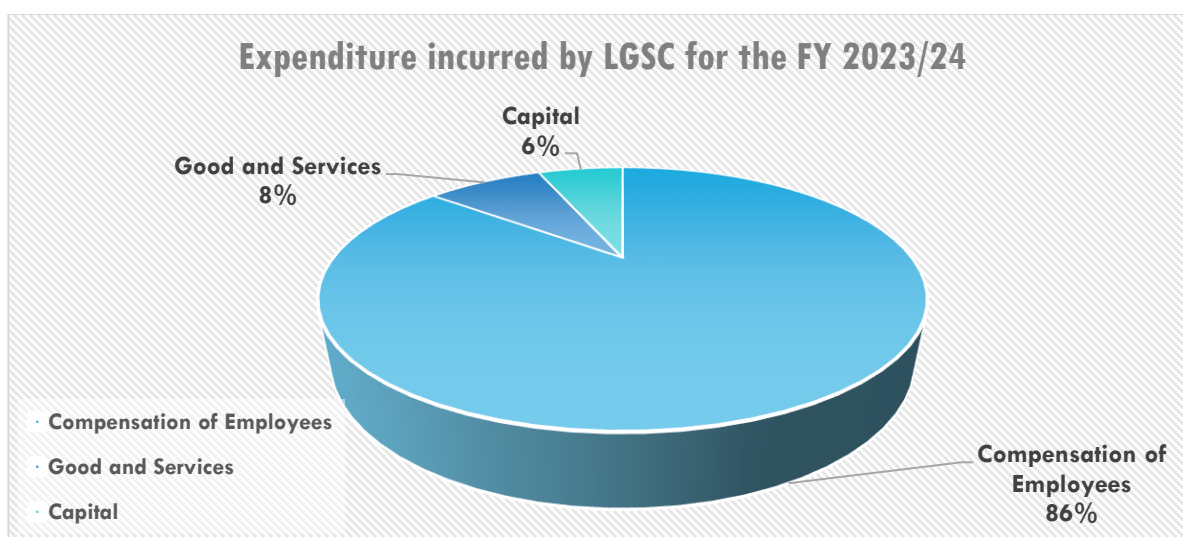


Figure 12: Percentage of expenditure incurred by LGSC for the FY 2023/24



Approximately 86% of the total expenditure was attributed to Compensation of Employees, 8% to Goods and Services and 6% to the Acquisition of Non-Financial Assets.

In addition, an amount of Rs 710,000 was met from Item “Centrally Managed Expenses of the Government” for payment of Social Contribution in FY 2023-2024.

## Analysis of Major Changes

### Expenditure

The total expenditure of the LGSC for 2022-2023 and 2023-2024 is detailed as follows:

<b>Expenditure</b>	<b>FY 2022-2023 (Rs)</b>	<b>FY 2023-2024 (Rs)</b>	<b>Increase /Decrease (Rs)</b>
Compensation of Employees	39,821,000	41,855,000	2,034,000
Goods and Services	3,848,000	4,009,000	161,000
Capital	6,499,000	2,983,000	(3,516,000)
<b>TOTAL</b>	<b>50,168,000</b>	<b>48,847,000</b>	<b>(1,321,000)</b>

*Table 12: Expenditure under Economic Categories in FY 2022/23 vs 2023/24*

The below figure shows a comparison between the expenditure incurred by the LGSC in the FY 2022/2023 and that incurred in the FY 2023/2024.

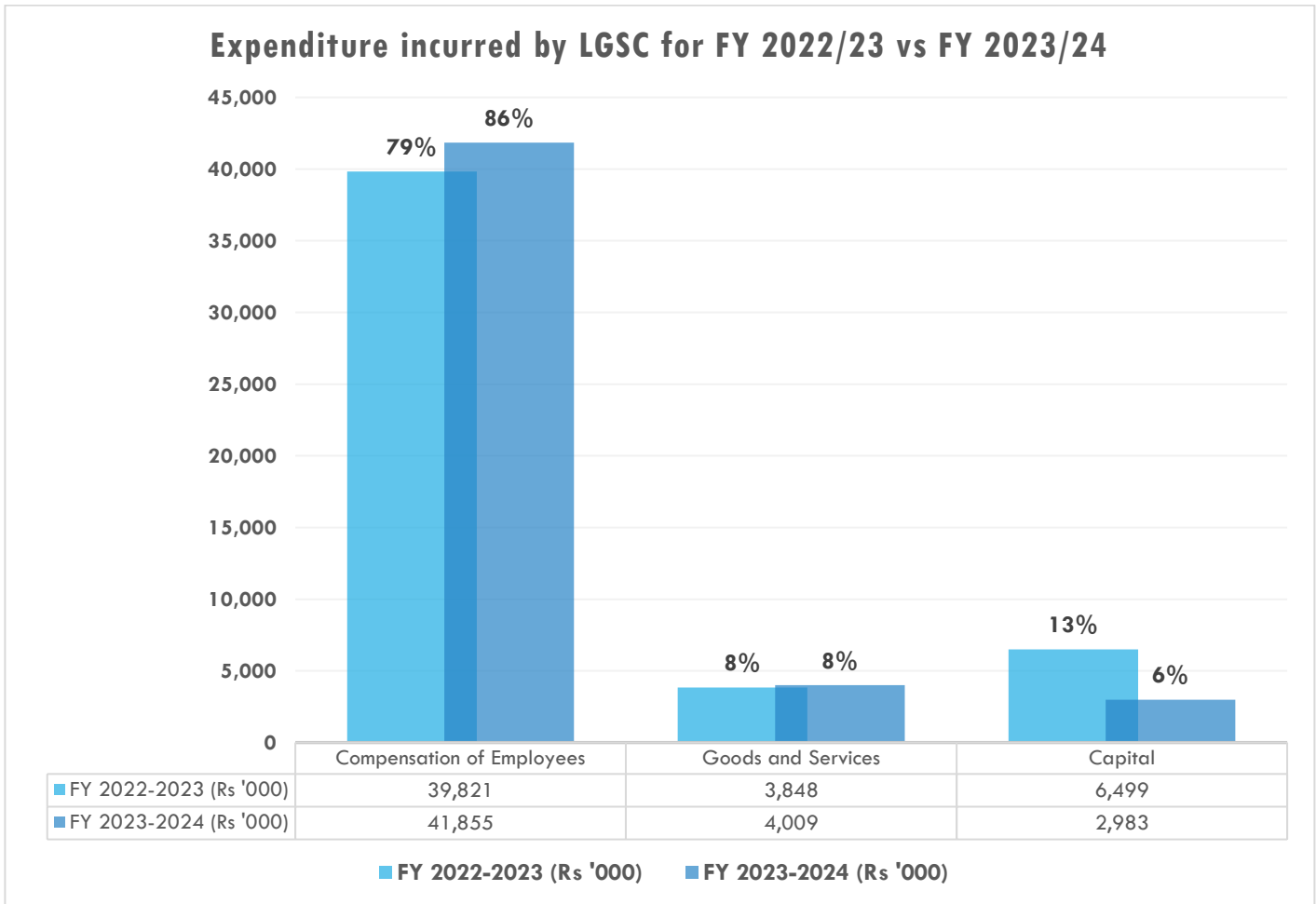


Figure 13: Percentage of expenditure incurred by LGSC for the FY 2022/23 vs FY 2023/24



## **Main Reasons for the Above Variances:**

### **(1) Compensation of Employees:**

Expenditure increased under this Economic Classification is mainly due to the yearly increment of salary, revised travelling rate in 2023-2024 and additional cost of overtime pertaining to the recruitment process.

### **(2) Goods and Services:**

Expenditure increased under this classification, was related to general rise of commodities on the market and annual rise in respect of existing and award of new contracts for the different maintenance of the Commission.

### **(3) Acquisition of Non-Financial Assets:**

- (i) **Extension and Renovation of the LGSC Building Project** – Project completed in 2022-2023.
- (ii) **Electronic Document Management System** - This project had started in February 2021. 20% of the project value had been disbursed in FY 2020/21. 40% of project value disbursed in FY 2021/22 and 30% of the project value, related to Operational acceptance of the System was effected in FY 2022/23. 10% of project value was provided in Budget 2023/24 but no payment effected since there are some issues, which have not yet been settled by the contractor.
- (iii) **Web Based Recruitment System:** No expenditure was made from the provision of Rs 2M in FY 2023/24, since scope of the project has been reviewed.

## Statement of Expenditure

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

<b>Head/Sub-Head of Expenditure</b>	<b>2022-2023 Actual (Rs)</b>	<b>2023-2024 Estimates (Rs)</b>	<b>2023-2024 Actual (Rs)</b>
<b>Compensation of Employees</b>	39,821,000	42,900,000	41,855,000
<b>Goods and Services</b>	3,848,000	4,600,000	4,009,000
<b>Subsidies</b>	-		
<b>Grants</b>	-		
<b>Social Benefits</b>	-		
<b>Other Expenses</b>	-		
<b>Acquisition of Non-Financial Assets</b>	6,499,000	6,500,000	2,983,000
<b>Acquisition of Financial Assets</b>	-		
<b>Total</b>	<b>50,168,000</b>	<b>54,000,000</b>	<b>48,847,000</b>

*Table 13: Statement of Expenditure from the Treasury Accounting System (TAS).*

### Notes:

- “Compensation of Employee’s” accounts for 86 % 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 and 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”, “Upgrading of Office Building”, “Acquisition of IT Equipment” and “Acquisition of Vehicle”.

**PART IV**

**WAY FORWARD**

## STRATEGIC DIRECTION

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

<b>Strategic Direction</b>	<b>Enabler</b>
Review of Local Government Service Commission Regulations	The draft regulations have been sent to the State Law Office for vetting.
Adoption of a Web-based recruitment system	The project is being spearheaded now by the Ministry of Information Technology, Communication and Innovation (MITCI). A series of meeting have been held and the specifications are being finalised.
Modernised other services and processes through customer centric digital transformation.	The LGSC has implemented the Electronic Data Management System (EDMS) which has revolutionised its internal processes.

*Table 14: Strategic Direction*

## TRENDS & CHALLENGES

Implementation of a Web-based Recruitment System for the LGSC will accelerate the recruitment process and provide a user-friendly application system for posts in the Local Government Service.

The objectives of the Web-based Recruitment System are to:

- Enable candidates to apply online.
- Minimize manual interventions and storage cost of hard copy applications.
- Eliminate the risk of errors which may occur during data input.
- Reduce processing time.

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