

PUBLIC OFFICERS' WELFARE COUNCIL



*Promoting the welfare of public officers  
and their families*

**ANNUAL REPORT 2016 - 2017**



# TABLE OF CONTENT

<b>Introduction</b>	2
<b>Composition of the Board</b>	3
<i>Former Chairpersons</i>	4
<i>POWC Staff</i>	4
<b>Corporate Governance Report</b>	5
<i>Integrated Sustainability Reporting</i>	5
<i>Appointment of Board Members</i>	5
<i>Sub-committee meeting responsibilities for the 18 months period ended 30 June 2017</i>	6
<i>Board and Sub Committee Meetings held from January 2016 to June 2017</i>	8
<i>Payment to Board Members from January 2016 to June 2017</i>	9
<i>Fees to Chairperson from January 2016 to June 2017</i>	10
<i>Financial Results</i>	10
<i>Risk Management, Internal Control and Internal Audit</i>	10
<i>Accounting and Auditing</i>	10
Board members' profile	11
<b>Statement of Board Members' Responsibilities in respect of the Financial Statements for the 18 months period ended 30 June 2017</b>	17
<b>Activities Organised from January 2016 to June 2017</b>	18
<i>Logo Competition</i>	18
<i>Information, Education and Communication Activities</i>	19
<i>Recreational and Leisure Activities</i>	21
<i>Literary and Cultural Activities</i>	26
<i>Sport and Keep-Fit Activities</i>	29
<i>Civil Service Kermesse</i>	34
<b>Civil Service House</b>	35
<i>Notes on the Public Officers' Welfare Council</i>	36
<i>Strategic Direction 2017/2018</i>	36
<i>Key Actions for 2016/2017</i>	36
<i>Financial Resources</i>	38
<i>Report of the Director of Audit</i>	39
<i>Financial Statements</i>	42
<b>Notes of the Financial Statements for the 18 months period ended 30 June 2017</b>	48

## **PUBLIC OFFICERS' WELFARE COUNCIL**

### **Promoting the Welfare of Public Officers and their families**

**T**he Public Officers' Welfare Council (POWC) is a Body Corporate set up under the POWC Act No. 28 of 1992. It operates under the aegis of the Ministry of Civil Service and Administrative Reforms and has, as main objective, to cater for the welfare of public officers and their families.

The objects of the Council, as spelt out in the POWC Act, are to:

- (a) organise recreational and cultural activities for the public officers;
- (b) enlist the participation of public officers in the implementation of activities approved by the Council;
- (c) generally promote the welfare of public officers and their families;
- (d) maintain effective communication with departmental staff welfare associations;
- (e) diffuse information on public service matters generally;
- (f) set up and operate schemes or projects for the benefit of public officers and their families;
- (g) advise the Minister on matters relating to the welfare of public officers.

It receives an annual grant from the Government for its activities. It can also raise funds from other sources, approved by the parent Ministry.

Since its creation, the POWC has been organising various activities as follows:

- Sport and Keep-Fit
- Recreational and Leisure
- Literary and Cultural
- Information, Education and Communication
- Culinary Exhibition
- Civil Service Kermesse

## COMPOSITION OF THE BOARD

The Council is managed and administered by a Board, consisting of a Chairman, nine representatives of various Ministries and Civil Service Trade Unions and two independent members. The Board has been reconstituted for period the September 2016 to August 2018.

<b>BOARD MEMBERS</b>	
Mr. Soopramanien Kandasamy PATHER	Chairperson
Miss Sandrine VALÈRE	Representative of Prime Minister's Office
Mr. Marie Joseph RAMSAMY	Representative of Ministry of Civil Service and Administrative Reforms
Mrs. Bibi Swaleha JOOMUN-SAIRALLY	Representative of Gender Equality, Child Development and Family Welfare
Mr. Soudesh Kumar APPADOO	Representative of Ministry of Youth and Sports
Mr. Soubiraj AVALA-GURRIAH	Representative of Ministry of Arts and Culture
Mrs. Beebee Rosida NOHUR	Representative of Ministry of Finance and Economic Development
Mr. Harold APPASAMY	Representative of Federation of Civil Service and Other Unions
Mr. Rashid IMRITH, MSK	Representative of Federation Public Sector and Other Unions
Mr. Radhakrishna SADIEN,MSK	Representative of State and Other Employees Federation
Mr. Yves CHAN KAM LON, OSK	Independent Member
Mrs. Marie Solange, JEAN-LOUIS, PDSM	Independent Member

### **FORMER CHAIRPERSONS FOR PERIOD JANUARY 2016 TO JUNE 2017**

**Mr. Alex Andre Duval (January 2016-August 2016)**

**Mr. Philippe Jean BRUNEAU, PDSM (September 2016-December 2016)**

## FORMER BOARD MEMBERS

Name	REPRESENTATIVE	PERIOD
Mr. K. SAMLALL	Representative of Ministry of Civil Service and Administrative Reforms	October 2016- February 2017
Mr. S. RAMASAWMY	Representative of Ministry of Civil Service and Administrative Reforms	January 2016-October 2016
Mrs. M. NATHOO	Representative of Gender Equality, Child Development and Family Welfare	January 2016-August 2016
Mr. L. BHIWAJEE	Representative of Ministry of Arts and Culture	January 2016-August 2016
Mr. J. HURRY, PDSM	Independent Member	January 2016-August 2016
Mrs. C. Y. J. YEE SIK CHAN	Independent Member	January 2016-August 2016

## POWC STAFF

All administrative staff of the Public Officers' Welfare Council are posted on secondment from Ministry of Civil Service and Administrative Reforms. In addition, one officer from Ministry of Finance and Economic Development is performing the duty of Treasurer on a part-time basis. A Liaison Officer has been employed by the Council on contract basis.

<b>Organising Secretary</b>	Mr. Shakeeldeo BUNDHOO
<b>Treasurer</b>	Mr. Ravi JUGROOP
<b>Management Support Officers</b>	Mrs. Chandranee PARMAISSUR Mr. Roopnarain LACHA Miss. Ratna RAMCHURN Mr. Vikesh JEALAL Mr. Rishikesh GHEENAH Mr. Vikram RAMBURUTH
<b>Office Auxiliary</b>	Mr. Rajesh MAHABIR-SINGH
<b>Handy Workers</b>	Mr. Roomeswar GOKUL Mr. Mohit PURMAISSUR
<b>Liaison Officer</b>	Mr. Kailash CONHYDASS

**T**he POWC has discharged its daily operations and activities in accordance with the three fundamental principles of Corporate Governance, viz *Openness, Integrity* and *Accountability*.

The POWC, being a non-profit organisation, receives an annual grant from the Government, through the Ministry of Civil Service and Administrative Reforms to cover its operational expenses. The Board meets at least once a month in order to fulfill its corporate obligations.

A Sub-committee of the Board, chaired by the representative of the Ministry of Finance and Economic Development, has been set up to deal with all matters relating to finance and procurement and supplies. This Sub-committee also ensures that the rules set out for expenditure and revenue in the Financial Management Manual, are strictly complied with.

In line with the statutory obligations laid down in the Statutory Bodies (Accounts and Audit) Act, the POWC has been submitting its Annual Report to the Ministry of Civil Service and Administrative Reforms on a regular basis to be tabled in the National Assembly within the prescribed time frame.

## **INTEGRATED SUSTAINABILITY REPORTING**

### **CODE OF ETHICS**

POWC ensures that all officers adhere strictly to the Code of Ethics for public officers, published by the Ministry of Civil Service and Administrative Reforms.

### **APPOINTMENT OF BOARD MEMBERS**

The POWC, being a Body Corporate established under Section 3 of the Public Officers' Welfare Council Act No. 28 of 1992, is administered by a Board comprising:

- (a) a Chairman appointed by the Minister of Civil Service and Administrative Reforms;
- (b) a representative of the Prime Minister's Office;
- (c) a representative of the Ministry of Civil Service and Administrative Reforms;
- (d) a representative of the Ministry of Gender Equality, Child Development and Family Welfare;
- (e) a representative of the Ministry of Youth & Sports;
- (f) a representative of the Ministry of Arts and Culture;
- (g) a representative of the Ministry of Finance and Economic Development;
- (h) three representatives of Civil Service Trade Unions appointed by the Minister of Civil Service and Administrative Reforms; and
- (i) two independent persons, one of whom is a woman, appointed by the Minister of Civil Service and Administrative Reforms.

The Board is responsible for the overall administration and management of the POWC. Board meetings are held on a monthly basis. In addition, a number of sub-committees has been set up to look into the organisation of activities in different fields.

## SUB-COMMITTEE MEETINGS/RESPONSIBILITIES FOR 2016 - 2017

The key responsibilities/activities of each of the sub-committees for the 18 months period ended 30 June 2017

SUB-COMMITTEES	ACTIVITIES
<p><b>Sports &amp; Keep Fit Sub-committee</b></p> <p>Chairperson: Mr. S.K. APPADOO</p> <p>Members: Mrs. B.S. JOOMUN SAIRALLY Mr. R. SADIEN, MSK</p>	<p>8-a-side Football Festival Civil Service Football Tournament Civil Service Volleyball Tournament Keep-Fit Activities Badminton Tournament Swimming Gala Beach Volley Festival</p>
<p><b>Literary &amp; Cultural Sub-committee</b></p> <p>Chairperson: Mr. A. GURRIAH</p> <p>Members: Mr. H. APPASAMY Mr. Y. CHAN KAM LON, OSK</p>	<p>Scrabble competition Song Competition Play Wright Competition Quiz Competition Public Speaking Competition Essay Competition Debate Competition</p>
<p><b>Recreational Activity Sub-committee</b></p> <p>Chairperson: Mr. J. RAMSAMY</p> <p>Members: Mr. A. GURRIAH Miss S. VALÈRE</p>	<p>Tours Abroad Excursions Stays at Hotels Mini Cruises</p>
<p><b>Information, Education &amp; Communication Sub-committee</b></p> <p>Chairperson: Miss S. VALÈRE</p> <p>Members: Mr. R. IMRITH, MSK Mr. Y. CHAN KAM LON, OSK</p>	<p>Workshop/Seminars/Talks Health Screening Programme Publication of Magazine Annual Report Action Plan Publications of Brochures</p>
<p><b>Finance/Procurement Sub-committee</b></p> <p>Chairperson: Mrs. B.R. NOHUR</p> <p>Members: Mr. H. APPASAMY Mr. S.K. APPADOO</p>	<p>Allocation of Funds Procurement Other Financial Matters</p>
<p><b>Culinary Exhibition Sub-committee</b></p> <p>Chairperson: Mrs. B.S. JOOMUN SAIRALLY</p> <p>Members: Mrs. M.S. JEAN LOUIS, PDSM Mr. R. SADIEN, MSK</p>	



## SUB-COMMITTEES

### **Civil Service House**

**Chairperson:**

Mr. R. IMRITH, MSK

**Members:**

Mr. J. RAMSAMY

Mrs. M.S. JEAN LOUIS, PDSM

### **Kermesse - Main Committee**

**Chairperson:**

Mr. J. RAMSAMY

**Members:**

All board members

### **Kermesse Sub-committee - Opening Ceremony/Protocol/Catering/Publicity**

**Chairperson:**

Mr. R. IMRITH, MSK

**Members:**

Miss S. VALÈRE

Mr. J. RAMSAMY

### **Kermesse Sub-committee - Cultural Show/Children Corner**

**Chairperson:**

Mr. A. GURRIAH

**Members:**

Mrs. B.S. JOOMUN SAIRALLY

Mr. R. SADIEN, MSK

### **Kermesse Sub-committee - Security/Sponsorship**

**Chairperson:**

Mr. R. IMRITH, MSK

**Members:**

Mr. A. GURRIAH

Mr. H. APPASAMY

### **Kermesse Sub-committee - Best Stall Competition/Best Food Stall Competition**

**Chairperson:**

Miss S. VALÈRE

**Members:**

Mr. Y. CHAN KAM LON, OSK

Mrs. M.S. JEAN LOUIS, PDSM

### **Kermesse Sub-committee - Cleanliness of Premises**

**Chairperson:**

Mr. S.K. APPADOO

**Members:**

Miss S. VALÈRE

Mrs. M.S. JEAN LOUIS, PDSM

## SUB-COMMITTEES

### **Kermesse Sub-committee - Control of Stalls**

**Chairperson:**

Mr. R. SADIEN, MSK

**Members:**

Mrs. B.R. NOHUR

Mr. Y. CHAN KAM LON, OSK

### **Kermesse Sub-committee - Procurement**

**Chairperson:**

Mrs. B.R. NOHUR

**Members:**

Mr. H. APPASAMY

Mr. S.K. APPADOO

### **Logo Competition Sub-committee**

**Chairperson:**

Mr. A. GURRIAH

**Members:**

Mr. J. RAMSAMY

Mr. H. APPASAMY

## **BOARD AND SUBCOMMITTEE MEETINGS HELD FROM JANUARY 2016 TO JUNE 2017**

Meetings	No. of sessions
Board Meetings	18
<b>Subcommittees:</b>	
Sports and Keep-Fit Activities	07
Literary and Cultural Activities	07
Recreational and Leisure Activities	07
Information, Education and Communication Activities	09
Finance and Procurement	11
Civil Service Kermesse	03
Culinary Competition	02
POWC Affiliation	05
Kermesse	15
Logo Competition	01
<b>Total Number of Board and Sub-committee meetings</b>	<b>85</b>

PAYMENT TO BOARD MEMBERS FROM JANUARY 2016 TO JUNE 2017																
SN	Name	Board Meeting	Kermesse	Information & Communication	Affiliation	Literary & Cultural	Recreational & Leisure	Sports & Keep Fit	Finance & Procurement	Civil Service House	Action Plan	Logo Competition	Culinary Competition	Adjustments	Travelling	Total
1	Miss S. Valere	6,110	3,640	2,785	0	0	1,590	0	0	0	0	0	2,280	310	0	16,715
2	Mr. J. Ramsamy	3,560	1,195	0	2,390	0	0	0	815	0	815	815	0	0	0	9,590
3	Mrs. B.S Joomun-Sairally	7,120	4,075	0	0	0	0	4,075	815	0	0	0	0	0	0	16,085
4	Mr. S.K Appadoo	12,220	3,640	0	0	0	0	8,255	7,175	0	815	0	0	510	5,980	38,595
5	Mr. S. Avala-Gurriah	8,900	6,030	0	0	1,195	815	0	0	0	1,630	1,195	0	0	0	19,765
6	Mrs. B.R. Nohur	14,890	3,260	0	815	0	0	0	14,065	0	1,630	0	0	515	0	35,175
7	Mr. H. Appasamy	14,890	3,260	775	0	5,545	1,550	775	7,175	0	0	815	0	720	0	35,505
8	Mr. R. Imrith	14,000	6,465	5,965	4,035	0	1,550	0	0	3,165	2,390	0	0	520	0	38,090
9	Mr. R. Sadien	12,260	5,270	0	2,445	775	1,590	5,625	0	1,630	0	0	1,550	440	7,820	39,405
10	Mr. Chan Kam Lon	8,010	3,260	1,630	0	815	0	0	0	0	0	0	0	0	3,450	17,165
11	Mrs. M.S Jean Louis	5,340	2,445	0	0	1,195	0	0	0	1,630	0	0	0	0	2,530	13,140
12	Mr. K.Samlall	2,670	0	0	1,195	0	2,390	0	815	0	0	0	0	0	0	7,070
13	Mr. S. Ramasawmy	6,880	2,390	1,630	2,335	775	4,560	0	3,180	1,140	0	0	0	690	0	23,580
14	Mrs. M. Nathoo	2,630	815	0	0	0	0	0	0	0	0	0	0	40	0	3,485
15	Mr. M. Celine	4,250	0	0	0	0	0	0	0	0	0	0	0	200	0	4,450
16	Mr. L. Bhiwajee	3,440	1,630	0	0	5,755	2,690	0	0	0	0	0	0	475	0	13,990
17	Mr. J. Hurry	6,880	2,010	5,810	1,590	3,915	2,325	775	0	0	0	0	0	765	5,060	29,130
18	Mrs. G. Rungasamy	722.50	0	0	0	0	0	0	0	0	0	0	0	0	0	723
19	Mrs. C.Y J Yee Sik Chan	6,030	2,445	0	0	0	0	0	0	775	0	0	775	280	2,990	13,295
															<b>TOTAL</b>	<b>374,953</b>

## FEES TO CHAIRPERSON FROM JANUARY 2016 TO JUNE 2017

The Chairman of the Council is remunerated a fixed allowance of Rs 19 530 on a monthly basis as per PRB 2016.

Name	Period	Amount (Rs)
Mr. Soopramanien Kandasamy PATHER	February – June 2017	117,180
Mr. Philippe Jean BRUNEAU	September – December 2016	82,880
Mr. Alex Andre DUVAL	January – August 2016	156,240

## FINANCIAL RESULTS

From January 2016 to June 2017 the Council had a surplus of Rs. 768,693. Income from core activities amounted to Rs. 25,824,587 while operating and administrative expenditure amounted to Rs. 27,049,910 and Rs. 6,465,628 respectively. The Council also received a government grant of Rs. 4,900,000. Financial charges for the 18 months period ended 30 June 2017 amounted to Rs. 13,144.

## RISK MANAGEMENT, INTERNAL CONTROL AND INTERNAL AUDIT

### ➤ Operational risk

There has been no loss resulting for human factors, external event and internal processes during the 18 months period ended 30 June 2017.

### ➤ Regulatory and compliance risk

There has been no failure to comply with applicable laws and regulations.

### ➤ Reputational risk

There has been no reputational damage by negative publicity.

### ➤ Internal control

Internal control is exercised by officers of the Internal Control cadre of the Ministry of Finance and Economic Development on an adhoc basis as and when they are called upon to do so. Internal Control for 2016-2017 was effected from 01 June 2017 to 24 August 2017.

## ACCOUNTING AND AUDITING

The accounts of the POWC, which are prepared in accordance with the International Public Sector Accounting Standards (IPSASs), are audited by the Director of Audit. The audited Financial Statements are embodied in the Annual Report.

The Organising Secretary shall not later than 3 months after the end of the financial year submit to the Board for approval the Annual Report of the POWC including the Financial Statements for the eighteen months ended 30 June 17. After approval by the Board, the Organising Secretary must not later than 31 October 2017 submit the Annual Report, including the Financial Statements to National Audit Office.

After having audited the Statements, the Director of Audit, must within 6 months of the date of receipt of the Annual Report, submit the Annual Report and the Audit Report to the Organising Secretary who should submit same to the Board.

## BOARD MEMBERS' PROFILE



**Mr. Soopramanien Kandasamy PATHER**  
**Chairman**

### **Present Appointment**

Appointed in February 2017

### **Qualifications**

- Post Diploma Course in Public Sector Management (University of Aston ,UK)
- Diploma in Public Administration and Management ( University of Mauritius)

### **Skills and Experiences**

Mr. S.K Pather is presently the Senior Chief Executive of the Ministry of Civil Service and Administrative Reforms. He joined the Administrative Cadre in March 1979 and climbed the ladder as Principal Assistant Secretary in 1992, Permanent Secretary in 2001 and Senior Chief Executive in 2015. As Permanent Secretary and Senior Chief Executive he had been leading many big Ministries such as Education, Public Infrastructure, Public Utilities, Housing and Lands and Social Security. He has also been Directors on numerous Boards such as Mauritius Posts & Cooperative Bank, Board of Investment, Mauritius Housing Company, Business Parks of Mauritius Ltd, Cyber Properties Investment Ltd among others.

## BOARD MEMBERS' PROFILE

**Miss Sandrine VALERE**

**Board Member**

*Representative of Prime Minister's Office*

**Present Appointment**

Appointed in September 2016

**Mrs. Bibi Swaleha JOOMUN-SAIRALLY**

**Board Member**

*Representative of Ministry of Gender, Child Development and Family Welfare*

**Present Appointment**

Appointed in September 2016

**Mr. Marie Joseph RAMSAMY**

**Board Member**

*Representative of Ministry of Civil Service and Administrative Reforms*

**Present Appointment**

Appointed in February 2017

**Qualifications**

- Master in Business Administration (South Africa)
- Graduate of the Institute of Chartered Secretaries and Administrators
- Diploma in Administration and Management (UTM)

**Skills and Experiences**

Mr. M. J Ramsamy is presently Deputy Permanent Secretary posted at the Ministry of Civil Service and Administrative Reforms . He was promoted as Deputy Permanent Secretary in 2012 and had worked in different Ministries such Ministry of Energy and Public Utilities, Ministry of Ocean Economy, Marine Resources and Fisheries. As Assistant Permanent Secretary, he was posted at the Ministry Health and Quality of Life, Ministry of Social Security and Ministry of Energy and Public Utilities. He was also former Board Member of the Fishermen Welfare Fund.

**Mr. Soudesh Kumar APPADOO**

**Board Member**

*Representative of Ministry of Youth and Sports*

**Present Appointment**

Appointed in September 2016

**Qualifications**

- Degree in Physical Education

**Skills and Experiences**

Mr. S.K Appadoo is presently Senior Sports Officer at the Ministry of Youth and Sports. Prior to his promotion in 2013 as Senior Sports Officer, he served as Sports Officer from 1997-2013. He has a long career in the field of Sports. From 1995-1997 he served as Educations Officer in Physical Education .

## BOARD MEMBERS' PROFILE

### Mr. Soubiraj AVALA-GURRIAH

#### Board Member

*Representative of Ministry of Arts and Culture*

#### Present Appointment

Appointed in September 2016

#### Qualifications

- Diploma in Dramatic Arts

#### Skills and Experiences

Mr. S. Avala-Gurriah is presently Principal Arts Officer at the Ministry of Arts and Culture. He has a long career in the field of Arts and Culture. He joined the Ministry of Arts and Culture as Arts Officer in 1994. He served in this position for eighteen years, then promoted to Senior Arts Officer in 2012 and as Principal Arts Officer in 2015. He has been nominated as Board Member in 2016. He is knowledgeable in the technical skills in the field of Arts and Culture. He is also Ex-Officio in Telegu Speaking Union.

### Mrs. Beebee Rosida NOHUR

#### Board Member

*Representative of Ministry Finance and Economic Development*

#### Present Appointment

Appointed in September 2016

#### Qualifications

- Masters in Economics (Distinction)
- BSC (Hons) Economics

#### Skills and Experiences

Mrs. B.R Nohur is presently Lead Analyst at the Ministry of Finance and Economic Development. She started as Analyst in the same Ministry and was promoted as Lead Analyst in 2016. She joined the public sector as Statistical Officer and also served as Education Officer. She has been nominated as Board Member of the Council since 2014. She has also been Board member in various institutions such as National Transport Authority, Tourism Authority, National Transport Corporation, National Computer Board among others.

## BOARD MEMBERS' PROFILE

### Mr. Harold APPASAMY

#### Board Member

*Representative of Federation of Civil Service  
and Other Unions*

#### Present Appointment

Appointed in September 2016

#### Qualifications

- Diploma in English/French-French/  
English Translation

#### Skills and Experiences

Mr. H. Appasamy is presently Printing Assistant/Senior Printing Assistant at Government Printing Department. He has twenty years of experience in this field since 1997. He is also the Representative of Federation of Civil Service and Other Unions since 2002.

### Mr. Radrakrishna SADIEN, MSK

#### Board Member

*Representative of State and Other  
Employees Federation*

#### Present Appointment

Appointed in September 2016

#### Qualifications

- Diploma in Trade Union Associations

#### Skills and Experiences

Mr. R. Sadien is presently Chief Property Valuation Inspector at the Ministry of Finance and Economic Development. He formed part of the Board of Public Officers' Welfare Council since its creation and remained on the Board for more than twenty years. He is also representative of various trade unions. He had acquired training of Trainers (Italy) and training in Labour market issues (World Bank). He is a negotiator and has long experience in labour relations both locally and internationally. He has been Chairman and Board member in numerous boards such as National Economic and Social Council, NATRESA, Civil Service College among others.



## BOARD MEMBERS' PROFILE

### Mr. Rashid IMRITH, MSK

#### Board Member

*Representative of Federation of Public Sector and other Unions*

#### Present Appointment

Appointed in September 2016

#### Qualifications

- Advanced Course in Effective Office Management and Supervision

#### Skills and Experiences

Mr. R. Imrith is presently Office Management Executive at the Ministry of Agro Industry and Food Security. He formed part of the Board of Public Officers' Welfare Council since its creation and remained on the Board for more than twenty years. He is also the President of the following trade Unions:

- Government General Services union (Since 1986), Federations of Public Sector and Other Unions (Since 2011), Federations of Public Sector and Other Unions (Since 2011)

He has also been Board Member in various institutions such as National Productivity and Competitiveness Council, National Wage Consultative Council, Employees Welfare Fund, Civil Service College among many others.

### Mr. Yves CHAN KAM LON, OSK

#### Board Member

*Independent Member*

#### Present Appointment

Appointed in September 2016

#### Qualifications

- MSC, Library Service, Columbia University, USA (Distinction)
- Maitrise-ès-Lettres (mention très bien)
- Post Graduate Diploma in Library and Information Studies, University College, UK
- Diplome d'Etudes Approfondies (DEA) France

#### Skills and Experiences

He is the former Director of National Library (1999-2011) and former Commissioner of Public Service Commission (2011-2014). He started his career as Education Officer at MGI in 1978. He had a rich career in the field of library as Head of Library, Archives and Museum (1982-1990). He was Chairman of Mauritius Council of Registered Librarians (2003-2011). He was also member of the Mahatma Gandhi Institute and Member of the President's Fund for creative writing in English.

## BOARD MEMBERS' PROFILE

**Mrs. Marie Solange JEAN-LOUIS.**  
**PDSM**

**Board Member**

*Independent Member*

### **Present Appointment**

Appointed in September 2016

### **Qualifications**

- Nursing/Midwifery Certificate - Ministry of Health and Quality of Life

### **Skills and Experiences**

She is a retired Nursing Supervisor/ Administration/Director. She joined the Ministry of Health and Quality of life as Nursing officer, then she was promoted as Charge Nurse/Ward Manager and Nursing Supervisor. She formed part of the Board of Examiners-Central School of Nursing of Ministry of Health and Quality of Life.

**STATEMENT OF BOARD MEMBERS' RESPONSIBILITIES IN RESPECT OF THE FINANCIAL STATEMENTS FOR THE 18 MONTHS PERIOD ENDED 30 JUNE 2017.**

The Board of the POWC is responsible for the preparation of Financial Statements for each financial year. The Financial Statements have to give a true and fair view of the financial position (Statement of Financial Position) and the financial performance (Statement of Financial Performance) of the Council. As per the Statutory Bodies (Accounts and Audit) Act 1972, the POWC Board shall:

- Not later than 4 months after the end of every financial year, prepare and submit to the Director of Audit a Statement of Financial Performance showing its revenue and expenditure and a Statement of Financial Position made up of the assets and Liabilities of the statutory body;
- Forward to the Minister a report on the activities of the Council together with its audited accounts in respect of the financial year.


**In preparing these Financial Statements, the Board ensures that:**

- Suitable accounting policies are selected and applied consistently
- Judgements and estimates are responsible and prudent
- Applicable accounting standards have been followed, subject to any material departures and explained in the Financial Statements
- The Financial Statements have been prepared on the going concern basis

The Board confirms that it complied with the above requirements in the preparation of the Financial Statements for the 18 months period ended 30 June 2017.

**The Board is responsible for:**

- Keeping proper accounting records which reflect the financial position of the Council
- Safeguarding the assets of the Council.



.....  
**Mr. S.K. PATHER**  
Chairperson



.....  
**Mrs. B.R. NOHUR**  
Board Member

Date: 11 April 2018

## ACTIVITIES ORGANISED FROM JANUARY 2016 TO JUNE 2017

The Council had been actively involved in the following activities:



### LOGO COMPETITION

The Council is celebrating its 25 years of existence. During the past twenty five years, the Council has been successful in raising awareness of practically all public officers on the need to strike the right balance between work and leisure and has gone the extra mile to offer public officers with new and innovative activities.

The efforts of the POWC to promote the welfare and well-being of public officers and their families have been largely due to the collaboration and support received from Ministerial/ Departmental Staff Welfare Associations, Board Members and the dedicated staff.

To mark this event, a logo competition was organised on the theme "POWC- Silver Jubilee". The participation was open to all public officers. The winner of the competition is Mrs Caroopen Neekita from the Ministry of Labour and she was awarded a cash prize of Rs 10 000.



## INFORMATION, EDUCATION AND COMMUNICATION ACTIVITIES

With the view to developing a gateway to information services/resources and strengthening networking mechanisms among staff welfare associations, the Council organises information, education and communication activities.

### 1. PRIZE GIVING CEREMONY AND GET TOGETHER WITH STAFF WELFARE ASSOCIATION

The Public Officers' Welfare Council organised a Prize giving Ceremony and Get Together with its stakeholders and Staff Welfare Associations on Wednesday 21 December 2016 at Civil Service House, Gymkhana, Vacoas. On that occasion, Public Officers' Welfare Council awarded Prizes to winners of Scrabble and Essay Competitions.

### 2. WORKSHOP ON ACTION PLAN 2017

The main objective of the workshop was to obtain feedback from Presidents/Representatives of Staff Welfare Associations on activities organised during the year 2016 and to seek their proposals and suggestions for further improvement and the drawing up of an Action Plan for the year 2017.



## INFORMATION, EDUCATION AND COMMUNICATION ACTIVITIES

### 3. HEALTH SCREENING PROGRAMME BREAST AND CERVICAL CANCER SCREENING

**U**nder its health promotion programme, the POWC organised in collaboration with the Non - Communicable Disease Department of the Ministry of Health and Quality of Life, a free breast and cervical cancer screening programme for female public officers.

#### Launching ceremony and talks by specialist doctors

The launching ceremony and talks by specialist doctors on breast and cervical cancer were held on Thursday 22 September 2016 as from 1200 hrs at the Sir Harilal Vaghjee Memorial Hall , New Government Centre, Port Louis.

The Honourable Alain Wong, MSK, Minister of Civil Service and Administrative Reforms and Minister of Environment, Sustainable Development and Disaster and Beach Management and the Honourable Anil Kumarsingh Gayan, Minister of Health and Quality of Life were present on the occasion.

More than six hundred female public officers across different ministries and departments benefited from the screening programme.



## RECREATIONAL AND LEISURE ACTIVITIES

With a view to promoting the spirit of friendship, team building among public officers and their families and providing them with opportunities to participate in recreational and leisure activities, the Public Officers' Welfare Council organized tours to Rodrigues, Tours to Reunion Island, Excursions and stays at hotels.

### 1. EXCURSIONS



#### Hiking Trail at Pétrin-Macchabée & Plucking of 'Goyaves de Chine'

The POWC organised a hiking trail and the plucking of Goyaves de Chine at Pétrin-Macchabée on Sunday 03 April 2016 for public officers and their families. The Black River Gorges National Park harbours most of our plants and birds which are native to Mauritius.

##### Participation

One hundred and thirteen public officers and their families participated in the event.

#### Casela World of Adventures

Two excursions to Casela World of Adventures were organised on Sunday 13 November and Sunday 11 December 2016 respectively and a Family Fun day was organised on Sunday 25 June 2017. They discovered the different species of rare birds and animals.

##### Participation

Three hundred and forty nine public officers and their families participated in the excursion.



#### Excursion to Ile aux Aigrettes and Blue Bay Marine Park

An excursion to Ile aux Aigrettes and Blue Bay Marine Park was organised on Sunday 27 November 2016.

Participants discovered the small coral island with unusual plants and trees, exotic indigenous animals that are endemic to this coastal forest. They also had the opportunity to see rare pink pigeons, Mauritian kestrels and giant tortoises.

##### Participation

One hundred and twenty public officers and their families participated.



## RECREATIONAL AND LEISURE ACTIVITIES



### Hiking at Pétrin - Lower Gorges & Plucking of 'Goyaves des Chines'

A Hiking trail was organised at Pétrin - Lower Gorges on Saturday 08 April 2017. At the 180th Board Meeting held on 24th March 2017, it was agreed that this activity be partly subsidised by the Council.

#### Participation

Sixty two public officers including their families participated in the hiking trail.

### One day Visit to Ile des Deux Cocos (LUX\* Resort & Hotels) and to Blue Bay Marine Park

The Public Officers' Welfare Council had provided an exclusive opportunity for public officers and their families to discover Ile des Deux Cocos situated near Blue Bay on Sunday 30 April 2017. It is a private island run by LUX\* Resort and Hotels.

#### Participation

Three hundred and twenty five public officers including their families participated in the visit.



### Family Fun Day at La Vallée Des Couleurs

The Public Officers' Welfare Council organised a Family Fun Day for public officers and their families at La Vallée des Couleurs, Nature Park, Mare Anguilles, Chamouny on Sunday 23 April 2017.

#### Participation

One hundred and thirty six public officers and their families participated in the family fun day.





## RECREATIONAL AND LEISURE ACTIVITIES

### 2. STAYS AT HOTELS

Stays at hotels are deemed to be among the most popular activities organised by the POWC. Apart from the usual stays being organised at Calodyne Sur Mer, Coral Azur Beach Resort, Tamassa and Merville Beach, new hotels were added to the existing list such as stays at RIU Creole Club Hotel and Resort and RIU Le Morne. More than one thousand and five hundred participants stayed in these hotels.



#### Coral Azur Beach Resort

31 March - 03 April 2016  
 01 - 03 April 2016  
 14 - 17 April 2016  
 15 - 17 April 2016  
 27 - 30 October 2016  
 28 - 30 October 2016  
 03 - 06 November 2016  
 04 - 06 November 2016

#### RIU Creole club hotel and resort

07 - 10 April 2016  
 08 - 10 April 2016  
 14 - 17 April 2016  
 15 - 17 April 2016  
 28 - 31 July 2016  
 29 - 31 July 2016  
 12 - 14 August 2016

#### RIU Le Morne

07 - 10 April 2016  
 08 - 10 April 2016



#### Tamassa

19 - 21 July 2016  
 21 - 24 July 2016  
 13 - 15 December 2016  
 15 - 18 December 2016  
 18-21 April 2017  
 21-23 April 2017

#### Merville Beach

11-14 April 2017  
 14-16 April 2017

## RECREATIONAL AND LEISURE ACTIVITIES



### Calodyne Sur Mer

04 - 07 August 2016  
05 - 07 August 2016  
10 - 13 November 2016  
11 - 13 November 2016  
18 - 21 November 2016  
19 - 21 November 2016  
02 - 05 December 2016  
03 - 05 December 2016  
09 - 12 December 2016  
10 - 12 December 2016

### 3. TOURS ABROAD

In the context of its recreational activities, the POWC organised during 2016, in addition to tours to Rodrigues and Reunion Island, tours to Malaysia and Singapore. Public Officers and their families had during these tours the opportunity to discover other countries' lifestyle, fascinating historical/tourist sites and places of interest, a mix of cultures, local culinary delights and great shopping experiences.

#### Tours to Rodrigues

Four group tours to Rodrigues were organised at Les Cocotiers Hotel situated at Anse-Aux-Anglais during school holidays from 07-11 April, 21-25 July, 16-20 November and 15-19 December 2016. One group tour was organised from 18-22 April 2017. Participants were accommodated at Mourook Ebony Hotel.

##### Participation

More than two hundred and forty participants.



#### Tours to Reunion

Tours to Reunion Island were organised on 02-06 April, 28 July-01 August and 21 to 25 November 2016. One hundred and forty public officers, including the families, participated in the tours. Participants were accommodated at Tulip Inn Hotel - Saint Clotilde. One group tour was organised from 10-14 April 2017.

##### Participation

More than two hundred and forty participants.



## RECREATIONAL AND LEISURE ACTIVITIES



### Tours to Malaysia and Singapore

The Council innovated by including in its calendar of recreational activities a new holiday destination: the Malaysia - Singapore Tour.

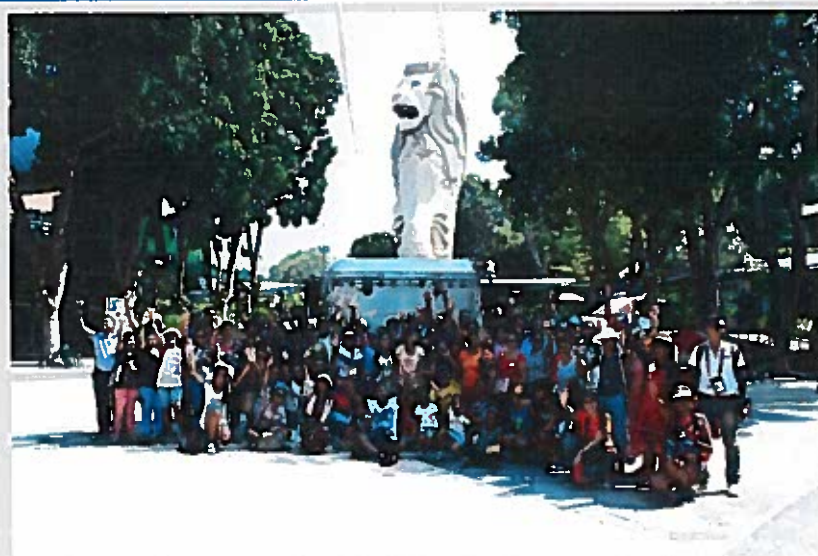
The first one was organised from 11-19 April 2016. Participants were accommodated at Furama Hotel in Malaysia and at Boss Hotel in Singapore. In view of the high demand, two other group tours were organised in from 21 Nov -01 Dec 2016 and 30 Nov-10 Dec 2016.

Attractive sites visited during the tours in Malaysia were:

- *Putrajaya Orientation*
- *Sunway lagoon*
- *Batu Caves*
- *Genting Skyway Terminal (Snow World)*
- *Bird and Orchids park*
- *Kuala Selangor Firefly Tour*
- *I-City park*
- *Visit to Bukit Melawati*

while the tours in Singapore included:

- *Wings of Times, Gardens by the Bay*



In 2017, one group tour was organised from 10-20 April 2017. Participants were accommodated at Grand Central Hotel in Singapore and at Sunway Clio and Metro 360 in Malaysia.

### Participation

One hundred and ninety three public officers and their families participated in tours.

## LITERARY AND CULTURAL ACTIVITIES

In line with its mandate to provide opportunities to public officers to engage in intellectual pursuits, the Council organised a Scrabble Competition and Essay Competition. These activities enabled public officers to enhance their knowledge and literary skills. The competitions also provide opportunities to public officers to interact with their colleagues from other Ministries/Departments.

### 1. SCRABBLE COMPETITION 2016

The 8th edition of the Civil Service Scrabble Competition took place from July to September 2016. The competition was held on weekdays during lunch time and all the matches were played at the seat of the POWC. Fifty public officers from various Ministries/Departments participated in the competition.

#### Finals of the Competition

The finals were held on Thursday 01 September 2016 at the seat of the POWC.

Competitions	Rank	Winner	Ministry/ Department	Prize
Category A	Winner	Mr.Hemendranath SEETOHUL	Ministry of Education, Human Resources, Tertiary Education and Scientific Research	Rs. 5 000 Cash + Souvenir Trophy
	Runner-up	Mr. Dhiraj GOODAREE	Ministry of Education, Human Resources, Tertiary Education and Scientific Research	Rs. 3 000 Cash + Souvenir Trophy
	Third	Mr. Doorgadut DINA	Ministry of Health and Quality of Life	Rs. 2 000 Cash + Souvenir Trophy
	Fourth	Mr. Malick Hussein MAGHO	Mauritius Police Force	Rs. 1 000 Cash + Souvenir Trophy
Category B	Winner	Mr. Bijaye RAMRUTTUN	Ministry of Health and Quality of Life	Rs. 3 000 Cash + Souvenir Trophy
	Runner-up	Mr. Azad Mohamad JOWAHIR	Ministry of Health and Quality of Life	Rs. 1 500 Cash + Souvenir Trophy
	Third	Mr. Sivapragessen PAKEEROO	Ministry of Health and Quality of Life	Rs. 1 000 Cash + Souvenir Trophy
	Fourth	Mrs.Aniisah EMAM-BOKUS	Ministry of Labour, Industrial Relations, Employment and Training	Rs. 500 Cash + Souvenir Trophy

### SILVER JUBILEE SCRABBLE COMPETITION 2017

The Circular was issued in May.

## LITERARY AND CULTURAL ACTIVITIES

### 2. ESSAY COMPETITION 2016

The United Nations Public Service Day (UNPSD) and the Africa Public Service Day (APSD) were celebrated this year around the theme: *Leaving No One Behind; Innovation Institutional Approaches And Public Service Delivery*. In this context, the POWC organised its annual Essay Competition for public officers in June 2016. The theme was: *“Elaborate on measures to promote institutional innovation, transformation and inclusiveness to enhance public service delivery.”* Nineteen public officers took part in the competition.

The winners were as follows:

Rank	Winner	Ministry/ Department	Prize
First Prize	Mrs. MOHESH Seela	Public Service Commission	Rs 10 000 + Souvenir gift
Second Prize	Mr. ROLAND Gilbert	Ministry of Health and Quality of Life	Rs 7 000 + Souvenir gift
Third Prize	Mr. SEETOHUL Prithviraj	Prime Minister’s Office/ Government Information Services	Rs 5 000 + Souvenir gift

### SILVER JUBILEE ESSAY COMPETITION 2017

The Africa Public Service Day 2017 aims to discover innovations, reward good achievements in the public sector and motivate public servants to enhance professionalism in the public service. This year, the Africa Public Service Day will be celebrated around the theme:

**“The Future is Now: Accelerating Public Service Innovation for Agenda 2030.”**

The Council organised Silver Jubilee Essay Competition 2017 on the theme **“Elaborate on Government initiatives and measures to protect labour rights and promote decent work for all.”**

Thirty four entries were received, the winners will be declared in December 2017 during the POWC get-together.

## LITERARY AND CULTURAL ACTIVITIES

### 3. PUBLIC SPEAKING COMPETITION 2016

The Public Officers' Welfare Council in collaboration with the Ministry of Gender Equality, Child Development and Family Welfare organised a Public Speaking Competition for Public officers in English with a view to providing them a platform to express their ideas and develop their communication skills.

Seventeen participants were registered for this activity. A workshop was conducted in the Conference Room of the POWC by Mr D. Bucktowar and Mr K. Ramchurn from Plateau Toastmasters Club from Professional Speakers Academy to familiarise participants with the modalities and technicalities of the competition.

The preliminaries were held on Tuesday 20<sup>th</sup> and Wednesday 21<sup>st</sup> September 2016 at the seat of POWC whereby six best participants were selected for the finals.

The finals were held at the Sir Harilal Vaghjee Memorial Hall on Monday 17 October. The theme of the competition was: *"If Development is not engendered, development will be endangered."*

The Honourable Marie Aurore PERRAUD, the Minister of Gender Equality, Child Development and Family Welfare was present on the occasion.

The winners were follows:

Rank	Winner	Ministry/Department	Prize
First Prize	Mr. ISLAM Qaysar	National Transport Authority	Rs 10 000 + Token and
Second Prize	Ms. BURUMDOYAL Tejaswinee	Ministry of Foreign Affairs, Regional Integration and International Trade	Rs 7 000 + Token and Certificate of participation
Third Prize	Mrs. AWOTAR-NAGAPILLAY Jyotee	Ministry of Technology, Communication and Innovation	Rs 5 000 + Token and Certificate of participation

### SILVER JUBILEE PUBLIC SPEAKING COMPETITION 2017

A circular had been issued in the beginning of June 2017 for the Silver Jubilee Public Speaking Competition to be organised during the month of July/August 2017 on the following theme:

**"International Year of Sustainable Tourism for Development"**

Seventeen participants had registered for this competition. A training session based on the technicalities of public speaking will be conducted by resource persons before the Competition. Preliminaries will be organised in September 2017.

## SPORTS AND KEEP-FIT ACTIVITIES

With a view to enabling public officers maintain their physical fitness and practise their favourite sports, the Council organised the following activities:

- Football Tournaments
- Volleyball Tournaments
- Badminton Tournaments
- Keep-Fit Activities

### 1. FOOTBALL TOURNAMENTS

The Public Officers' Welfare Council (POWC) organised 21st and 22nd edition of the Football Tournaments for male public officers as follows:

- Civil Service Football Tournaments 2016
- Silver Jubilee Football Tournaments 2017

Two separate tournaments were organised namely:

- The Civil Service Football Tournament (for officers in the Civil Service in general); and
- The Disciplined Forces Football Tournament (for officers in the Disciplined Forces).

#### Participation

Year	Civil Service	Disciplined forces
2016	36	15
2017	34	14

The Tournaments were played on the **Knock-Out Plate System**. All participating teams, after the drawing of lots, were placed on a compass draw. After playing their first match, the winning teams were automatically qualified for the following rounds until they reached the final whereas the losing teams of the first round played among themselves on a consolatory compass draw until they reached the consolatory final. All the matches were played at the Gymkhana Grounds, Vacoas. Referees and Assistant Referees from the Mauritius Football Association officiated the matches.

#### Grand Finals

The Grand Finals for 2016 tournaments was held on 01 June 2016 at the New George V Stadium. The finals for 2017 tournaments finals was scheduled for 26 July, but was postponed to 24 August 2017 due to bad weather conditions.

## SPORTS AND KEEP-FIT ACTIVITIES

### Winners of Football Tournaments 2016/2017

Year	Tournaments	Match	Winner
2016 consolatory	Civil Service	Ministry of Education, Human Resources, Tertiary Education & Scientific Research -SSS North v/s Ministry of Civil Service and Administrative Reforms /Ministry of Finance and Economic Development	Ministry of Education, Human Resources, Tertiary Education & Scientific Research -SSS North
	Disciplined Forces	Police Headquarters v/s Mauritius Fire and Rescue Service	Police Headquarters
	Civil Service	Ministry of Youth and Sports v/s Ministry of Ocean Economy, Marine Resources, Fisheries, Shipping and Outer Islands	Ministry of Youth and Sports
2016 Grand Finale	Disciplined Forces	SSU v/s VIPSU	SSU





## SPORTS AND KEEP-FIT ACTIVITIES

### 2. VOLLEYBALL TOURNAMENTS

The Volleyball Tournaments were held from July to October 2016. Volleyball is becoming a very popular sport among both male and female public officers.

Three separate Tournaments were organised as follows:

- Civil Service Volleyball Tournament (Men);
- Disciplined Forces Volleyball Tournament (Men); and
- Civil Service/Disciplined Forces Volleyball Tournament (Ladies).

#### Participation

Some six hundred public officers participated in the three Tournaments. Thirteen teams participated in the Civil Service Volleyball Tournament (Men), thirteen in the Disciplined Forces Volleyball Tournament (Men) and seven teams participated in the Civil Service/Disciplined Forces Volleyball Tournament (Ladies). All the Tournaments were played on a league cum knock out system. The matches were played at the Pandit Sahadeo Gymnasium, Vacoas.

#### Grand Finals

The Grand Finals were held on Tuesday 11 October 2016 at Pandit Sahadeo Gymnasium as follows:

#### Winners of Volleyball Tournaments 2016

Category	Tournaments	Match	Winner
Ladies	Civil Service/ Disciplined Forces	Special Supporting Unit v/s Ministry of Youth & Sports	Special Supporting Unit
Men	Civil Service	Educators Volleyball Team (SARO) v/s Education Zone 2	Educators Volleyball Team (SARO)
	Disciplined Forces	National Coast Guard v/s Special Mobile Force	National Coast Guard

## SPORTS AND KEEP-FIT ACTIVITIES

### 3. BADMINTON TOURNAMENTS

With an objective to provide opportunities to public officers to maintain their physical fitness, the Public Officers' Welfare Council had organized Badminton Tournaments from September 2016 to February 2017.

Two tournaments were organized as follows:

- Civil Service Men Badminton Tournament; and
- Civil Service Ladies Badminton Tournament.

#### Participation

Thirty five teams participated in the Civil Service Men Badminton Tournament and eight teams participated in the Civil Service Ladies Badminton Tournament. Around 600 public officers were involved in this sport activity.

#### Organisation

The Tournaments were played on a league cum knock out system. All matches were played at the National Badminton Centre, Rose Hill. The Council entrusted the responsibility of organising the Badminton Tournaments 2016 to the Mauritius Badminton Association (MBA).

#### Grand Finals

The Grand Finals were held on 20 February 2016 at the National Badminton Centre, Rose

#### Winners of Badminton Tournaments 2016

Category	Match	Winner
Ladies	Police Team v/s Sir Abdool Raman Osman State College (SARO)	Sir Abdool Raman Osman State College (SARO)
Men	Sir Abdool Raman Osman State College Team A (SARO A) v/s Sir Abdool Raman Osman State College Team B (SARO B)	Sir Abdool Raman Osman State College Team B (SARO B)

## **SPORTS AND KEEP-FIT ACTIVITIES**

### **4. KEEP-FIT ACTIVITIES**

**P**hysical activities are essential components for a healthy lifestyle. As in the previous years, the Council organised keep-fit activities such as Bolly Aero, Yoga and Zumba conducted by professional instructors at the Civil Service House, Vacoas to encourage public officers to practise these types of activities.

The Keep-Fit activities were organised during the periods January to June and July to December 2016., January to July 2017. Three hundred and thirty seven public officers participated in the three courses.

### **5. HEARTFULNESS RELAXATION & MEDITATION WORKSHOP**

Heartfulness relaxation is a simple and practical way to learn to relax and discover the unlimited resources of the heart. In order to develop calmness from within leading to better concentration, inner balance and true wellness, the Council organised a Heartfulness Relaxation & Meditation Workshop for public officers on Thursday 15 September 2016 at Sir Harilall Vaghjee Memorial Hall, New Government Centre, Port Louis.

The workshop was conducted by Heartfulness trainers, namely Mr. Gowtam Motah and his team. More than three hundred public officers attended the workshop.

## CIVIL SERVICE KERMESSE

### KERMESSE 2016

The 23<sup>rd</sup> edition of the Civil Service Kermesse was held on Sunday 06 November 2016 at Gymkhana, Vacoas from 0900hrs to 1730hrs. The Kermesse provided public officers, their families and the public in general with the opportunity to interact in a friendly and stress-free environment. The number of visitors reached an unprecedented figure of 150 000. Some 64 stalls were put at the disposal of various Ministries/Departments/Staff Welfare Associations, out of which six were allocated to the following sponsors: SICOM, ABC Motors, Toyota (Mauritius), National Mutual Fund, Mauritius Housing Company and Casela World of Adventures.

### Organisation of the Kermesse

An Organising Committee on Kermesse was set up comprising the Chairman and all board members. The Committee had the responsibility for the overall planning and coordination of the event. Also, different Sub-Committees with specific responsibilities were set up as follows:

- Opening Ceremony/Protocol/Catering/ Publicity
- Cultural Show/Children Corner
- Security/Sponsorship
- Best Stall Competition
- Cleanliness of Premises
- Control of Stalls/ Activities
- Procurement Committee

#### **BEST STALL COMPETITION**

**1st Prize -Rs 8 000**

Prison Officers Welfare Association

**2nd Prize - Rs 6 000**

Fire Service Barracks and Recreational Fund

**3rd Prize - Rs 4 000**

Office of the President Staff Welfare Association

#### **BEST FOOD STALL COMPETITION**

**1st Prize -Rs 8 000**

Rodrigues Regional Assembly -  
POWC

**2nd Prize - Rs 6 000**

Ministry of Finance Staff Welfare Association

**3rd Prize - Rs 4 000**

Civil Aviation Welfare Association

Last year, apart from the Best Stall Competition, a Best Food Competition was organised.

## CIVIL SERVICE HOUSE

**T**he Civil Service House (CSH) is made accessible to Staff Welfare Associations and Ministries/ departments upon reservation for workshop, meetings, brainstorming sessions and end of year gatherings.

Various Keep-fit sessions such as yoga, zumba, bolly aero and taichi are run after normal working hours and during week-ends.

The CSH also serves as a recreational centre where public officers and their families can meet and interact in a social and stress-free environment.

New projects are in the pipeline at the CSH, another quarter has been allocated to the POWC. The Council intends to build a multipurpose hall which would incorporate a gymnasium, conference hall, swimming pool and other indoor games facilities.

# NOTES ON THE PUBLIC OFFICERS' WELFARE COUNCIL

## MISSION STATEMENT



To improve welfare of public officers and their families

## STRATEGIC DIRECTION 2017/2018

Besides those being already organised, the Council is proposing to organise the following additional activities:

- Basketball Tournament
- Women Football Tournament
- Beach Volley Festival (for male and female officers)
- Courses in Self Defence and Aerobics
- Drawing Competition
- Blood Donation
- Petanque Competition
- Family Day
- Photography Initiation
- Tours to India

To enable more public officers and their families to participate in the activities of the POWC, it is envisaged to erect a multipurpose building at Gymkhana, Vacoas. The building will comprise of office space, a gym, a hall for keep-fit activities, a conference room and other indoor and outdoor leisure and sport facilities.

## KEY ACTIONS FOR 2017/2018

### SPORTS AND KEEP FIT ACTIVITIES

- + Football Tournaments
- + Volleyball Tournaments (for male and female officers)
- + Badminton Tournaments (for male and female officers)
- + 8-a-side Football Festival
- + Basketball Tournament
- + Women Football Tournament
- + Petanque Festival
- + Keep-Fit Activities (yoga, zumba, tai chi, aerobics, etc.)

## **LITERARY & CULTURAL ACTIVITIES**

- + Scrabble Competition
- + Public Speaking Competition
- + Essay Competition
- + Quiz Competition
- + Debate Competition
- + Drawing/Paint Competition

## **RECREATIONAL AND LEISURE ACTIVITIES**

- + Excursions
- + Randonnées / Nature Walks
- + Visits to Islets
- + Mini-Cruises
- + Visits to other Countries like Seychelles
- + Indoor games Competitions

## **INFORMATION, EDUCATION AND COMMUNICATION**

- + Seminars / Workshops
- + Training of Officers responsible for Staff Welfare Associations (Leadership skills, Management of Staff Welfare Associations, etc.)
- + Recording of Programmes organised by the Public Officers' Welfare Council
- + Publication of Souvenir Magazine
- + Publication of Action Plan
- + Publication of Annual Report
- + Publication of Brochures
- + Organisation of a Health Promotion Programme
- + Talks
- + Medical Check-Up
- + Blood Donation Campaign

## **CULINARY EXHIBITION**

- + Culinary Competition

## **CIVIL SERVICE KERMESSE**

- + Civil Service Kermesse

## FINANCIAL RESOURCES

Code	Programme	2017/2018 Estimates Expenditure	2018/2019 Estimates Expenditure	2019/2020 Estimates Expenditure
1	<b>Sports and Keep-fit Activities</b>	905,000	805,000	805,000
	Football Tournament	450,000	450,000	450,000
	Badminton Tournament	130,000	130,000	130,000
	Volleyball Tournament	100,000	100,000	100,000
	Yoga/Zumba/Tai-Chi Courses	125,000	125,000	125,000
	8-a-side Football Festival	100,000	N/A	N/A
2	<b>Literary &amp; Cultural Activities</b>	460,000	460,000	460,000
	Public Speaking Competition	90,000	90,000	90,000
	Quiz/Debate/ Scrabble	100,000	100,000	100,000
	Essay Competition	40,000	40,000	40,000
	Song Competition	100,000	100,000	100,000
	Photography Course	100,000	100,000	100,000
	Domino competition	30,000	30,000	30,000
3	<b>Recreational and Leisure Activities</b>	24,345,000	24,345,000	24,345,000
	Tours to Reunion/ Rodrigues/ Malaysia/Singapore and other countries	15,525,000	15,525,000	15,525,000
	Outing, Excursion, Trecking and Hiking	910,000	910,000	910,000
	Organised Stay at Hotels	7,910,000	7,910,000	7,910,000
4	<b>Information, Education &amp; Communication Activities</b>	300,000	300,000	310,000
	Seminar/ Workshop/Talks/Get Together Meeting	200,000	200,000	200,000
	Health Promotion Programme/Medical Check-up	50,000	50,000	60,000
	Mega Blood Donation	50,000	50,000	50,000
5	<b>Culinary Exhibition</b>	100,000	100,000	100,000
6	<b>25th Anniversary of POWC</b>	250,000	N/A	N/A
7	<b>Civil Service Kermesse</b>	1,200,000	1,200,000	1,300,000
8	<b>Administrative Expenses</b>	1,735,624	1,800,624	1,838,624
	Telephone	70,000	70,000	80,000
	Electricity	123,000	123,000	130,000
	Office Expenses & Incidentals	80,000	90,000	100,000
	Office Furniture and Equipment	100,000	150,000	150,000
	Bank Charges	5,000	5,000	6,000
	Rent & Service Charges	417,624	417,624	417,624
	Printing & Stationery	125,000	125,000	125,000
	Overtime	30,000	35,000	35,000
	Accounting and Audit Fee	60,000	60,000	70,000
	Fees / Allowances to Board Members	500,000	500,000	500,000
Allowances Supporting Staff	225,000	225,000	225,000	
9	<b>Civil Service House</b>	400,000	300,000	300,000
<b>Total Estimate Expenditure</b>		<b>29,695,624</b>	<b>29,310,624</b>	<b>29,458,624</b>



# REPORT OF THE DIRECTOR OF AUDIT



## NATIONAL AUDIT OFFICE

### REPORT OF THE DIRECTOR OF AUDIT TO THE BOARD OF THE PUBLIC OFFICERS' WELFARE COUNCIL

#### Report on the Audit of the Financial Statements

##### Opinion

I have audited the financial statements of the Public Officers' Welfare Council set out on pages 42 to 56 in the accompanying Annual Report, which comprise the statement of financial position as at 30 June 2017, and of its statement of financial performance, statement of changes in net assets/equity, cash flow statement and statement of comparison of budget and actual amounts for the 18-month period then ended, and a summary of significant accounting policies and other explanatory information.

In my opinion, the accompanying financial statements give a true and fair view of the financial position of the Public Officers' Welfare Council as at 30 June 2017, and of its financial performance and its cash flows for the 18-month period then ended in accordance with International Public Sector Accounting Standards and in compliance with the Statutory Bodies (Accounts and Audit) Act.

##### Basis for Opinion

I conducted my audit in accordance with International Standards of Supreme Audit Institutions (ISSAIs). My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the entity in accordance with the Code of Ethics for Supreme Audit Institutions together with the ethical requirements that are relevant to my audit of the financial statements in Mauritius, and I have fulfilled my other ethical responsibilities in accordance with these requirements and the Code of Ethics. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

##### Other Information

Management is responsible for the other information. The other information comprises the information included in the annual report, but does not include the financial statements and my auditor's report thereon.

My opinion on the financial statements does not cover the other information and I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I have nothing to report in this regard.

### **Responsibilities of Management and Those Charged with Governance for the Financial Statements**

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the International Public Sector Accounting Standards and the Statutory Bodies (Accounts and Audit) Act, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management intends to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible of overseeing the entity's financial reporting process.

### **Auditor's Responsibility for the Audit of the Financial Statements**

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISSAIs, will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISSAIs, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence, obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

## **Report on Other Legal and Regulatory Requirements**

### ***Statutory Bodies (Accounts and Audit) Act***

Section 7 of the Statutory Bodies (Accounts and Audit) Act provides for the submission by the Public Officers' Welfare Council of an Annual Report comprising of the financial statements not later than 31 October 2017. The Annual Report of the Public Officers' Welfare Council for the 18-month period ended 30 June 2017 was submitted to the National Audit Office on 31 October 2017. The Annual Report was amended and submitted on 13 April 2018.

I have obtained all information and explanations which to the best of my knowledge and belief were necessary for the purpose of my audit.

In my opinion, in all material respects:

- the Public Officers' Welfare Council has complied with the Act and any directions of Minister to whom its responsibility is assigned, in so far as they relate to the accounts;
- as far as could be ascertained from my examination of the financial statements submitted to me, expenditure incurred were not of an extravagant or wasteful nature, judged by normal commercial practice and prudence;
- the Public Officers' Welfare Council has been applying its resources and carrying out its operations fairly and economically.

### ***Public Procurement Act***

The Public Officers' Welfare Council is responsible for the planning and conduct of its procurement. It is also responsible for defining and choosing the appropriate method of procurement and contract type in accordance with the provisions of the Act and relevant Regulations. My responsibility is to report on whether the provisions of Part V of the Act regarding the Bidding Process have been complied with.

In my opinion, the provisions of Part V of the Act have been complied with as far as it appears from my examination of the relevant records.



**K.C. TSE YUET CHEONG (MRS)**  
Director of Audit

National Audit Office  
Level 14,  
Air Mauritius Centre  
**PORT LOUIS**

30 April 2018

# FINANCIAL STATEMENTS

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2017					
		18-months Period		12-months Period	
		1 Jan 2016 to 30 June 2017		1 Jan to 31 Dec 2015	
	Note	Rs.	Rs.	Rs.	Rs.
<b>ASSETS</b>					
<b>Current Assets</b>					
Cash and Cash Equivalent	5	8,074,506		4,268,871	
Trade and Other Receivables	6	60,000	8,134,506	1,814,500	6,083,371
<b>Non-Current Assets</b>					
Property, Plant & Equipment	7		456,529		281,516
<b>Total Assets</b>			<b>8,591,035</b>		<b>6,364,887</b>
<b>LIABILITIES</b>					
<b>Current liabilities</b>					
Trade and Other Payables	8		2,392,467		935,012
<b>NET ASSETS</b>			<b>6,198,568</b>		<b>5,429,875</b>
<b>Net Asset and Equity</b>					
General Fund	9		6,198,568		5,429,875
<b>Total Net Assets and Equity</b>			<b>6,198,568</b>		<b>5,429,875</b>

Approved by Board and authorised for issue on 11 April 2018.

The Notes on pages 48 to 56 form an integral part of the Financial Statements.

**Mr. S.K. PATHER**  
Chairperson



Date: 11 April 2018

**Mrs. B.R. NOHUR**  
Board Member



Date: 11 April 2018

## FINANCIAL STATEMENTS

### STATEMENT OF FINANCIAL PERFORMANCE FOR THE 18-MONTHS ENDED 30 JUNE 2017

		18-months Period		12-months Period	
		1 Jan 2016 to 30 June 2017		1 Jan to 31 Dec 2015	
	Notes	Rs.	Rs.	Rs.	Rs.
<b>Revenue</b>					
Non-Exchange Revenue	10	8,802,674		5,162,117	
Exchange Revenue	11	26,117,975	34,920,649	12,377,688	17,539,805
<b>Expenditure</b>					
Operating Expenditure	12	27,049,910		13,334,536	
Administrative Expenses	13	6,465,628		3,352,315	
Civil Service House Expenses	14	338,846		265,886	
Depreciation		297,572	34,151,956	134,547	17,087,284
<b>SURPLUS/(DEFICIT )</b>			768,693		452,521

### Statement of Changes in Net Assets/Equity

#### for the 18-months ended 30 June 2017

	GENERAL FUND	
	Rs.	
Opening Balance - 1st January 2016		5,429,875
Surplus/(Deficit)		768,693
<b>Balance at 30th June 2017</b>		<b>6,198,568</b>

**CASH FLOW STATEMENT FOR THE 18 MONTHS ENDED 30 JUNE 2017**

	<b>Fiscal Year 2015</b>	<b>Fiscal Year 2016-2017</b>
	Rs.	Rs.
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>		
Surplus/(Deficit)	452,521	768,693
Adjustments for Non-cash movements:		
Depreciation	134,547	297,572
<b>OPERATING SURPLUS/(DEFICIT) BEFORE WORKING CAPITAL CHANGES</b>	<b>587,068</b>	<b>1,066,265</b>
(Increase)/Decrease in trade and other receivables	(1,372,297)	1,754,500
Increase/(Decrease) in trade and other payables	699,713	1,457,455
<b>NET CASH FROM OPERATING ACTIVITIES</b>	<b>(85,516)</b>	<b>4,278,220</b>
<b>CASH FLOW FROM INVESTING ACTIVITIES</b>		
Purchase of fixed assets	(21,655)	(472,585)
<b>NET CASH USED IN INVESTING ACTIVITIES</b>	<b>(21,655)</b>	<b>(472,585)</b>
<b>NET INCREASE IN CASH AND CASH EQUIVALENT</b>	<b>(107,171)</b>	<b>3,805,635</b>
Cash and cash equivalent at start (Note A)	4,376,042	4,268,871
<b>CASH AND CASH EQUIVALENT AT END (Note A)</b>	<b>4,268,871</b>	<b>8,074,506</b>
<b>NET MOVEMENT IN CASH</b>	<b>(107,171)</b>	<b>3,805,635</b>

**Note to Cash Flow Statement**

(a) Cash and cash equivalent consist of cash in hand and balances with banks, and investment .

	<b>Fiscal Year 2015</b>	<b>Fiscal Year 2016-2017</b>
	Rs.	Rs.
Cash in hand	-	-
Balances with Bank-Current Account	(391,838)	(125,166)
Balances with Bank-Saving Account	660,709	4,199,672
"Held to Maturity" Investment	4,000,000	4,000,000
<b>TOTAL</b>	<b>4,268,871</b>	<b>8,074,506</b>

**(b) Property, Plant and Equipment**

During the period , the Public Officers' Welfare Council acquired Property, Plant and Equipment with an aggregate cost of Rs 472, 585 all of which were acquired by means of Grant from Government. All items were purchased on a cash basis.

**STATEMENT OF COMPARISON OF BUDGET AND ACTUAL AMOUNTS  
FOR THE 18 MONTHS ENDED 30JUNE 2017**

	Original	Revised	Actual	Difference
	Budget	Budget	Amount	
	Rs.	Rs	Rs.	Rs.
<b>REVENUE</b>				
Non-Exchange Revenue	4,900,000	4,900,000	8,802,674	(3,902,674)
Exchange Revenue			25,824,587	(25,824,587)
Exchange Revenue	450,000	450,000	245,500	204,500
<b>Total Revenue</b>	<b>5,350,000</b>	<b>5,350,000</b>	<b>34,872,761</b>	<b>(29,552,761)</b>
<b>EXPENDITURE</b>				
Operating Expenditure	2,197,000	1,990,000	27,049,910	(25,059,910)
Administrative Expenses	2,853,000	3,020,000	6,465,628	(3,445,628)
Civil Service House Expenses	300,000	340,000	338,846	1,154
<b>Total Expenditure</b>	<b>5,350,000</b>	<b>5,350,000</b>	<b>33,853,009</b>	<b>(28,504,384)</b>

**STATEMENT SHOWING REASONS FOR VARIANCES BETWEEN ORIGINAL BUDGET  
AND REVISED BUDGET FOR THE 18 MONTHS ENDED 30JUNE 2017**

	Initial	Original	Revised	Financial	Variation	Footnotes
	Budget	Budget	Budget	Statement		
	Rs.	Rs.	Rs.	Rs.		
Telephone	110,000	100,000	90,000	86,963	3,037	
Electricity	200,000	170,000	170,000	168,103	1,897	
Tour to Rodrigues	20,000	10,000	0	(106,498)	106,498	1
Tour to Reunion	20,000	10,000	0	(81,392)	81,392	1
Tour to Malaysia	20,000	20,000	0	(82,976)	82,976	1
Football Tournament	520,000	450,000	460,000	465,976	(5,976)	
Audit and Accounting Fee	70,000	65,000	65,000	140,000	(75,000)	
Office Expenses & Incidentals	170,000	170,000	165,000	164,271	729	
Property, Plant and Equipment	400,000	450,000	475,000	472,585	2,415	
Badminton Tournament	95,000	95,000	105,000	103,048	1,952	
Bank Charges	10,000	10,000	10,000	13,144	(3,144)	
Yoga Courses Meditation/ Aerobics)	30,000	5,000	0	(57,941)	57,941	2
Volleyball Tournament	170,000	150,000	145,000	148,741	(3,741)	
Beach Volley Festival	70,000	1,000	0	0	0	
Rent & Service Charges	800,000	725,000	740,000	730,186	9,814	
Feesto Board Members	750,000	700,000	750,000	732,255	17,745	
Allowances to Supporting Staff	300,000	250,000	300,000	280,340	19,660	
Outings and Excursions	35,000	15,000	15,000	1,864	13,136	
Culinary Exhibition	95,000	90,000	0	0	0	
Printing & Stationery	200,000	180,000	215,000	211,657	3,343	
Civil Service Kermesse	800,000	800,000	800,000	816,212	(16,212)	3
Public Speaking Competition	35,000	30,000	0	362	(362)	
Quiz/Debate/ Scrabble	100,000	75,000	50,000	25,290	24,710	
Overtime	50,000	33,000	40,000	36,035	3,965	
Get Together Meeting with SWAs	0	200,000	200,000	195,022	4,978	
Seminar/ Workshop/Annual Re- port	175,000	150,000	125,000	100,445	24,555	
Civil Service House Expenses	400,000	300,000	340,000	338,846	1,154	
Expenses i.c.w Talk on Stress Management / Health Programme	100,000	50,000	50,000	42,481	7,519	
Stay at Hotels	0	0	0	(373,186)	373,186	4
8 -a-side Football Tournament	100,000	1,000	0	0	0	
Swimming Gala	50,000	1,000	0	0	0	
Domino Festival	15,000	1,000	0	0	0	
Song Competition	100,000	1,000	0	0	0	
Drama Competition	100,000	1,000	0	0	0	
Essay Competition	50,000	35,000	40,000	34,175	5,825	
Pétanque Festival	25,000	1,000	0	0	0	
Drawing/Paint Competition	50,000	0	0	0	0	
Mega Blood Donation	50,000	5,000	0	0	0	
	<b>6,545,000</b>	<b>5,350,000</b>	<b>5,350,000</b>	<b>4,606,008</b>	<b>743,992</b>	



### **Footnotes**

1. Excess receipts are due to further negotiations/discounts after collection from participants
2. More participants in each batch of keep fit activities
3. Higher costs of hiring marquees and increase in number of stalls. However, part of the expenditure is met from sponsorship while renting of stalls.
4. All expenses for participation in recreational activities are borne out of fees collected from the participants. Excess receipts are due to further negotiations/discounts after collection from participants.

## 1. Corporate Information

- (a) The POWC was established under the Public Officers' Welfare Council Act No. 28 of 1992. It came into operation in October 1992. The Act was subsequently amended in 1995 (Act No. 3 of 1995 refers) to enable the Council to cater for public officers and their families.
- (b) The Council is being serviced by the following officers in as far as the administrative and the finance duties are concerned:

(i)	1 Organising Secretary	One acting Office Management Assistant on a full-time basis from the Ministry of Civil Service & Administrative Reforms
(ii)	5 Management Support Officers	On a full-time basis from the Ministry of Civil Service & Administrative Reforms
(iii)	1 Office Auxiliary	On a full-time basis from the Ministry of Civil Service & Administrative Reforms
(iv)	1 Financial Officer/ Senior Financial Officer	On a part-time basis from the Ministry of Finance & Economic Development
(v)	1 Liaison Officer	On contract basis
(vi)	2 Handy workers	On a full-time basis from Ministry of Civil Service and Administrative Reforms

## 2. Reporting Period

The Financial Statements for the current period have been prepared for the 18-months ending 30 June 2017 with information for the 12-months ending 31 December 2015.

## 3. Accounting Policies

The accounting principles recognized as appropriate for the measurement and reporting of the financial performance, cash flows and financial position on an accrual basis using historical cost are followed in the preparation of the Financial Statements. The following specific accounting policies that materially affect the measurement of financial performance and the financial position are applied:

### 3.1. Government Grant

Funds for expenditure by the POWC are approved in annual government budget under the parent Ministry's (Ministry of Civil Service and Administrative Reforms) vote. Provision of funds is approved under a one-line budget item. Instead of being from January to December, the Financial Year is now from July to June. The budget provision for the 12-months period starting from July 2015 to June 2016 was Rs 3.2 million and that for the period July 2016 to June 2017 was Rs 3.3 million. However, as per Circular Letter CF/40/30/11 V.3 from the Ministry of Finance and Economic Development, we have been instructed to prepare the Annual Report which includes the financial statements for the 18-months period starting from January 2016 to June 2017. The budget provision is therefore taken as Rs 1.6 million to cover the 6-months period January to June 2016 and that for the period July 2016 to June 2017 being Rs 3.3 million, the total amount for the 18-months period would be Rs 4.9 million.

### 3.2 Accrual Accounting

Accrual accounting under IPSAS requires the matching of revenue to related expenses. The cash flows arising from contributions and the related expenses take place in current and future accounting periods.

### 3.3 Trade and Other Receivables

Accounts receivables are recorded at their realizable value.

### 3.4 Fixed Assets

Property, Plant, Equipment and other fixed assets are stated at historical cost less accumulated depreciation. They are depreciated (as outlined below) at rates estimated to recognize the consumption of economic benefits over their useful lives.

### 3.5 Depreciation

Depreciation on the fixed assets has been calculated on the straight-line method so as to write off the cost within the estimated useful life. The rate of depreciation charged per annum is as follows:

Office Equipment: 25%

Office Furniture : 10%

Curtain : 10%

Renovation/Buildings: 10%

A full year depreciation is provided in the year of acquisition and no depreciation in the year of disposal.

## 4. Basis of Preparation

The financial statements of the Public Officers' Welfare Council have been prepared in accordance with International Public Sector Accounting Standards (IPSASs). The IPSASs have been adopted for the first time as from the Financial Year 2011 in line with amendments made in the Statutory Bodies (Accounts and Audit) Act.

#### (a) Standards issued but not yet effective

At the date of authorization of the financial statements, the following IPSASs were in issue but not yet effective.

IPSAS 39 - Employee Benefits - effective for annual periods beginning on or after 01 January 2018. Earlier application encouraged. IPSAS 39 supersedes IPSAS 25. IPSAS 25 remain applicable until IPSAS 39 is applied or becomes effective, whichever is earlier.

IPSAS 40 - Public Sector Combinations - effective for annual periods beginning on or after 01 January 2019, with earlier application encouraged.

*(b) Going concern basis*

The financial statements have been prepared on a going concern basis.

*(c) Revenue from Exchange Transactions*

Revenue from exchange transaction are measured at the fair value of the consideration received or receivable and recognized as follows:

- Interest on a time proportion basis that takes into account the effective yield on the asset
- Charges for the use of assets (other than cash and cash equivalents) as they are earned in accordance with the terms of the relevant agreement.

*(d) Revenue from Non-Exchange Transactions (Taxes and Transfers)*

Assets and revenue arising from transfer transactions are recognized in accordance with the requirements of IPSAS 23 "Revenue from Non-Exchange transactions (Taxes and Transfers)".

*Transfer Revenue*

Assets and revenue arising from transfer transactions are recognized in the period in which the transfer transaction arrangement becomes binding and are measured at fair value at the date of recognition.

Monetary assets are measured at their nominal value.

Receivables are recognized when a binding transfer arrangement is in place but cash has not been received.

*(e) Accounting judgments and key sources of Estimation Uncertainty*

The preparation of the financial statements in accordance with IPSAS requires the Council's management to exercise judgment in the process of applying the accounting policies. It also requires the use of accounting estimates and assumptions that may affect the reported amounts and disclosures in the financial statements. Judgments and estimates are continuously evaluated and are based on historical experience and other factors, including expectations and assumptions concerning future events that are believed to be reasonable under the circumstances. The actual results could, by definition therefore, often differ from the related accounting estimates.

## 5. Cash and Cash Equivalent

	01 Jan 2016 - 30 June 2017	01 Jan - 31 Dec 2015
	Rs.	Rs.
Cash in hand	-	-
Cash at Bank - Savings Account	4,199,672	660,709
Unpresented Cheques-Current Account	(125,166)	(391,838)
"Held to Maturity" Investment *	4,000,000	4,000,000
	<b>8,074,506</b>	<b>4,268,871</b>

\* This consists of Fixed Deposit Investment with the Mauritius Civil Service Mutual Aid Association.

## 6. Trade and Other Receivables

	01 Jan 2016 - 30 June 2017	01 Jan - 31 Dec 2015
	Rs.	Rs.
Grant Receivable	-	1,600,000
Interest Receivable	60,000	214,500
	<b>60,000</b>	<b>1,814,500</b>

## 7. Property, Plant and Equipment

FIXED ASSETS	Building	Office Equipment	Office Furniture	Total
<u>COSTS</u>	Rs.	Rs.	Rs.	Rs.
Balance b/f on 1 January 2016 at original cost	154,601	884,927	329,565	1,369,093
Additions	-	361,639	110,946	472,585
Less Disposal after Board of Survey (Year 2013)				
Total Costs as at 30 June 2017	154,601	1,246,566	440,511	1,841,678
<u>DEPRECIATION</u>				
Balance b/f on 1 January 2016	75,215	750,532	261,830	1,087,577
Charge	23,190	234,306	40,076	297,572
Less Disposal after Board of Survey (Year 2013)				
Total Depreciation as at 30 June 2017	98,405	984,838	301,906	1,385,149
Net Book Value on 30 June 2017	56,196	261,728	138,605	456,529
Net Book Value on 31 December 2015	79,386	134,395	67,735	281,516

## 8. Trade and Other Payables

Creditors	01 Jan 2016 – 30 June 2017	01 Jan - 31 Dec 2015
	Rs.	Rs.
Excursion	7,375	-
Accountancy Fee	90,000	10,000
Telephone Charges	7,941	12,928
Electricity Charges	12,737	12,811
Water Charges	1,604	1,604
Office Expenses and Incidentals	920	920
Bank Charges	-	172
Civil Service Kermesse	-	62,882
Volleyball Tournament	6,000	-
Keep Fit Activities	15,800	-
Football Tournament	10,350	-
Swimming	-	42,500
Stale Cheques	-	2,192
Workshop Expenses	-	60,504
Stay at Hotels	595,100	728,499
Fees to Board Members	22,705	-
Allowance to Supporting Staff	3,685	-
Tour to Rodrigues	713,600	-
Tour to Reunion	904,650	-
	<b>2,392,467</b>	<b>935,012</b>

## 9. General Fund

	01 Jan 2016 – 30 June 2017	01 Jan - 31 Dec 2015
	Rs.	Rs.
Opening Balance 01 January 2016	5,429,875	4,977,354
Surplus/(Deficit)	768,693	452,521
Closing Balance 30 June 2017 *	<b>6,198,568</b>	<b>5,429,875</b>

\* The General Fund includes some Rs.4 million representing proceeds from the sale of lottery tickets for the Kermesse organised in 1994 and 1995 and relevant interest accumulating thereon and which have been earmarked as a special fund for a capital project.

## 10. Non-Exchange Revenue

### 10.1 Government Grant

	01 Jan 2016- 30 June 2017	01 Jan - 31 Dec 2015
	Rs.	Rs.
Grant from Government	4,900,000	3,200,000
	<b>4,900,000</b>	<b>3,200,000</b>

## 10.2 Government Contribution

This represents the contribution of the Government towards meeting the salary of the Supporting Staff [ refer to note 1(b) ] on secondment to the Council.

	01 Jan - 30 June 2017	01 Jan - 31 Dec 2015
	Rs.	Rs
Government Contribution to meet staff costs	3,902,674	1,962,117
	3,902,674	1,962,117

## 11. Exchange Revenue

### 11.1 Income from Activities

Payment received	01 Jan 2016- 30 June 2017	01 Jan - 31 Dec 2015
	Rs.	Rs
Payment received: Tour to Rodrigues	2,988,700	2,659,121
Tour to Malaysia	8,671,600	-
Outing & Excursions	1,034,225	485,600
Stays at Hotels	8,664,150	6,330,600
Tour To Reunion	3,736,600	1,917,564
Rental: Civil Service House	6,300	5,700
Stalls - Kermesse	368,586	480,000
Public Speaking Sponsorship	86,376	
Collection for Yoga/Zumba/Tai Chi	268,050	154,000
<b>TOTAL</b>	<b>25,824,587</b>	<b>12,032,585</b>

### 11.2 Other Revenue

	01 Jan 2016- 30 June 2017	01 Jan - 31 Dec 2015
	Rs.	Rs
Interest Received - Saving A/C	-	15,379
Interest Received and Receivable on Fixed Deposit *	245,500	240,297
Other Revenue (Stale Cheques)	5,388	89,427
Other Revenue (Swimming)	42,500	-
<b>TOTAL</b>	<b>293,388</b>	<b>345,103</b>

\* The Interest receivable on the amount placed on Fixed Deposit has been calculated at the rate of 3.6 % per annum for the 18-months ended 30 June 2017.

## 12. Operating Expenditure

	01 Jan 2016- 30 June 2017	01 Jan - 31 Dec 2015
	Rs.	Rs
<b><i>Sports &amp; Keep-Fit Activities</i></b>		
Football Tournament	465,976	446,988
Volleyball Tournament	148,741	112,848
Badminton Tournament	103,048	1,500
<b><i>Recreational Activities</i></b>		
Tour to Reunion	3,655,208	1,950,225
Tour to Malaysia	8,588,624	
Tour to Rodrigues	2,882,202	2,562,663
Outing & Excursions	1,036,089	587,745
Coral Azur/Casuarina/Tamassa Hotels, etc	8,290,964	6,128,573
<b><i>Literary Activities</i></b>		
Essay Competition	34,175	41,000
Scrabble Competition	25,290	53,038
Public Speaking Competition	86,738	
<b><i>Information &amp; Com. Activities</i></b>		
Seminar & Workshop& Annual Report	100,445	196,842
<b><i>Other Activities</i></b>		
Kermesse	1,184,798	1,129,398
Health Promotion Programme	42,481	-
Get Together Meeting with SWAs	195,022	
Yoga Courses/Zumba/Tai Chi	210,109	123,716
<b>TOTAL</b>	<b>27,049,910</b>	<b>13,334,536</b>



### 13. Administrative Expenses

	01 Jan 2016 - 30 June	01 Jan - 31 Dec
	2017	2015
	Rs.	Rs
Fees to Board Members	732,255	423,230
Staff Costs*	3,902,674	1,962,117
Allowance to Supporting Staff	280,340	158,009
Overtime	36,035	16,598
Rent & Service Charges	730,186	417,624
Telephone/Fax	86,963	60,828
Electricity	168,103	123,803
Bank Charges	13,144	4,480
Accounting & Audit Fee	140,000	60,000
Office Expenses & Incidentals	164,271	69,364
Printing and Stationery	211,657	56,262
<b>TOTAL</b>	<b>6,465,628</b>	<b>3,352,315</b>

\* This represents the salary of the Supporting Staff [refer to note 1(b)] which is met by the Ministry of Civil Service and Administrative Reforms under its own vote.

### 14. Civil Service House Expenses

In April 2009, the Ministry of Civil Service and Administrative Reforms had put at the disposal of the Public Officers' Welfare Council Government Quarters located at Britannia Park No.12, Vacoas, for the Council to run activities for the welfare of public officers. Expenditure incurred for the period 01 January 2016- 30 June 2017 was as follows:

	01 Jan 2016- 30 June	01 Jan - 31 Dec
	2017	2015
	Rs.	Rs
Water Charges	14,436	9,624
Electricity Charges	35,033	21,782
Caretaker Fee	45,000	30,000
Office Expenses & Incidentals	4,370	3,371
Mowing of Lawn	9,900	5,000
Telephone Charges	4,072	2,700
Allowance to Officer-in-Charge	208,800	142,580
Mc Vision	16,200	10,329
MBC Licence Fees	1,035	
Minor Repairs	-	40,500
<b>TOTAL</b>	<b>338,846</b>	<b>265,886</b>

## 15. Controlling Party

The Council is governed by the POWC Act and managed by a Board as its controlling party with the Government of Mauritius as its general policy maker.

## 16. Related Party Disclosures

The related party disclosures are shown in the table below:

	01 Jan 2016 - 30 June	01 Jan - 31 Dec
	2017	2015
	Rs.	Rs
Grant	4,900,000	3,200,000
Board Members Fees	732,255	423,230
Key Management Compensation	4,219,049	2,136,724
<b>TOTAL</b>	<b>9,851,304</b>	<b>5,759,954</b>

## 17. Risk

The Council is exposed to interest rate risk in terms of investments held in term deposits and cash at bank.

The Council does not have significant liquidity risk. Except for the activities organized by Council, all funds for recurrent and capital expenditure come from Government.

## 18. Income Tax

The Council is not liable to income tax.



**Public Officers' Welfare Council (POWC)**

6<sup>th</sup> Floor, ATOM House

16, Royal Street, Port Louis, Republic of Mauritius

Tel: (230) 208 6658 / (230) 208 0157

Fax: (230) 208 6659

E-mail: [powc@govmu.org](mailto:powc@govmu.org)

Website: <http://powc.govmu.org>