



# **PUBLIC OFFICERS' WELFARE COUNCIL**

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# **Action Plan 2008 – 2009**

*Promoting Welfare of Public Officers and their families*

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*“A Mighty Flame followeth a tiny spark” - Dante*

# 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 own 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 standard 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 service to our clients
- **Teamwork:** We firmly believe in teamwork 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:

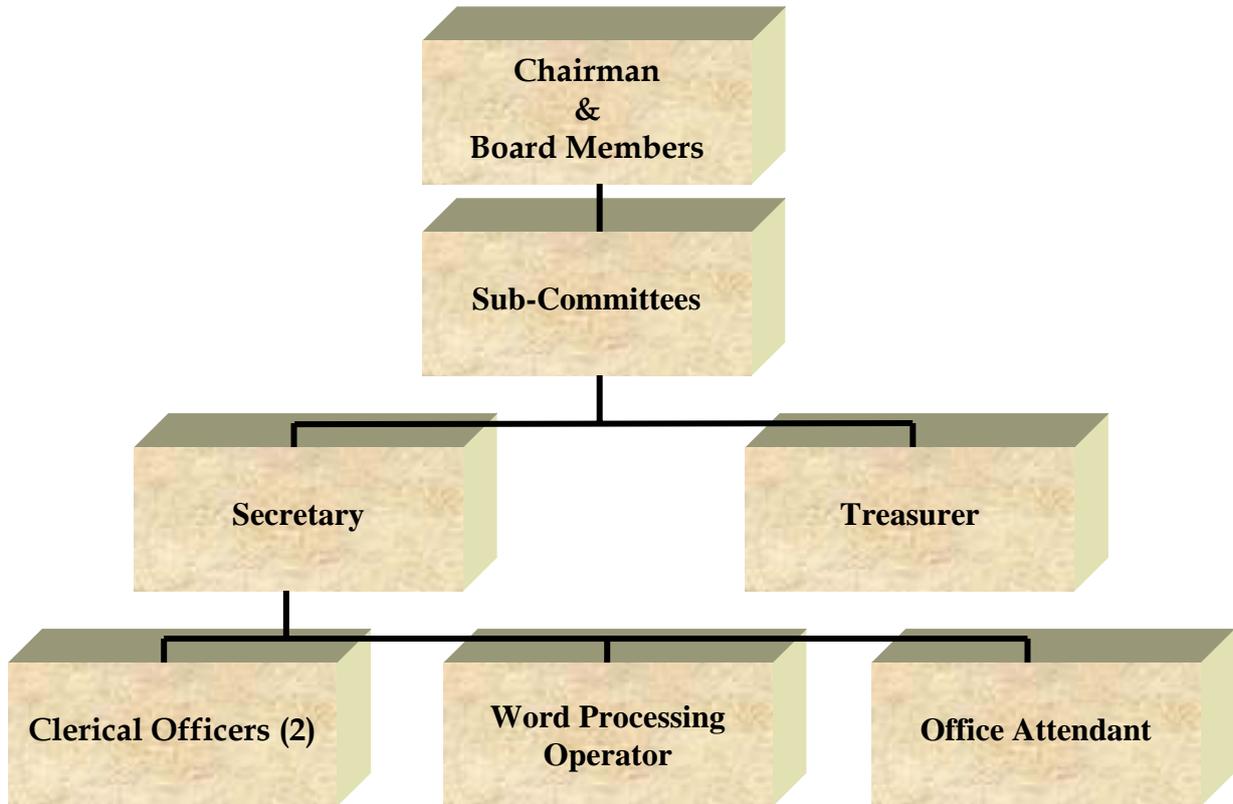
<b>CHAIRMAN</b>	<b><i>Mr D. P. Ruhee</i></b>
<b>MEMBERS</b>	<b><i>Mrs V. Napaul, Senior Personnel Officer, representative of the Prime Minister's Office</i></b> <b><i>Mr T. Appadu, Principal Assistant Secretary, representative of the Ministry of Civil Service &amp; Administrative Reforms</i></b> <b><i>Mrs V. Jodhoa, Co-ordinator, Planning &amp; Research Unit, representative of the Ministry of Women's Rights, Child Development, Family Welfare and Consumer Protection</i></b> <b><i>Mr P. Ujoodha, Sports Officer, representative of the Ministry of Youth and Sports</i></b> <b><i>Mr I. Bhugan, Principal Events Management Officer, representative of the Ministry of Arts and Culture</i></b> <b><i>Mr R. Naghen, Head, Internal Control Cadre, representative of the Ministry of Finance &amp; Economic Development</i></b> <b><i>Mr R. Sadien, MSK, Principal Valuation Technician, President SEF, representative of Civil Service Trade Unions</i></b> <b><i>Mr S. Sawmynaden, Deputy Rector, Secretary, FCS &amp; other Unions, representative of Civil Service Trade Unions</i></b> <b><i>Mr S. Choolun, Teacher/Senior Teacher, General Secretary, GTU, representative of Civil Service Trade Unions</i></b> <b><i>Mrs J. Brunel, Independent Member</i></b>  <b><i>Mr Y. K. Dwarka, Independent Member</i></b>
<b>CO-OPTED MEMBER</b>	<b><i>Mr R. Imrith, Higher Executive Officer, President, GGSU</i></b>

#### *Staff of the POWC*

<b><i>Secretary:</i></b>	<b><i>Mr. K. Doma</i></b>
<b><i>Treasurer:</i></b>	<b><i>Mr. R. Jugroop</i></b>
<b><i>Clerical Officers:</i></b>	<b><i>Mr. S. Bundhoo</i></b> <b><i>Mr. B. Harnamsing</i></b>
<b><i>Word Processing Officer:</i></b>	<b><i>Mrs. B. Ahseek</i></b>
<b><i>Office Attendant:</i></b>	<b><i>Mr. V. Seelochun</i></b>

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 - Composition

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 Council is a non-profit making organisation. It is funded by a Government annual grant of Rs 2.7 million. Its accounts are audited by the Director of Audit and are laid in the National Assembly.

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*“Hold yourself responsible for a higher standard than anybody else expects of you”*  
**Henry WARD BEECHER**

## CHAPTER III

### ACTION PLAN 2008-2009

#### 3. Objectives of Action Plan 2008 – 2009

The Plan of Action 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 the:

- i. **set of goals and targets** for public officers in the years 2008-2009;
- ii. **strategies** for reaching those **goals**;
- iii. **commitments for action**;
- iv. enhancing of the image of the Council; and
- v. **follow up measures** at various levels.

The 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

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

<i>Activities</i>	<i>Time Frame</i>	
	<i>2008</i>	<i>2009</i>
▪ Football Tournaments	<i>March – September</i>	<i>March – September</i>
▪ Football Festival	<i>April</i>	<i>April</i>
▪ Volleyball Tournaments	<i>April – June</i>	<i>April – June</i>
▪ Volleyball Festival	<i>May</i>	<i>May</i>
▪ Badminton Tournaments	<i>April-June</i>	<i>April-June</i>
▪ Table Tennis Festival	<i>October / November</i>	<i>October / November</i>
▪ Initiation to Swimming	<i>January – July / October – December</i>	<i>January – July / October – December</i>
▪ Sports Fun Day	<i>April</i>	<i>April</i>

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

### 3.2. Literary & Cultural Activities

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

<i>Activities</i>	<i>Time Frame</i>	
	<i>2008</i>	<i>2009</i>
▪ Debate Competition	<i>July – October</i>	<i>July – October</i>
▪ Public Speaking Competition	<i>September</i>	<i>September</i>
▪ Essay Competition	<i>June</i>	<i>June</i>
▪ Quiz Competition	<i>July – November</i>	<i>July – November</i>
▪ Recital of Poems/ Creative writing	<i>November</i>	<i>November</i>

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*“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

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

<i>Activities</i>	<i>Time Frame</i>	
	<i>2008</i>	<i>2009</i>
▪ Excursions	April, July-August, November-December	April, July-August, November-December
▪ Randonnées in forests	April, July-August, November-December	April, July-August, November-December
▪ One day visits to Islets	April, July-August, November-December	April, July-August, November-December
▪ Mini-Cruise *	April/June/November	April/June/November
▪ Visit to other Countries	April, July-August, November-December	April, July-August, November-December
▪ Indoor games Competition	March	March

(\* ) Depending on the schedules discussed and agreed with the Mauritius Shipping Corporation

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*“The only way to discover the limits of the possible is to go beyond them into the impossible”*  
**Arthur C. Clarke**

### 3.4. Information, Education and Communication Activities

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

<i>Activities</i>	<i>Time Frame</i>	
	<i>2008</i>	<i>2009</i>
▪ Seminars / Workshops	<i>February</i>	<i>February</i>
▪ Training of Officers responsible for Staff Welfare Associations (Leadership skills, Management of Staff Welfare Associations, etc.)	<i>August</i>	<i>August</i>
▪ Recording of Programmes organised by Public Officers' Welfare Council	<i>As and when activities are organised</i>	<i>As and when activities are organised</i>
▪ Publication of Souvenir Magazine	<i>February</i>	<i>February</i>
▪ Publication of Action Plan	<i>February</i>	
▪ Publication of Annual Report	<i>March</i>	<i>March</i>
▪ Publication of Brochures	<i>April / September</i>	<i>April / September</i>
▪ Organisation of a Health Promoting Programme	<i>January/December</i>	<i>January/December</i>
▪ Talks	<i>April/August/November</i>	<i>April/August/November</i>

(\* ) On a monthly /Quarterly basis

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

### 3.6. Culinary Exhibition

<i>Objective</i>	<ul style="list-style-type: none"> <li>➤ <i>To promote good eating habits</i></li> <li>➤ <i>To allow public officer to show their culinary talents</i></li> <li>➤ <i>To compile and distribute recipes</i></li> </ul>
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#### Implementation Plan

<i>Activity</i>	<i>Time Frame</i>	
	<i>2008</i>	<i>2009</i>
<i>3.6.1. Culinary Exhibition</i>	<i>May</i>	<i>May</i>

### 3.7. ‘La Grande Kermesse de La Fonction Publique’

<i>Objectives</i>	<ul style="list-style-type: none"> <li>➤ <i>To enable public officers and their families to interact in a friendly environment</i></li> <li>➤ <i>To provide Staff Welfare Associations with opportunities to raise funds for the benefit of their respective members</i></li> <li>➤ <i>To create the symbiotic relation among the Government, public officers and the public in general</i></li> <li>➤ <i>To create a platform for public officers to show their talents and decorative ideas</i></li> </ul>
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#### Implementation Plan

<i>Activity</i>	<i>Time Frame</i>	
	<i>2008</i>	<i>2009</i>
<ul style="list-style-type: none"> <li>▪ Public Service Kermesse</li> </ul>	<i>October/November</i>	<i>October/November</i>

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“Give me beauty in the inward soul, I may outward and the inward man be at one” **Socrates**

### 3.6.2. Civil Service Day – (Africa Day of the Civil Service & Administration) & Other Activities

<i>Objective</i>	<ul style="list-style-type: none"> <li>➤ <i>To sensitise public officers on issues that would enhance their lives</i></li> <li>➤ <i>To build partnerships and consolidate networks with Civil Service Organisations in Africa and elsewhere</i></li> </ul>
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#### **Implementation Plan**

<i>Activity</i>	<i>Time Frame</i>	
	<i>2008</i>	<i>2009</i>
3.6.2. <i>Civil Service Day</i>	<i>June</i>	<i>June</i>

<i>Activities</i>	<i>Time Frame</i>	
	<i>2008</i>	<i>2009</i>
3.6.3. <i>Blood Donation Campaign</i>	<i>February - December</i>	<i>February - December</i>

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*“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**

ii) *Activities in Rodrigues*

<i>Objectives</i>	<ul style="list-style-type: none"> <li>➤ <i>To develop friendly relationships with Rodrigues Coordinating Committee on welfare</i></li> <li>➤ <i>To provide facilities for the organisation of welfare activities</i></li> </ul>
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**Implementation Plan**

<i>Activities</i>	<i>Time Frame</i>	
	<i>2008</i>	<i>2009</i>
<ul style="list-style-type: none"> <li>▪ <i>Public Officers' Family Day</i></li> </ul>	<i>April</i>	April

**RODRIGUES****COMPOSITION – RODRIGUES POWC CO-ORDINATING COMMITTEE**

<b>Mr Jean Claude Pierre Louis</b>	<b>Island Chief Executive (Chairman)</b>
<b>Mr Mario Baptiste</b>	<b>Principal Youth Officer (Vice Chairman) Commission for Youth and Sports</b>
<b>Mrs M. Christelle Grandcourt</b>	<b>Assistant Island Secretary (Secretary) Chief Commissioner’s Office</b>
<b>Mr Orlando Auguste</b>	<b>Acting Primary School Inspector Commission for Education</b>
<b>Mr E. Karl Gentil</b>	<b>Deputy Head Teacher Commission for Education</b>
<b>Mr Margeot Cupidon</b>	<b>Senior Technical Officer Agricultural Services</b>
<b>Mrs Rosy Casimir</b>	<b>Clerk Commission for Public Infrastructure</b>
<b>Mr Darnley Begue</b>	<b>Consumer Protection Officer Commission for Youth and Sports</b>
<b>Mrs Lislely Gontran</b>	<b>Acting Family Welfare and Protection Officer Commission for Arts and Culture</b>
<b>Mrs Claudinette Fong Him</b>	<b>Acting Higher Executive Officer Commission for Arts and Culture</b>
<b>Mr Bhurny Rampaul</b>	<b>Station Officer Civil Aviation Department</b>
<b>Mr Stephen François</b>	<b>Launch Driver Fisheries Protection Services</b>
<b>Mrs Nathalie Roussety</b>	<b>Assistant Finance Officer Commission for Health</b>
<b>Mr Benjamin Raffaut</b>	<b>Clerk Commission for Health</b>
<b>Miss Ferdinante Edouard</b>	<b>Clerk Commission for Social Security</b>
<b>Miss Jane Diana Perrine</b>	<b>Clerk Commission for Social Security</b>
<b>Mrs Marie Josée Labour</b>	<b>Representative, Government Teacher’s Union</b>
<b>Mr Joseph Pierrot Milazar</b>	<b>Representative Rodrigues Public Servants Workers Union</b>
<b>Mr James Novaniel Begue</b>	<b>Representative, Government Servants Association</b>

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*“Cooperation can be set up, perhaps more easily than competition”* **B. F. Skinner**

## APPENDIX II

**PUBLIC OFFICERS' WELFARE COUNCIL**

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