



Public Officers' Welfare Council

Promoting welfare of public officers and their families

Action Plan 2011

March 2011

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CHAPTER I: PUBLIC OFFICERS' WELFARE COUNCIL (POWC)

1.1. Mandate of the Public Officers' Welfare Council

- To promote the welfare of public officers and their families

1.2. Vision of the Public Officers' Welfare Council

To complement efforts towards building a modern and efficient Public Service equipped to respond to the challenges of the day whilst observing the codes of good governance, by holding cultural, educational, recreational, sports and leisure activities for Public Service staff and their families.

1.3. Mission Statement of the Public Officers' Welfare Council

- ☞ To be a role model in providing public officers and their families with innovative, stress-free and enriching activities
- ☞ To motivate public officers to perform better by helping them to balance their working and personal lives
- ☞ To provide an enabling environment where public officers can meet and interact for their mutual advantage and empowerment

1.4. Objects of the Public Officers' Welfare Council

- To generally promote the welfare of public officers and their families
- To organise recreational and cultural activities for the public officers
- To enlist the participation of public officers in the implementation of activities approved by the Council
- To maintain effective communication with departmental staff welfare associations
- To diffuse information on public service matters generally
- To set up and operate schemes or projects for the benefit of public officers and their families
- To advise the Minister on matters relating to the welfare of public officers

1.5. Core Values

- **Integrity:** We strive to maintain highest standards of professional ethics
- **Creativity:** We always innovate and find new ways to serve our customers better
- **Quality:** We are committed to provide highest quality and timely services to our clients
- **Teamwork:** We firmly believe in team work and sharing of information and resources

CHAPTER II: STRUCTURE OF THE POWC

2.1. GOVERNANCE – COMPOSITION OF THE PUBLIC OFFICERS’ WELFARE COUNCIL BOARD

The Council is managed and administered by a Board consisting of:

CHAIRMAN: Mr. D. P. Ruhee, OSK, Former Senior Chief Executive, Ministry of Education and Human Resources

MEMBERS:

Mrs. V. Napaul, representative of the Prime Minister’s Office

Mr. A. K. Hoolass, representative of the Ministry of Civil Service & Administrative Reforms

Mrs. V. Jodhoa, representative of the Ministry of Gender Equality, Child Development and Family Welfare

Mr. P. Ujoodha, representative of the Ministry of Youth and Sports

Mrs. C. Ramah, representative of the Ministry of Arts and Culture

Mr. I. Beejah, representative of the Ministry of Finance & Economic Development

Mr. R. Sadien, MSK, representative of Civil Service Trade Unions

Mr. M. Barosa, representative of Civil Service Trade Unions

Mr. S. Choolun, representative of Civil Service Trade Unions

Mrs. N. Boodhoo, OSK, Independent Member

Mr. Y. K. Dwarka, Independent Member

Staff of the POWC

Secretary: Mr. S. Bundhoo

Treasurer: Mr. R. Jugroop

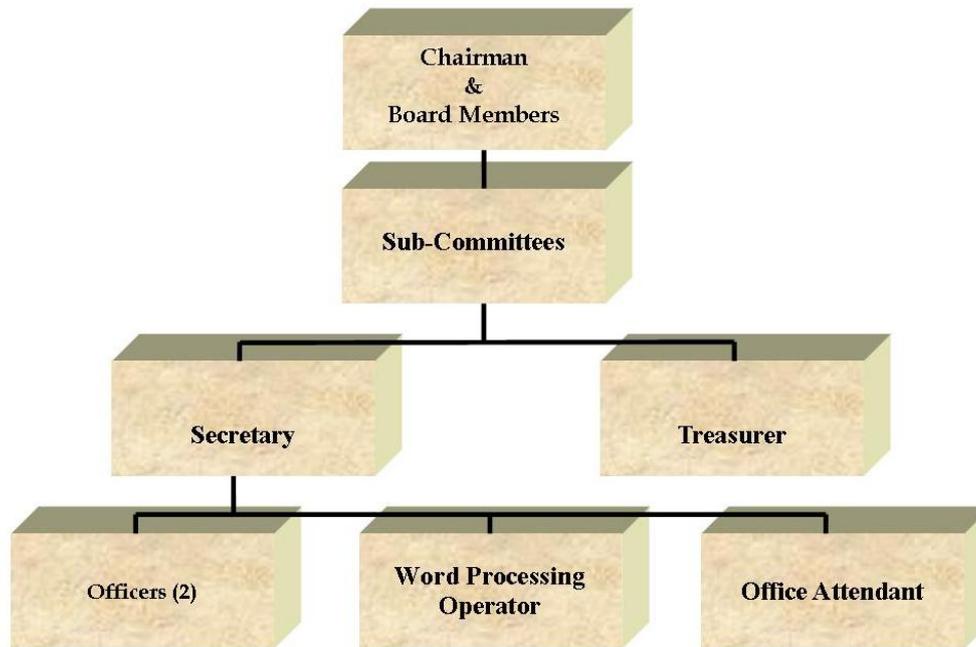
Officers: Mr. B. Harnamsing
Mr. R. Lacha

Word Processing Officer: Mrs. B. H. Ahseek

Office Care Attendant: Mr. R. Mahabir-Singh

2.1.1. The Public Officers’ Welfare Council operates under the aegis of the Ministry of Civil Service and Administrative Reforms.

2.2. Organigram of Public Officers' Welfare Council



2.3. POWC Sub-Committees

- 2.3.1 Sports & Keep Fit Sub-Committee
- 2.3.2 Literary & Cultural Sub-Committee
- 2.3.3 Recreational Activities Sub-Committee
- 2.3.4 Information, Education & Communication Sub-Committee
- 2.3.5 Finance/Procurement Sub-Committee
- 2.3.6 Culinary Exhibition Sub-Committee (Ad-Hoc)
- 2.3.7 Kermesse Sub-Committee (Ad-Hoc)

2.4. Budget of the Public Officers' Welfare Council

The Public Officers' Welfare Council is a body corporate, non-profit making organisation, established under the Public Officers' Welfare Council Act (Act No.28 of 1992). It is funded by a Government annual grant provided for in the National Budget. The voted provision for the year 2011 is Rs 2.7 million. Its accounts are audited by the Director of Audit and are laid in the National Assembly.

"Hold yourself responsible for a higher standard than anybody else expects of you"

Henry WARD BEECHER

3. Objectives of Action Plan 2011

The Plan of Action 2011, which was drawn up following consultations with representatives of Departmental Staff Welfare Associations, is meant as a guide for the Public Officers' Welfare Council. It will help all Staff Welfare Associations in formulating their welfare activities taking into consideration their needs, capacity and mandate.

The Action Plan specifies:

- i. the **set of goals** and **targets** for public officers for the year 2011;*
- ii. the **strategies** for reaching those **goals**;*
- iii. the **commitments** for **action**;*
- iv. the ways and means for enhancing the image of the Council; and*
- v. the **follow-up measures** at various levels.*

Its overall objective is to empower public officers to use their innate potential to good purpose, to enhance their lives culturally and socially.

3.1. Sports and Keep Fit Activities

Objectives	<ul style="list-style-type: none"> ➤ To provide opportunities to public officers to maintain their physical fitness ➤ To enable public officers to practice their favourite sports activities
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Implementation Plan

<i>Activities</i>	<i>Time Frame</i>
	<i>2011</i>
▪ <i>Football Tournaments</i>	<i>March – September</i>
▪ <i>Volleyball Tournaments</i>	<i>June – September</i>
▪ <i>Badminton Tournaments</i>	<i>August - October</i>
▪ <i>8-a-side Football Festival</i>	<i>March</i>
▪ <i>Initiation to Swimming</i>	<i>January – July / October – December</i>
▪ <i>Beach Volley Festival</i>	<i>November</i>
• <i>Petanque Festival</i>	<i>August/September</i>
• <i>Keep-Fit Activities (Yoga, Meditation, Aerobic, etc.)</i>	<i>January - December</i>

“The human body is the best picture of the human soul” **Ludwig Wittgenstein**

Objectives	<ul style="list-style-type: none"> ➤ To organise activities on specific current national issues with the objective to create greater awareness among public officers ➤ To motivate officers to get involved in intellectual pursuits and as such enhance their interaction with other public officers from different Ministries/Departments
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Implementation Plan

<i>Activities</i>	<i>Time Frame</i>
	<i>2011</i>
<ul style="list-style-type: none"> ▪ <i>Scrabble Competition</i> 	<i>April - June</i>
<ul style="list-style-type: none"> ▪ <i>Public Speaking Competition</i> 	<i>September</i>
<ul style="list-style-type: none"> ▪ <i>Essay Competition</i> 	<i>June</i>
<ul style="list-style-type: none"> ▪ <i>Quiz Competition</i> 	<i>July – November</i>
<ul style="list-style-type: none"> ▪ <i>Song Competition</i> 	<i>May - August</i>
<ul style="list-style-type: none"> ▪ <i>Play-writing Competition</i> 	<i>September - October</i>

“All men that live are one in circumstances of birth; Diversities of works give each his special worth”

Tirrukural
(translated by Dr G.U.Pope)

3.3. Recreational Activities

Objectives	<ul style="list-style-type: none"> ➤ To develop the spirit of friendship and understanding among public officers and their families ➤ To provide public officers and their families with opportunities to participate and interact in a congenial atmosphere through recreational activities
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Implementation Plan

<i>Activities</i>	<i>Time Frame</i>
	2011
▪ <i>Excursions</i>	<i>April, July-August, November-December</i>
▪ <i>Randonnées / Nature Walk</i>	<i>April, July-August, November-December</i>
▪ <i>Visits to Islets</i>	<i>April, July-August, November-December</i>
▪ <i>Mini-Cruise</i>	<i>April/June/November</i>
▪ <i>Visit to other Countries</i>	<i>April, July-August, November-December</i>
▪ <i>Indoor games Competition</i>	<i>March</i>

“The only way to discover the limits of the possible is to go beyond them into the impossible”

Arthur C. Clarke

Objectives	<ul style="list-style-type: none"> ➤ To develop a gateway to information services/resources ➤ To organise seminars/workshops on capacity building for officers responsible for staff welfare associations ➤ To develop communication channels via brochures, leaflets, posters, visual and audio presentation ➤ To encourage Health Promotion Programmes ➤ To strengthen networking mechanisms among Welfare Associations
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Implementation Plan

Activities	Time Frame
	2011
▪ <i>Seminars / Workshops</i>	<i>February</i>
▪ <i>Training of Officers responsible for Staff Welfare Associations (Leadership skills, Management of Staff Welfare Associations, etc.)</i>	<i>August</i>
▪ <i>Recording of Programmes organised by Public Officers' Welfare Council</i>	<i>As and when activities are organised</i>
▪ <i>Publication of Souvenir Magazine</i>	<i>December</i>
▪ <i>Publication of Action Plan</i>	<i>February</i>
▪ <i>Publication of Annual Report</i>	<i>March</i>
▪ <i>Publication of Brochures</i>	<i>April / September</i>
▪ <i>Organisation of a Health Promotion Programme</i>	<i>January/December</i>
▪ <i>Talks</i>	<i>April/August/November</i>
▪ <i>Medical Check-Up</i>	<i>January – December</i>

“Men are wise in proportion, not to their experience, but to their capacity for experience” – **George Bernard Shaw**

3.5. Other Activities

3.5.1 Culinary Exhibition

Objectives	<ul style="list-style-type: none">➤ To promote good eating habits➤ To provide an opportunity for public officers to demonstrate their culinary talents➤ To compile and disseminate recipes to public officers
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Implementation Plan

Activity	Time Frame
Culinary Exhibition	2011
	June/July

3.5.2. Civil Service Day – (UN Public Service Day and Africa Day of the Civil Service & Administration)

Objectives	<ul style="list-style-type: none">➤ To sensitise public officers and members of the public on service delivery that affect the quality of life of Citizens➤ To build partnerships and consolidate networks with Civil Service Organisations in Africa and elsewhere
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Implementation Plan

Activity	Time Frame
Civil Service Day	2011
	June

3.5.3. Blood Donation Campaign

Activities	Time Frame
Blood Donation Campaign	2011
	February - December

3.6. 'La Grande Kermesse de La Fonction Publique'

Objectives	<ul style="list-style-type: none"> ➤ To enable public officers and their families to meet and interact in a friendly environment ➤ To provide Staff Welfare Associations with opportunities to raise funds for the benefit of their respective members ➤ To create a symbiotic relation among the Government, public officers and the population at large ➤ To create a platform for public officers to reveal their talents and innovative ideas
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Implementation Plan

Activity	Time Frame
<ul style="list-style-type: none"> ▪ <i>Public Service Kermesse</i> 	2011
	Either Sunday 30 October or Sunday 6 November

“Deep within man dwell those slumbering powers; powers that would astonish him, that he never dreamed of possessing; forces that would revolutionize his life if aroused and put into action”

Orison Swett MARDEN

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