

PUBLIC OFFICERS' WELFARE COUNCIL

*Promoting the welfare of
public officers and their families*



ANNUAL REPORT 2018–2019

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INTRODUCTION

PUBLIC OFFICERS' WELFARE COUNCIL

Promoting the Welfare of Public Officers and their families

The 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 its main objective is 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 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
- Civil Service Kermesse

CORPORATE GOVERNANCE REPORT

Compliance

During the year 2018/2019, the POWC Board has taken all necessary steps to comply with the 8 Principles as set in the National Code of Corporate Governance as far as they are applicable to the organisation.

PRINCIPLE 1: GOVERNANCE STRUCTURE

According to Section 5 of the POWC Act 1992, the POWC 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.

As stipulated in the POWC Act 1992, the Board shall regulate its meetings and proceedings in such a manner as it thinks fit whereby six members shall constitute a quorum. Special Board Meetings are also held to discuss matters in relation to specific issues.

Moreover, the POWC is committed to implement the best practices in Corporate Governance with the ultimate objective to fully adhere to the recommendations and principles contained in the Code of Corporate Governance for Mauritius. It complies strictly with the requirements of the Finance and Audit Act, POWC Act and other non-statutory requirements. In addition to the POWC Act, the Council has also to abide by the following laws of Mauritius:

- The Statutory Bodies (Accounts & Audit) Act 1972
- The Financial Reporting Act 2004
- The Public Procurement Act 2006

Board Charter

The role of the Chairperson is to lead the Board and the Organising Secretary to manage the organisation on a day-to-day basis.

Obligations of the Board

According to the POWC Act 1992, the Board has the power to do all such things that are advantageous for the objects of the Council. It has the power to delegate, manage, direct and supervise the affairs of the Council. The Board is responsible for the exercise of power and authority and accountable for the performance and affairs of the Council.

Vision

A role model in the promotion of welfare and work life balance in the public service.

Mission

To organise sports and keep-fit, recreational and leisure, literary and cultural and informative, educational and communicative activities for public officers and their families.

Role of Board Chairperson

The main functions of the Chairperson are:

- To fix the date of Board meetings, approve the Agenda of the meetings and vet and approve Board Minutes for circulation;
- To run the Board and set its agenda, which should be forward looking and based on strategic matters;
- To ensure that Board members receive accurate, timely and clear information;
- To ensure effective communication;
- To make sure enough time is allowed for discussion of complex or contentious issues; and
- To take the lead in providing suitable induction for new members and in identifying and meeting the development needs of individual members.

Role of Organising Secretary

The Organising Secretary is responsible for leadership of the business and managing it within the authorities delegated by the Board. His role is to develop an organisational structure and establish processes and systems to ensure the efficient organisation of resources.

All operational issues are assessed by the Organising Secretary who is responsible for the day to day running of the organisation.

Role of Board's Secretary

The Board's Secretary assists the Board and

- is the focal point between the Board and the management
- plans meetings and agendas in consultation with the Chairperson and Organising Secretary
- prepares and circulate Board papers
- records the minutes of all Board meetings making sure that all actions are duly noted
- drafts concise and accurate Board minutes to be sent to the Chairperson for vetting within 5 working days as from the day of the Board meeting
- records all policies approved by the Board
- maintains and monitor calendar of important dates for the Council.
- maintains and monitor calendar of meetings for the year
- ensures that follow up actions are done based on decision taken by the Board.

Code of Ethics

The 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.

Meetings of the Board and Conduct of Meetings

The Board meetings are a fundamental component of governance processes. Each Board meeting is critical as it is the main opportunity to fulfil its functions and responsibilities.

According to the Council's Act, the Board shall regulate its meetings and proceedings in such a manner as it thinks fit whereby six members shall constitute a quorum.

In addition, the Board meets whenever necessary between scheduled meetings to discuss urgent issues arising.

Board Meetings

The Chairperson and the Organising Secretary, in collaboration with the Board's Secretary, agree on the Board Meeting agenda to ensure adequate coverage of key issues during the year. Board papers are now forwarded to all members by email at least five days before the meetings, except in special circumstances, so that the members may accede to the documents on their computers and mobile phones.

Board members are expected to attend each Board meeting and every meeting of the Committees of which they are members, unless there are exceptional circumstances that prevent them from doing so.

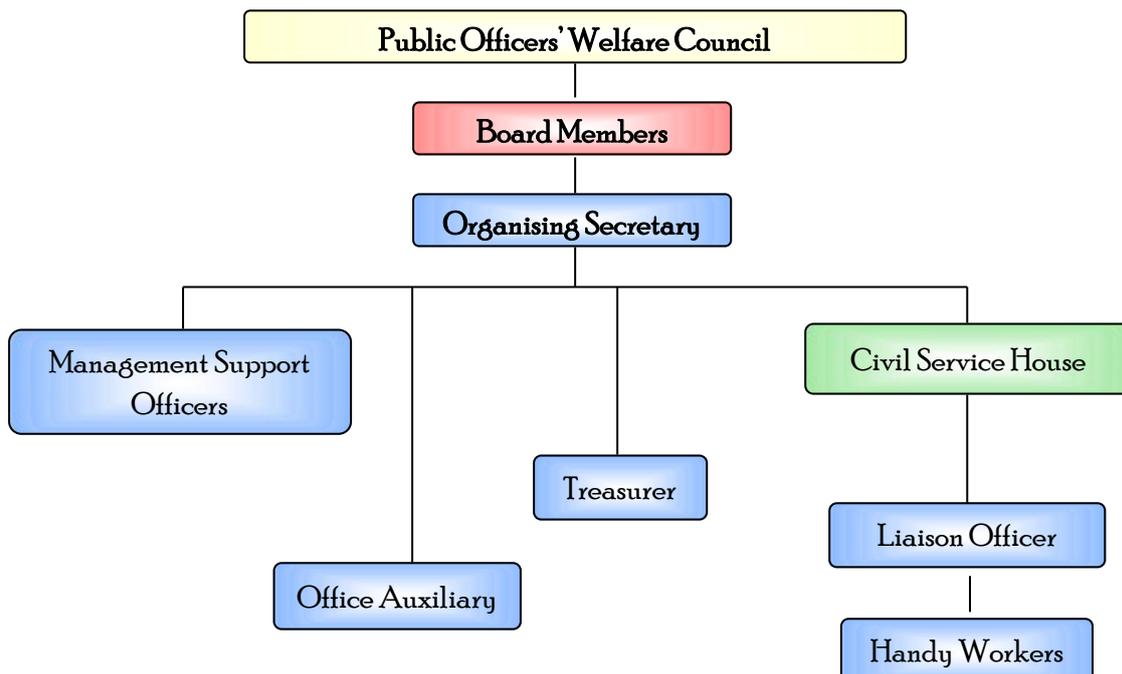
The methods through which the Board exercises its powers and discharges its responsibilities are set out in the Terms of Reference and the POWC Act 1992 governing the Council.

POWC STAFF

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

Organising Secretary	Mr. Shakeeldeo BUNDHOO
Treasurer	Mr. Ravi JUGROOP
Management Support Officers	Mr. Roopnarain LACHA (Upto October 2018) Mr. Vikesh JEALAL Mr. Rishikesh GHEENAH (Upto March 2019) Mr. Vikram RAMBURUTH Miss Vrishti DAUHAWOO Mrs. Jinny FOKERCHAND-RAMDHANY (From August 2018 to March 2019) Mr. Nishantraj MARCHURCHAND (As from December 2018) Mrs. Pratimah BABOOA (April 2019) Miss Nooreza Bibi Aziza PEEROO (As from April 2019) Miss Ashna Gopaul (As from June 2019)
Office Auxiliary	Mr. Rajesh MAHABIR-SINGH
Handy Workers	Mr. Roomeswar GOKUL Mr. Mohit PURMAISSUR
Liaison Officer	Mr. Kailash CONHYEDASS

Organisational Chart



PRINCIPLE 2: STRUCTURE OF THE BOARD AND ITS COMMITTEES

The POWC 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 the period 2019-2020 as follows:

BOARD MEMBERS	
Mr. Premhans JHUGROO	Chairman
Mr. Santosh BUTON	Representative of Prime Minister's Office
Mr. Marie Joseph RAMSAMY	Representative of Ministry of Civil Service and Administrative Reforms
Miss Bhoojeshwaree KAMULSING	Representative of Gender Equality, Child Development and Family Welfare
Mrs. Sushma Devi CONAHYE	Representative of Ministry of Youth and Sports
Mr. Soobiraj 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, CSK	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
Miss Jihane Edwidge LAVIOLETTE	Independent Member

CHANGES IN BOARD MEMBERS FOR PERIOD 2018-2019

Name	Representative	Period
Mr. Soopramanien Kandasamy PATHER	Chairman	July 2018 - September 2018
Mrs. Bibi Swaleha JOOMUN-SAIRALLY	Ministry of Gender Equality, Child Development and Family Welfare	July 2018 - January 2019
Mr. Soudesh Kumar APPADOO	Ministry of Youth and Sports	July 2018 - February 2019

BOARD MEMBERS' PROFILE



Mr. Premhans JHUGROO

Chairman

Qualifications

- MBA (Human Resource Management) - Manipal University (Mysore)
- BA (Hons) Administration - University of Mauritius

Skills and Experiences

Mr. P. Jhugroo has been Secretary for Public Service of the Ministry of Civil Service and Administrative Reforms. The positions he held from 2000 to 2019 are as follows:

Period	Position	Posting
2000 - April 2002	Secretary	Public Service Commission
May 2002 - December 2003	Permanent Secretary	Ministry of Women's Right, Child Development & Family Welfare
December 2004 - June 2005	Permanent Secretary	Ministry of Fisheries
July 2005 - December 2008	Permanent Secretary	Ministry of Civil Service Affairs & Administrative Reforms
December 2008 - Feb 2012	Permanent Secretary	Ministry of Health & Quality of Life
February 2012 - December 2014	Permanent Secretary	Ministry of Environment & Sustainable Development
January 2015 - September 2016	Senior Chief Executive	Ministry of Civil Service & Administrative Reforms
September 2016 - February 2017	Secretary for Home Affairs	Prime Minister's Office
March 2017 - September 2018	Senior Chief Executive	Ministry of Defence and Rodrigues
September 2018 - September 2019	Secretary for Public Service	Ministry of Civil Service & Administrative Reforms

BOARD MEMBERS' PROFILE

Mr. Santosh BUTON

Board Member

Representative of the Prime Minister's Office

Qualifications

- Master in Public Policy — Royal Melbourne Institute of Technology, Australia
- Bachelor (Hons) Occupational Safety & Health Management (UTM)

Skills and Experiences

Mr. S. Buton is presently Assistant Permanent Secretary at the Prime Minister's Office. He served as Clerical Officer, Procurement and Supply Officer and joined as Assistant Permanent Secretary in year 2011. He has also served in different Ministries such as the National Development Unit, the Police Department, the Ministry of Civil Service and Administrative Reforms. He is also knowledgeable in the design, formulation, implementation and monitoring of policies, among others.

Mr. Marie Joseph RAMSAMY

Board Member

Representative of the Ministry of Civil Service and Administrative Reforms

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 as 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.

BOARD MEMBERS' PROFILE

Miss Bhoojeshwaree KAMULSING

Board Member

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

Qualifications

- MSC International Business Management
- BA (Hons) English

Skills and Experiences

Ms. B. Kamulsing is presently an Assistant Permanent Secretary posted at the Ministry of Gender Equality, Child Development and Family Welfare. She joined the service as a Clerical Officer in the year 2011 and was thereafter, appointed as Assistant Permanent Secretary in 2017.

As an Assistant Permanent Secretary, Ms. B. Kamulsing has served and still serves on various Boards and Committees, including, *inter-alia*, Road Development Authority Board, Civil Service Family Protection Scheme Board and Trade Union Trust Fund Board.

Mr. Sushma Devi CONAHYE

Board Member

Representative of Ministry of Youth and Sports

Qualifications

- Degree in Biology with Environmental Sciences, University of Mauritius
- Degree in Social Work, University of Mauritius
- Diploma in Social Work, University of Mauritius

Skills and Experiences

Mr. S. D. Conahye is presently Youth Officer at the Ministry of Youth and Sports since 2006. She helped in the organisation of youth and sport de mass activities. She is also engaged in youth leadership and empowerment.

BOARD MEMBERS' PROFILE

Mr. Soobiraj AVALA-GURRIAH

Board Member

Representative of Ministry of Arts and Culture

Qualifications

- Diploma in Dramatic Arts, Rabindranath Tagore Institute

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 a board member of the Mauritius Telugu Cultural Centre.

Mrs. Beebee Rosida NOHUR

Board Member

Representative of Ministry Finance and Economic Development

Qualifications

- Masters in Economics (Distinction), University of Malaya
- BSC (Hons) Economics, University of Mauritius

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 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

Qualifications

- Diploma in English/French - French/English Translation, Alliance Française

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. Rashid IMRITH, MSK

Board Member

Representative of Federation of Public Sector and other Unions

Qualifications

- Advanced Course in Effective Office Management and Supervision

Skills and Experiences

Mr. R. Imrith, MSK, 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).

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

BOARD MEMBERS' PROFILE

Mr. Radrakrishna SADIEN, MSK

Board Member

*Representative of State and
Other Employees Federation*

Qualifications

- Diploma in Trade Union Education, University of Mauritius

Skills and Experiences

Mr. R. Sadien, MSK, 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.

Mr. Yves CHAN KAMLON, OSK

Board Member

Independent Member

Qualifications

- MSC, Library Service, (Distinction), Columbia University, USA
- Maitrise-ès-Lettres (mention: très bien), Université de Provence, France
- Diplome d'Etudes Approfondies (DEA), Université de Provence, France
- Licence-ès-Lettres, Université de Provence, France
- Diplome d'Etudes Audiovisuelles, Université de Provence, France
- Certificat d'Etudes Supérieures (Anglais), Université de Provence, France
- Post Graduate Diploma in Library and Information Studies, University College, United Kingdom

Skills and Experiences

Mr. Y. Chan Kam Lon, OSK is the Board Director of the National Empowerment Foundation and had been Director of the National Library (1999-2011) and former Commissioner of Public Service Commission (2011-2014). Currently, he is the Vice Chairperson of the Chinese Speaking Union. He started his career as Education Officer at the Mahatma Gandhi Institute 1978. He had a rich career in the field of librarianship as Head of Library, Archives and Museum (1982-1990) at the Mahatma Gandhi Institute where he was also appointed as Senior Lecturer. Furthermore he was member of the Mahatma Gandhi Institute Council and Member of the President's Fund for creative writing in English. He was also Chairman of Mauritius Council of Registered Librarians.

BOARD MEMBERS' PROFILE

Miss Jihane LAVIOLETTE

Board Member

Independent Member

Qualifications

- BSc (Hons) Management, University of Mauritius

Skills and Experiences

She has acquired 5 years banking experience and experience in the public sector also. She is the former Administrative Secretary of Le Morne Heritage Trust Fund.

SUB-COMMITTEE MEETINGS/RESPONSIBILITIES FOR 2018-2019

The key responsibilities/activities of each of the sub-committees.

SUB-COMMITTEES	ACTIVITIES
<p><u>Sports & Keep Fit Sub-Committee</u> Chairperson: Mr. S.K. APPADOO Members: Mrs. B.S. JOOMUN SAIRALLY Mr. R. SADIEN, MSK</p>	8-a-side Football Festival Civil Service Football Tournaments Civil Service Volleyball Tournaments Keep Fit Activities Badminton Tournaments Swimming Gala Beach Volley Festival
<p><u>Literary & Cultural Sub-Committee</u> Chairperson: Mr. S. AVALA-GURRIAH Members: Mr. H. APPASAMY Mr. Y. CHAN KAM LON, OSK</p>	Scrabble Competition Song Competition Play Wright Competition Quiz Competition Public Speaking Competition Essay Competition Debate Competition
<p><u>Recreational Activities Sub-Committee</u> Chairperson: Mr. J. RAMSAMY Members: Mr. S. AVALA-GURRIAH Mr. S. BUTON</p>	Tours Abroad Excursions Stays at Hotels Mini Cruises
<p><u>Information, Education & Communication Sub-Committee</u> Chairperson: Mr. Y. CHAN KAM LON, OSK Members: Mr. R. IMRITH, CSK Mr. S. BUTON</p>	Workshop/Seminars/Talks Health Screening Programme Publication of Magazine Annual Report Action Plan Publication of Brochures
<p><u>Finance/Procurement Sub-Committee</u> Chairperson: Mrs. R.B. NOHUR Members: Mr. H. APPASAMY Mr. S.K. APPADOO</p>	Allocation of Funds Procurement Other financial matters
<p><u>POWC Affiliation Sub-Committee</u> Chairperson: Mr. J. RAMSAMY Members: Mr. R. SADIEN, MSK Mr. R. IMRITH, CSK</p>	Staff Welfare Affiliation matters
<p><u>POWCC Civil Service House</u> Chairperson: Mr. R. IMRITH, CSK Members: Mr. J. RAMSAMY Mr. S. BUTON</p>	Use of Civil Service House Maintenance of Civil Service House Renovation works

SUB-COMMITTEES	ACTIVITIES
<p><u>Human Resource Structural Sub-Committee</u> Chairperson: Mrs. R.B. NOHUR Members: Mr. J. RAMSAMY Mr. S.K. APPADOO Mr. H. APPASAMY Mr. R. SADIEN, MSK Mr. R. IMRITH, CSK Mr. Y CHAN KAM LON, OSK</p>	<p>Assess Human Resources requirements of the POWC</p>
<p>Civil Service Kermesse Sub-Committees</p>	
SUB-COMMITTEES	
<p><u>Main Committee</u> Chairperson: Mr. J. RAMSAMY Members: All Board Members</p>	<p><u>Procurement</u> Chairperson: Mrs. R.B. NOHUR Members: Mr. H. APPASAMY Mr. J. RAMSAMY</p>
<p><u>Opening Ceremony/Protocol/Catering/Publicity</u> Chairperson: Mr. S. BUTON Members: Mr. S. AVALA-GURRIAH Mrs. Y. CHAN KAM LON, OSK</p>	<p><u>Cultural Show/Children Corner</u> Chairperson: Mr. S. AVALA- GURRIAH Members: Mr. S. BUTON Mr. R. IMRITH, CSK</p>
<p><u>Security/Sponsorship</u> Chairperson: Mr. S. K. APPADOO Members: Mr. H. APPASAMY Mr. Y. CHAN KAM LON, OSK</p>	<p><u>Best Stall & Best Food Stall Competitions</u> Chairperson: Mr. Y. CHAN KAM LON, OSK Members: Mrs. B.S. JOOMUN-SAIRALLY Mrs. R.B. NOHUR</p>
<p><u>Cleanliness of Premises</u> Chairperson: Mr. R. SADIEN, MSK Members: Mrs. B.S. JOOMUN-SAIRALLY Mr. H. APPASAMY</p>	<p><u>Control of Stalls/Activities</u> Chairperson: Mr. R. IMRITH, CSK Members: Mr. S. K. APPADOO Mr. S. AVALA-GURRIAH</p>

**BOARD AND SUB-COMMITTEE MEETINGS HELD
FROM JULY 2018—JUNE 2019**

MEETINGS	NO. OF SESSIONS
BOARD MEETINGS	12
SPORTS & KEEP-FIT	4
LITERARY & CULTURAL	1
RECREATIONAL ACTIVITIES	2
INFORMATION, EDUCATION & COMMUNICATION	1
FINANCE & PROCUREMENT	3
POWC AFFILIATION	0
POWC CIVIL SERVICE HOUSE	2
CIVIL SERVICE KERMESSE	16
HUMAN RESORCE STRUCTURAL	5
TOTAL NO. OF SESSIONS	46

PRINCIPLE 3: DIRECTOR APPOINTMENT PROCEDURES

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

PRINCIPLE 4: DIRECTOR DUTIES, REMUNERATION AND PERFORMANCE

Director Remuneration - Board Members Fees

The Directors (Board Members) are paid a fee per sitting for attending Board Meetings and Subcommittees that is set by the PRB Report 2016. Their travelling allowance is also set by the PRB.

The Chairperson of the POWC is remunerated a fixed allowance of Rs 19,530 on a monthly basis as per PRB 2016. The total sum payable for the financial year ending June 2019 is Rs. 207,018.

Related Party Transactions

For the financial year ended 30 June 2019, the related party disclosures are shown in the table below:

	Amount (Rs.)
Grant	3,400,000
Board Members Fees	430,947
Key Management Compensation	3,220,881
TOTAL	7,051,828

In cases of actual or potential conflict of interests, the concerned Board Member will declare his interest and will neither be present nor participate in the debate, vote or indicate how he or she would vote on the matter in the Board Meeting.

PAYMENT TO BOARD MEMBERS FOR THE PERIOD JULY 2018 - JUNE 2019												
S/N	Name	Board Meeting	Civil Service House	Literary & Cultural	Sports & Keep-Fit	Recreational Activities	Finance & Procurement	HR Structural	Kermesse	Information, Education & Communication	Travelling	Total
1	Mr. S. Buton	8,900	1,630	0	815	1,630	815	3,260	5,650	815	230	23,745
2	Mr. M. J. Ramsamy *	4,450	815	0	0	1,195	2,445	2,445	2,010	0	0	13,360
3	Mrs. B. S. Joomun-Sairally	6,230	0	0	815	815	0	0	2,445	815	0	11,120
4	Miss. B. Kamulsing	2,670	0	0	1,630	0	0	815	815	0	0	5,930
5	Mr. S. K. Appadoo	4,450	0	0	2,390	0	0	0	2,825	815	0	10,480
6	Mrs. S. D. Conahye	2,670	0	0	2,390	0	0	0	815	0	1,380	7,255
7	Mr. S. Avala-Gurriah	9,790	0	1,195	0	815	0	0	6,900	0	0	18,700
8	Mrs. B. R. Nohur	9,790	0	0	0	0	3,585	5,975	8,040	815	0	28,205
9	Mr. H. Appasamy	9,790	0	815	0	815	2,445	4,075	7,335	815	0	26,090
10	Mr. R. Imrith,CSK	8,900	2,390	0	0	0	0	4,075	3,640	815	0	19,820
11	Mr. R. Sadien, MSK	8,900	0	0	3,260	0	0	3,260	2,010	815	4,830	23,075
12	Mr. Y. Chan Kam Lon, OSK	8,010	0	815	0	0	0	4,075	8,095	1,195	5,750	27,940
13	Miss. J. E. Laviolette	890	0	0	0	0	0	0	0	0	230	1,120
	Total	85,440	4,835	2,825	11,300	5,270	9,290	27,165	50,580	6,900	12,420	216,840

* Following the resignation of Mr. S. K. Pather as Chairman of the Council, Mr. M. J. Ramsamy was elected Chairman of the day from September 2018 to February 2019. Therefore, he was paid the fees to Chairman amounting to Rs. 99,603 for his period of Chairmanship, in addition to the fees payable to Board Members per sitting as mentioned in the above table.

PRINCIPLE 5: RISK GOVERNANCE AND INTERNAL CONTROL

In accordance with the Code, the Board acknowledges its responsibility for the risk governance and internal control of the Council. The Board is dedicated to continuously maintain a comprehensive and robust system of risk management and sound internal control system which is essential for reliable reporting and effective management of the Council.

Risk management and internal control are among the two main priority areas for the Board consideration.

Operational risk

The POWC being an organisation involved in organising activities inland and outside Mauritius is exposed to risks such as human factors, internal processes and external events.

Regulatory and Compliance risk

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

Reputational risk

The POWC is exposed to the risk of negative publicity for the activities organised.

Interest Rate Risk

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

Liquidity Risk

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.

Foreign Exchange Risk

The Council organizes tours abroad whereby payment are effected by swift transfer in foreign currencies. The POWC may face foreign exchange risk if there is significant change in the exchange rates for foreign currencies.

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. The last Internal Control carried out at the POWC relate to the 18 months period ending 30 June 2017.

PRINCIPLE 6: REPORTING WITH INTEGRITY

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.

PRINCIPLE 7: AUDIT

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 12 months ended 30 June 2019. After approval by the Board, the Organising Secretary must not later than 31 October 2019 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.

PRINCIPLE 8: RELATIONS WITH SHAREHOLDERS AND OTHER KEY STAKEHOLDERS

Every year, the Council organizes its workshop with a view of charting out its Action Plan which is used as a guide and roadmap for the organisation of activities in promoting the welfare of public officers and their families. This workshop is conducted with the Ministerial/Departmental Staff Welfare Associations, Board Members and Staff of the Council.

The Council also organizes its annual Civil Service Kermesse to enable Ministerial/ Departmental Staff Welfare Associations to raise funds for the organisation of welfare activities for their members. It also gives an opportunity for public officers and their families as well as the public in general to meet and interact in a relaxed and friendly environment.

**STATEMENT OF BOARD MEMBERS' RESPONSIBILITIES IN RESPECT OF
THE FINANCIAL STATEMENTS FOR THE 12 MONTHS PERIOD ENDED 30 JUNE 2019**

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 POWC. 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 assets and liabilities of the statutory body.
- ◇ Forward to the Minister a report on the activities of the POWC 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
- ◇ Judgments 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 year ended 30 June 2019.

The Board is responsible for:

- ◇ Keeping proper accounting records which reflects the financial position of the POWC
- ◇ Safeguarding the assets of the POWC.

.....
Mr. P. JHUGROO

Chairman

.....
Mrs. R. B. NOHUR

Board Member

**STATEMENT OF COMPLIANCE
CODE OF CORPORATE GOVERNANCE**

Name of Statutory Body: Public Officers' Welfare Council

Reporting Period: 01 July 2018 to 30 June 2019

We, the Board Members of the Public Officers' Welfare Council, confirm that, to the best of our knowledge, the Council has complied with all of its obligations and requirements under the National Code of Corporate Governance (2016).

.....
Mr. P. JHUGROO
Chairman

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

Date:

Date:

ACTIVITIES ORGANISED DURING THE FINANCIAL YEAR

The POWC had been actively involved in the following activities:

ACTIVITIES 2018-2019
RECREATIONAL AND LEISURE ACTIVITIES
SPORTS AND KEEP - FIT ACTIVITIES
LITERARY AND CULTURAL ACTIVITIES
INFORMATION, EDUCATION & COMMUNICATION
CIVIL SERVICE KERMESSE

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 Excursions, Stays at Hotels and Tours Abroad.

1. EXCURSIONS

Family Fun Day at Casela World of Adventures

A Family Fun Day to Casela World of Adventures was organised on 18 November 2018. Public Officers and their families had the opportunity to discover the different species of rare birds and animals as well as the new rides at the park.

Participation

One hundred and fifty nine participants including public officers and their families participated in the excursion.



One Day Visit to Ile Des Deux Cocos (LUX* Resorts & Hotels) and to Blue Bay Marine Park

The POWC organised three excursions on 25 November 2018, 09 December 2018 and 28 April 2019 respectively. Participants could avail themselves of the package, discover Ile Des Deux Cocos which is a private island run by LUX* Resort and Hotels and enjoy the activities as well as some family moments on the island.



Recreational and Leisure Activities

Hiking Trail at Bras d'Eau National Park, stopover at Roche Noire Cave & Half Day at Bras d'Eau Public Beach

The POWC organised a hiking trail at Bras d'Eau National Park on 29 July 2018 with stopover at Roche Noire for sightseeing. A photography competition was also organised on that day and the prize winners were as follows:

Rank	Winner	Ministry/Department	Prize
First Prize	Mr. SEBALUCK Leckraz	Ministry of Public Infrastructure and Land	Cash Prize Rs 2,000 + Shield
Second Prize	Ms. RAMDANI Kaajal	Police Executive Services	Cash Prize Rs 1,500 + Shield
Third Prize	Ms. BHOOBUN Veedursha	Police Executive Services	Cash Prize Rs 1,000 + Shield

Following the resounding success of the first edition, a similar hiking trail was organised at Bras d'Eau National Park on 02 December 2018.

Participation

Three hundred and forty two participants including public officers and their families participated in the hiking trails.

Hiking Trail at Petrin - Mare Longue Loop 2019

The POWC organised a hiking trail at Petrin - Mare Longue Loop on 13 April 2019 for the benefit of public officers and their families.

Participation

Two hundred and three public officers including their families participated in the hiking trail.

Recreational and Leisure Activities

2. STAYS AT HOTELS

Stays at hotels are deemed to be among the most popular activities organised by the POWC. Public Officers and their families had the opportunity to reside in different hotels around the island at very competitive prices. Several stays were organised and a total of seven hundred and sixty five participants availed themselves of the packages offered.

Merville Beach

(LUX* Resorts and Hotels) ***

Thursday 19 to Sunday 22 July 2018
 Friday 20 to Sunday 22 July 2018
 Sunday 09 to Tuesday 11 December 2018
 Tuesday 11 to Thursday 13 December 2018
 Thursday 18 to Saturday 20 April 2019

Tamassa Hotel

(LUX* Resorts and Hotels) ****

Wednesday 12 to Friday 14 December 2018
 Friday 14 to Sunday 16 December 2018
 Sunday 16 to Wednesday 19 December 2018
 Thursday 18 to Saturday 20 April 2019
 Saturday 20 to Monday 22 April 2019



Long Beach *****

Friday 14 to Sunday 16 December 2018

Ambre Resort & Spa ****

Friday 27 to Sunday 29 July 2018
 Thursday 06 to Sunday 09 December 2018
 Friday 07 to Sunday 09 December 2018
 Friday 12 to Sunday 14 April 2019



The Ravenala Attitude ****

Friday 19 to Sunday 21 April 2019
 Friday 26 to Sunday 28 April 2019

Maritim Crystals Beach ****

Friday 12 to Sunday 14 April 2019
 Friday 19 to Sunday 21 April 2019
 Friday 26 to Sunday 28 April 2019
 Saturday 27 to Monday 29 April 2019



Recreational and Leisure Activities

3. TOURS ABROAD

In the context of its recreational activities, the POWC organised Tours to Rodrigues, Reunion Island, Singapore & Malaysia and even introduced Tour to India. Public Officers and their families are presented the opportunity to travel overseas and 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

One hundred and forty three participants including public officers and their families had travelled to Rodrigues Island to make the most of the delightful remote holiday island and enjoy the lush flora and fauna. The participants were divided into three groups and were residing at Les Cocotiers Rodrigues Boutik Hotel, Anse aux Anglais.

The POWC organised these tours during school holidays as follows:

- ▲ 19 - 23 July 2018
- ▲ 12 - 16 November 2018
- ▲ 14 - 18 December 2018



Tours to Réunion Island

A group tour to Réunion Island from 06 to 10 December 2018 was proposed to be organised so as to provide participants with the opportunity to travel to Réunion Island and discover the lush vegetations, Piton de la Fournaise Volcano and the breathtaking viewpoints that the island offers. Fifty two public officers and their families has enlisted their participation for this activity, However, due to unforeseen circumstances (gilets jaunes), the activity was cancelled for the safety of participants.



Recreational and Leisure Activities

Tours to Singapore and Malaysia

Singapore and Malaysia are among the most popular holiday destinations in Asia and the POWC had organised two group tours as follows:

- ▲ 12 – 20 November 2018
- ▲ 26 November - 04 December 2018

Eighty six participants visited the places of interest that these destinations offered as follows:

- ▲ Sunway Lagoon
- ▲ Batu Caves
- ▲ KL Tower Observation Deck
- ▲ Sentosa Island
- ▲ Universal Studio
- ▲ Wings of Time
- ▲ Gardens by the Bay



Tour to India

The POWC organised its second Tour to India from 08 to 20 December 2018. Thirty participants joined the tour and visited India's places of interest such as the Taj Mahal, Golden Temple and Amer Fort among others.

Participants could also visit the different states of India to experience the culture as well as to do lots of shopping.



Sport and Keep-Fit Activities

With a view to providing public officers the opportunity to maintain their physical fitness and enabling them to practise their favourite sports, the POWC organises sport tournaments and Keep-Fit activities.

1. FOOTBALL TOURNAMENTS

The Public Officers' Welfare Council (POWC) organised the 23rd and 24th edition of the Football Tournaments for male public officers as follows:

⚽ Football Tournament 2018

⚽ Football Tournament 2019

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

Participating Teams in Football Tournaments

Year	Civil Service	Disciplined Forces	Involvement of Public Officers
2018	36	19	~ 1600
2019	32	18	~ 1500

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. Matches were played at the Gymkhana Grounds, Centre National Francois Blaquart, St Francois Xavier Stadium and New George V Stadium. Referees and Assistant Referees from the Mauritius Football Association officiated the matches.



Sport and Keep-Fit Activities

Consolatory Finals

The Consolatory Finals of the Football Tournament 2018 were held on 05 July 2018 for the Civil Service and on 13 July 2018 for the Disciplined Forces at the Centre National Francois Blaquart, Reduits.

Grand Finals

The Grand Finals of the Football Tournament 2018 were held on 09 August 2019 at the New George V Stadium, Forest-Side.

Tournament	Match	Winner
Consolatory		
Civil Service	Ministry of Civil Service and Administrative Reforms/Ministry of Finance and Economic Development v/s Ministry of Education and Human Resources, Tertiary Education and Scientific Research (Secondary Educators Team B)	Ministry of Education and Human Resources, Tertiary Education and Scientific Research (Secondary Educators Team B)
Disciplined Forces	Mauritius Prison Service v/s Very Important Person Security Unit	Very Important Person Security Unit (VIPSU)
Grand Finals		
Civil Service	Jawaharlall Nehru Hospital v/s Ministry of Youth and Sports	Jawaharlall Nehru Hospital
Disciplined Forces	Special Supporting Unit v/s Special Mobile Force	Special Mobile Force

Sport and Keep-Fit Activities

2. KEEP-FIT ACTIVITIES

Physical activities are essential components for a healthy lifestyle. As in the previous years, the POWC organised keep-fit activities such as Bolly Aero, Tai Chi, Yoga and Zumba which were conducted by professional instructors at the Civil Service House, Gymkhana, Vacoas.

The keep-fit activities were organised during the following periods:

- ◆ 13 January to 04 July 2018
- ◆ 07 July to 12 December 2018
- ◆ 12 January to 22 June 2019

Four hundred and ninety five public officers participated in the keep-fit activities as per the following activities:

ACTIVITIES	NO. OF PARTICIPANTS
YOGA	129
BOLLY AERO	92
TAI CHI	71
ZUMBA	203
TOTAL NO. OF PARTICIPANTS	495



Literary and Cultural Activities

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

1. CIVIL SERVICE SCRABBLE COMPETITION 2018

The Civil Service Scrabble Competition was organised from July to August 2018. The Competition was held on weekdays during lunch time whereby all the matches were played at the seat of the Civil Service College Mauritius.

Thirty eight public officers from various Ministries/Departments participated in the competition.

Prizes were awarded as follows:

Category	Rank	Winner	Ministry/Department	Prize
Category A	Winner	Mr. SEETOHUL Hemendranath	Ministry of Education, HR, TE and SR	Rs. 5000 Cash + Souvenir Trophy
	Runner-up	Mr. GOODAREE Dhiraj	Ministry of Education, HR, TE and SR	Rs. 3000 Cash + Souvenir Trophy
	Third	Mr. DINA Doorgadut	Ministry of Health and Quality of Life	Rs. 2000 Cash + Souvenir Trophy
	Fourth	Mr. GEEANE Gajendra	Ministry of Ocean Economy and Marine resources	Rs. 1000 Cash + Souvenir Trophy
Category B	Winner	Mr. PEROU Samiir M.	Ministry of Agro Industry and Food Security	Rs. 3000 Cash + Souvenir Trophy
	Runner-up	Mr. BHANTOO Yuvraj	Mauritius Police Force	Rs. 1500 Cash + Souvenir Trophy
	Third	Mr. DABEEA Deoduth	Ministry of Health and Quality of Life	Rs. 1000 Cash + Souvenir Trophy
	Fourth	Mr. PORAHOO Deoraz	Mauritius Police Force Helicopter Squadron	Rs. 500 Cash + Souvenir Trophy



Literary and Cultural Activities

2. DOMINO TOURNAMENT 2018

The Domino Tournament was organised from September to November 2018.

The Tournament was held on weekdays during lunch time whereby all the matches were played at the seat of the Civil Service College Mauritius.

Fifty six public officers from various Ministries/Departments participated in the competition.

Prizes were awarded as follows:

Rank	Name	Ministry/Department	Prize
First	Mr. Dookhee Ashrafuddeen Mr. Ramanah Devendra	Ministry of Education	Cash Prize Rs 5 000 + Souvenir Trophy
Second	Mr. S. Jugdeb Mr. Vega Chedembrun	Ministry of Business, Enterprise and	Cash Prize Rs 4 000 + Souvenir Trophy
Third	Mr. Ramrakha Krishna Sesha Mr. Jaysingh Gowry	Ministry of Agro Industry and Food Security	Cash Prize Rs 3 000 + Souvenir Trophy
Fourth	Mr. Sooriedeo Mangra Mr. Vinod Soobrayen	Ministry of Public Infrastruc- ture and Land Transport	Cash Prize Rs 2 000 + Souvenir Trophy



Literary and Cultural Activities

3. ESSAY COMPETITION 2018

The Africa Public Service Day, an event entrenched in the African Union Calendar is celebrated annually to recognize the value of service to the community. It aims to discover innovations, reward good achievements in the public sector and motivate public servants to enhance professionalism in the public service. The Africa Public Service Day was celebrated around the theme:

“Transforming governance to realise the Sustainable Development Goals.”

In this context, the POWC organised its Essay Competition 2018 on the following title:

“Role of the Civil Service in transforming governance to achieve Vision 2030.”

Twenty five entries were received from public officers of different Ministries/ Departments.

The winners of the Competition are as follows:

Rank	Winner	Ministry/ Department	Prize
First Prize	Mr. CHELLIAH Girish	Ministry of Finance and Economic Development	Cash Prize Rs 10,000 + Shield + Token
Second Prize	Mrs. ANNUNTO- RAMRAKHA Manisha	Prime Minister's Office (Environment and Land Use Appeal Tribunal)	Cash Prize Rs 7,000 + Shield + Token
Third Prize	Mrs. LUCHMUN Anista	Ministry of Civil Service and Administrative Reforms	Cash Prize Rs 5,000 + Shield + Token



Information, Communication and Education 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. WORKSHOP WITH STAFF WELFARE ASSOCIATIONS

The Public Officers' Welfare Council organised a Workshop with Representatives of Staff Welfare Associations (SWAs) of different Ministries/Departments on Thursday 06 December 2018 at Gold Crest Hotel, St Jean Road, Quare Bornes.

The main objective of the workshop was to brief and obtain feedback from Presidents/ Representatives of Staff Welfare Associations on various activities organised during the year 2018 and to take stock of their proposals with a view of charting out the POWC Action Plan for the year 2019.

Seventy five participants from different Ministries/Departments including Board Members and Staff of the POWC participated in the Workshop .



2. Prize Giving Ceremony and Get Together with Stakeholders

The Public Officers' Welfare Council organised a Prize Giving Ceremony and Get Together with its Stakeholders on Thursday 27 December 2018 at the Civil Service House, Gymkhana, Vacoas.

The Hon. Minister of Civil Service and Administrative Reforms, Secretary for Public Service, Supervising and Senior Officers of Ministries/Departments, Sponsors, Presidents of Staff Welfare Associations and Board Members were present for the event.

Prizes were awarded for the following activities:

- 🏆 Photography Competition 2018
- 🏆 Civil Service Scrabble Competition 2018
- 🏆 Essay Competition 2018
- 🏆 Domino Tournament 2018

Civil Service Kermesse

The Public Officers' Welfare Council (POWC) organised the 25th Edition of the Annual Civil Service Kermesse on Sunday 11 November 2018 on Gymkhana Grounds, Vacoas from 0900 to 1730 hours.

This event enabled public officers, their families and the public in general to interact in a friendly and stress-free environment. Moreover, it provided Staff Welfare Associations with an opportunity to raise funds for the organization of welfare activities at the level of their Ministry/Department.

This year, the POWC had the honor and privilege of receiving the Hon. Pravind Kumar JUGNAUTH, Prime Minister, Minister of Home Affairs, External Communications and National Development Unit and Minister of Finance and Economic Development as Chief Guest. Other eminent personalities were also present:

- the Hon. Ivan Leslie Collendavelloo, GCSK, SC, Deputy Prime Minister and Minister of Energy and Public Utilities;
- the Hon. Jean Christophe Stephan TOUSSAINT, Minister of Youth and Sports;
- the Hon. Marie Roland Alain WONG YEN CHEONG, MSK, Minister of Social Integration and Economic Empowerment;
- the Hon. Marie Cyril Eddy Boissézon, Minister of Civil Service and Administrative Reforms;
- Nayen Kumar BALLAH, GOSK, Secretary to Cabinet and Head of Civil Service

67 stalls were put at the disposal of various Ministries/Departments, Staff Welfare Associations and Sponsors.

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 Sub- Committee
- ✂ Cultural Show/Children Corner Sub-Committee
- ✂ Security/Sponsorship Sub-Committee
- ✂ Best Food Stall and Best Non Food Stall Competition Sub-Committee
- ✂ Cleanliness of Premises Sub-Committee
- ✂ Control of Stalls/Activities Sub-Committee
- ✂ Procurement Sub-Committee



Civil Service Kermesse

A Task Force Committee was set up. It comprised the Chairman of Public Officers' Welfare Council, all Board Members and the following stakeholders:

- ✂ Police Department and Special Mobile Force;
- ✂ Ministry of Public Infrastructure and Land Transport;
- ✂ Mauritius Fire and Rescue Services;
- ✂ Energy Services Division;
- ✂ Central Water Authority;
- ✂ Central Electricity Board;
- ✂ Municipal Council of Vacoas/Phoenix;
- ✂ National Transport Authority;
- ✂ Waste Water Management Authority; and

Best Stall Competitions were organised to motivate Stall Holders to improve their stalls.

Best Non-Food Stall Competition		
Rank	Name of Staff Welfare Association	Cash Prize
Winner	Mauritius Fire and Rescue Services	Rs 8000
Second	Mauritius Prisons Service	Rs 6000
Third	Ministry of Health and Quality of Life Staff Welfare Association	Rs 4000

Best Food Stall Competition		
Rank	Name of Staff Welfare Association	Cash Prize
Winner	Civil Aviation Staff Welfare Association	Rs 8000
Second	Cooperative Division Staff Welfare Association	Rs 6000
Third	Ministry of Social Integration and Economic Empowerment	Rs 4000



CIVIL SERVICE HOUSE

The Civil Service House (CSH) situated at Britannia Park, Gymkhana, Vacoas, and inaugurated on 21st December 2012, is meant for use as a recreational centre where public officers can meet and interact in a social and stress free environment.

The POWC conducts its keep-fit sessions at the Civil Service House. These keep-fit sessions are carried out after working hours on weekdays and on Saturdays. There is also a kid's corner to entertain kids accompanying their parents for activities at the CSH.

The CSH is made available, upon request, to Ministries/ Departments/Staff Welfare Associations for the organisation of seminars, workshops, meetings and brainstorming sessions.

The POWC has a project to build a multipurpose hall which would incorporate a gymnasium, conference hall, swimming pool and other indoor game facilities.

The POWC aims to develop the CSH into a lively place where public officers and their families could meet and relax through the activities proposed after working hours and during weekends. This would heighten their physical and psychological health. Public officers would be able to instill a fine work life balance capable of sustaining a vibrant and healthy Civil Service.



NOTES ON THE PUBLIC OFFICERS' WELFARE COUNCIL

MISSION STATEMENT

To improve the
welfare of public officers and
their families

STRATEGIC DIRECTION 2019/2020

In addition to the Routine activities already being organized by the Council, the following activities are being proposed,

- ⌚ Basketball Tournaments
- ⌚ Women Football Tournament
- ⌚ Courses in Self Defence and Aerobics
- ⌚ Blood Donation Campaign
- ⌚ Defensive Driving Course
- ⌚ Tours to Dubai

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 office space, a gym, a hall for keep-fit activities, a conference room and other indoor and outdoor leisure and sport facilities.

The POWC has already set up a Human Resources Structural Committee to come up with an organization structure for its officers to enable a proper development of the POWC.

GENDER STATEMENT

The POWC caters for the welfare of all public officers and thus the activities of the Council are open to all public officers, irrespective of their gender or beliefs.

Separate sport tournaments are organised for ladies in order to encourage participation.

KEY ACTIONS FOR 2019/2020

SPORT AND KEEP-FIT ACTIVITIES

- ↪ *Football Tournaments*
- ↪ *Volleyball Tournaments*
- ↪ *Badminton Tournaments*
- ↪ *Basketball Tournament*
- ↪ *Keep-Fit Activities (Yoga, Zumba, Tai Chi, BollyAero, Aerobics, Martial Arts, Etc....)*

LITERARY & CULTURAL ACTIVITIES

- ↪ Scrabble Competition
- ↪ Public Speaking Competition
- ↪ Essay Competition
- ↪ Quiz Competition
- ↪ Debate Competition
- ↪ Domino Tournaments

RECREATIONAL AND LEISURE ACTIVITIES

- ↪ Excursions
- ↪ Hiking / Nature Walks
- ↪ Visit to Islets
- ↪ One day Packages
- ↪ Mini Cruises
- ↪ Stays at Hotels
- ↪ Tours Abroad

INFORMATION, EDUCATION AND COMMUNICATION

- ↪ Seminars / Workshops
- ↪ Recording of Programmes organized by the POWC
- ↪ Publication of Magazine
- ↪ Publication of Annual Report
- ↪ Publication of Brochures
- ↪ Health Promotion Programmes
- ↪ Blood Donation Campaign
- ↪ Defensive Driving Course
- ↪ Photography Course

CIVIL SERVICE KERMESSE

- ↪ 26th Edition of the Civil Service Kermesse

INNOVATIVE ACHIEVEMENTS OF THE POWC

- 🏆 Stays at new hotels
- 🏆 Hiking Trail at Bras D'Eau
- 🏆 Domino Tournaments

FINANCIAL RESOURCES

		2019/2020		2020/2021		2021/2022	
Code	Programme	Estimates Expenditure	Estimate Income*	Estimates Expenditure	Estimate Income*	Estimates Expenditure	Estimate Income*
1	Sports and Keep-Fit Activities	1,140,000	120,000	1,170,000	120,000	1,200,000	120,000
	Football Tournament	450,000		455,000		460,000	
	6 A Side Ladies Football Festival	100,000		105,000		110,000	
	Foot de Salle	100,000		105,000		110,000	
	Badminton Tournament	130,000		135,000		140,000	
	Volleyball Tournament	130,000		135,000		140,000	
	Keep-Fit Activities (Yoga, Zumba, Tai Chi, Bolly Aero)	140,000	120,000	140,000	120,000	140,000	120,000
	Sports Day & Cross Country	50,000		55,000		60,000	
	Table Tennis Competition	25,000		25,000		25,000	
Archery Initiation	15,000		15,000		15,000		
2	Literary & Cultural Activities	390,000	0	400,000	0	435,000	0
	Public Speaking Competition	100,000		105,000		110,000	
	Quiz/Debate Competition	50,000		55,000		60,000	
	Scrabble Competition	40,000		45,000		50,000	
	Essay Competition	40,000		45,000		50,000	
	Drama Courses	25,000		25,000		25,000	
	Independence Day Celebrations	30,000		35,000		40,000	
	Music Day Celebrations	50,000		55,000		60,000	
	Book Nest	25,000		0		0	
	Domino Competition	30,000		35,000		40,000	
3	Recreational and Leisure Activities	25,320,000	25,300,000	25,650,000	25,630,000	25,900,000	25,880,000
	Tours to Reunion/ Rodrigues/ Malaysia/ Singapore/ India and Other Countries	16,500,000	16,500,000	16,750,000	16,750,000	17,000,000	17,000,000
	Visits, Excursions, Treckings and Hikings	910,000	900,000	950,000	940,000	950,000	940,000
	Stay at Hotels	7,910,000	7,900,000	7,950,000	7,940,000	7,950,000	7,940,000
4	Information, Education & Communication Activities	525,000	25,000	600,000	25,000	655,000	25,000
	Seminar/ Workshop/Talks	150,000		180,000		200,000	
	Prize Giving Ceremony & Get Together with SWAs	150,000		180,000		200,000	
	Photography Initiation Course	50,000	25,000	50,000	25,000	50,000	25,000
	Health Promotion Programme/Medical Check-up	50,000		60,000		70,000	
	Defensive Driving Courses	25,000		30,000		35,000	
	Publication of Magazine/ Annual Report/Brochures	50,000		50,000		50,000	
Training of Trainers for Teambuilding Exercise	50,000		50,000		50,000		
5	Civil Service Kermesse	1,200,000	200,000	1,300,000	200,000	1,400,000	200,000
6	Administrative Expenses	1,960,624	0	2,062,624	0	2,112,624	0
	Telephone	70,000		80,000		90,000	
	Electricity	123,000		130,000		135,000	
	Insurance cover	60,000		60,000		60,000	
	Office Expenses & Incidentals	150,000		160,000		170,000	
	Office Furniture and Equipment	150,000		150,000		150,000	
	Bank Charges	30,000		30,000		30,000	
	Rent & Service Charges	417,624		417,624		417,624	
	Printing & Stationery	125,000		125,000		125,000	
	Overtime	35,000		35,000		35,000	
	Accounting and Audit Fee	75,000		75,000		75,000	
	Fees/ Allowances to Board Members	500,000		550,000		550,000	
	Allowances to Supporting Staff	225,000		250,000		275,000	
7	Civil Service House	400,000		400,000		400,000	
Total Estimated Expenditure		30,935,624	25,645,000	31,582,624	25,975,000	32,102,624	26,225,000
Estimated Revenues		25,645,000		25,975,000		26,225,000	
Fund Required		5,290,624		5,607,624		5,877,624	

*Note: Estimate Revenue represent collection from activities and sponsorship for Kermesse.

REPORT OF THE DIRECTOR OF AUDIT

FINANCIAL STATEMENTS

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2019

	Note	12-months Period		12-months Period	
		1 July 2018 to 30 June 2019		1 July 2017 to 30 June 2018	
		Rs.	Rs.	Rs.	Rs.
ASSETS					
Current Assets					
Cash and Cash Equivalent	5	10,528,855		7,423,312	
Trade and Other Receivables	6	51,823	10,580,678	204,000	7,627,312
Non-Current Assets					
Property, Plant & Equipment	7		216,713		318,355
Total Assets			10,797,391		7,945,667
LIABILITIES					
Current liabilities					
Trade and Other Payables	8		4,577,485		1,902,666
NET ASSETS			6,219,906		6,043,001
Net Asset and Equity					
General Fund	9		6,219,906		6,043,001
Total Net Assets and Equity			6,219,906		6,043,001

The Notes to the Accounts from page 53 to page 61 form an integral part of the Financial Statements.

.....
Mr. P. JHUGROO
 Chairman

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

Date:

Date:

FINANCIAL STATEMENTS

STATEMENT OF FINANCIAL PERFORMANCE FOR THE 12-MONTHS ENDED 30 JUNE 2019					
		12-months Period		12-months Period	
		1 July 2018 to 30 June 2019		1 July 2017 to 30 June 2018	
	Notes	Rs.	Rs.	Rs.	Rs.
Revenue					
Non-Exchange Revenue	10	6,277,572		6,085,448	
Exchange Revenue	11	22,816,383	29,093,955	19,287,461	25,372,909
Expenditure					
Operating Expenditure	12	23,435,134		20,501,442	
Administrative Expenses	13	4,880,210		4,510,029	
Civil Service House Expenses	14	450,844		349,406	
Depreciation		150,862	28,917,050	167,599	25,528,476
SURPLUS/(DEFICIT)			176,905		(155,567)

Statement of Changes in Net Assets/Equity for the 12 months period ended 30 June 2019	
	GENERAL FUND
	Rs.
Opening Balance - 01 July 2018	6,043,001
Surplus/(Deficit) for the Year	176,905
Balance at 30th June 2019	6,219,906

CASH FLOW STATEMENT FOR THE 12 MONTHS ENDED 30 JUNE 2019

	12 Months 1 July 2018 - 30 June 2019	12 Months 1 July 2017 - 30 June 2018
CASH FLOW FROM OPERATING ACTIVITIES	Rs.	Rs.
Surplus/(Deficit)	176,905	(155,567)
Adjustments for Non-cash movements:		
Depreciation	150,862	167,599
OPERATING SURPLUS/(DEFICIT) BEFORE WORKING CAPITAL CHANGES	327,767	12,032
(Increase)/Decrease in trade and other receivables	152,177	(144,000)
Increase/(Decrease) in trade and other payables	2,674,819	(489,801)
NET CASH FROM OPERATING ACTIVITIES	3,154,763	(621,769)
CASH FLOW FROM INVESTING ACTIVITIES		
Purchase of fixed assets	(49,220)	(29,425)
NET CASH USED IN INVESTING ACTIVITIES	(49,220)	(29,425)
NET INCREASE IN CASH AND CASH EQUIVALENT	3,105,543	(651,194)
Cash and cash equivalent at start (Note A)	7,423,312	8,074,506
CASH AND CASH EQUIVALENT AT END (Note A)	10,528,855	7,423,312
NET MOVEMENT IN CASH	3,105,543	(651,194)

Note to Cash Flow Statement

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

	12 Months 01 July 2018 to 30 June 2019	12 Months 01 July 2017 to 30 June 2018
	Rs.	Rs.
Cash in hand	-	-
Balances with Bank-Current Account	(524,382)	(520,489)
Balances with Bank-Saving Account	7,018,399	3,943,801
"Held to Maturity" Investment	4,034,838	4,000,000
TOTAL	10,528,855	7,423,312

(b) Property, Plant and Equipment

During the period, the Public Officers' Welfare Council acquired Property, Plant and Equipment with an aggregate cost of Rs. 49,220 all of which were acquired by means of Grant from Government.

All the items were purchased on a cash basis.

**Statement of Comparison of Budget and Actual Amounts
for the 12-months ended 30 June 2019**

	Original	Revised	Actual	Difference	Note
	Budget	Budget	Amount		
	Rs.	Rs	Rs.	Rs.	
REVENUE					
Non-Exchange Revenue	3,400,000	3,400,000	6,277,572	(2,877,572)	(i)
Exchange Revenue			22,683,210	(22,683,210)	(ii)
Exchange Revenue	525,000	525,000	133,173	391,827	(iii)
Total Revenue	3,925,000	3,925,000	29,093,955	(25,168,955)	
EXPENDITURE					
Operating Expenditure	2,012,000	1,497,000	23,435,134	(21,938,134)	(ii)
Administrative Expenses	1,463,000	1,978,000	4,880,210	(2,902,210)	(i)
Civil Service House Expenses	450,000	450,000	450,844	(844)	
Total Expenditure	3,925,000	3,925,000	28,766,188	(24,841,188)	

*NOTES:

- (i) The amount of Rs. 2,877,572 represents salary of the supporting staff which is met by the Ministry of Civil Service and Administrative Reforms and is not provided in the budget. This is included as Staff Costs in the Administrative Expenses.
- (ii) Revenue from activities is not provided in the budget. The amount collected is used to finance Operating Expenditure.
- (iii) There has been an overprovision for this item.
- (jjj) Generally, the difference between the original and the revised budget is adjusted through reallocation within the budget.

**Statement showing reasons for variances between Original Budget
and Revised Budget for the 12-months ended 30 June 2019**

	Initial	Original	Revised	Financial	
	Budget	Budget	Budget	Statement	Variation
	Rs.	Rs.	Rs.	Rs.	Rs.
Telephone	75,000	60,000	50,000	49,744	256
Electricity	120,000	110,000	105,000	108,807	(3,807)
Tour to Rodrigues	10,000	10,000	0	(333,947)	333,947
Tour to Reunion	10,000	10,000	0	23,154	(23,154)
Tour to Malaysia	10,000	5,000	0	(111,525)	111,525
Tour to India	10,000	5,000	0	(63,850)	63,850
Football Tournament	520,000	400,000	315,000	314,078	922
Audit and Accounting Fee	70,000	60,000	60,000	60,000	0
Office Expenses & Incidentals	75,000	60,000	90,000	90,596	(596)
Insurance	0	0	40,000	39,286	714
Property, Plant and Equipment	40,000	30,000	50,000	49,220	780
Badminton Tournament	95,000	85,000	40,000	42,410	(2,410)
Bank Charges	3,000	3,000	195,000	197,632	(2,632)
Yoga Courses Meditation/Aerobics	30,000	10,000	0	52,231	(52,231)
Volleyball Tournament	90,000	90,000	0	2,500	(2,500)
Beach Volley Festival	70,000	1,000	0	0	0
Rent & Service Charges	420,000	420,000	418,000	417,624	376
Photography Initiation	0	5,000	5,000	4,500	500
Fees to B.Members	400,000	450,000	430,000	430,947	(947)
Allowances to Supporting Staff	150,000	130,000	330,000	332,940	(2,940)
Outings and Excursions	35,000	15,000	0	(794,231)	794,231
Culinary Exhibition	95,000	90,000	0	0	0
Printing & Stationery	90,000	120,000	200,000	204,693	(4,693)
Civil Service Kermesse	800,000	800,000	800,000	828,420	(28,420)
Public Speaking Competition	35,000	30,000	0	0	0
Quiz/Debate/ Scrabble	65,000	50,000	28,000	28,550	(550)
Overtime	12,000	20,000	10,000	10,369	(369)
Seminar/ Workshop/ Annual Report	175,000	150,000	65,000	64,993	7
Civil Service House Expenses	250,000	450,000	450,000	450,844	(844)
Expenses i.c.w Talk on Stress Management / Health Programme	50,000	10,000	0	0	0
Stay at Hotels	0	0	0	449,964	(449,964)
8 -a-side Football Tournament	50,000	1,000	0	0	0
Swimming Gala	50,000	1,000	0	0	0
Domino Festival	15,000	1,000	20,000	21,175	(1,175)
Song Competition	50,000	1,000	0	0	0
Drama Competition	50,000	1,000	0	0	0
Essay Competition	20,000	35,000	39,000	38,525	475
Pétanque Festival	25,000	1,000	0	0	0
Drawing/Paint Competition	50,000	0	0	0	0
Get Together Meeting with SWAs	200,000	200,000	185,000	185,077	(77)
Mega Blood Donation	50,000	5,000	0	0	0
	4,365,000	3,925,000	3,925,000	3,195,726	729,274

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

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 and Administrative Reforms
(ii)	6 Management Support Officers	On a full-time basis from the Ministry of Civil Service and Administrative Reforms
(iii)	1 Office Auxiliary	On a full-time basis from the Ministry of Civil Service and Administrative Reforms
(iv)	1 Principal Financial Officer	On a part-time basis from the Ministry of Finance and Economic Development
(v)	1 Liaison Officer	On Contract basis
(vi)	2 Handy Workers	On a full-time basis from the Ministry of Civil Service and Administrative Reforms

2. Reporting Period

The Financial Statements for the current period have been prepared for the 12-months ending 30 June 2019. Comparative figures for the 12-months period ending 30 June 2018 have also been provided for information purposes.

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. The budget provision for the 12-months period ending 30 June 2019 was Rs 3.4 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 effective as from 01 January 2018 and 01 January 2019.

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 remains applicable until IPSAS 39 is applied or becomes effective, whichever 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) Foreign Currency Translation

Transactions in foreign currencies are translated into the functional and presentation currency, Mauritian Rupees, at the date of transaction using the spot exchange rate.

Exchange differences arising are recognized in surplus or deficit in the period in which they arise.

(f) 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

	12 Months 01 July 2018- 30 June 2019	12 Months 01 July 2017- 30 June 2018
	Rs.	Rs.
Cash in hand	-	-
Cash at Bank – Savings Account	7,018,399	3,943,801
Unpresented Cheques–Current Account	(524,382)	(520,489)
“Held to Maturity” Investment *	4,034,838	4,000,000
	10,528,855	7,423,312

* The Fixed Deposit Investment with the Mauritius Civil Service Mutual Aid Association has matured on 4 February 2019 and now invested in Government of Mauritius Treasury Bills/Bonds at the SBM Bank (Mauritius) LTD as from 14 February 2019. It will be matured on 13 December 2019 yielding interest at 3.45% per annum and realizing Rs. 4,150,000 on maturity date.

6. Trade and Other Receivables

	12 Months 01 July 2018- 30 June 2019	12 Months 01 July 2017- 30 June 2018
	Rs.	Rs.
Interest Receivable from Bond	51,823	-
Interest Receivable from Mutual Aid	-	204,000
	51,823	204,000

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 July 2018 at original cost	154,601	1,275,991	440,511	1,871,103
Additions during the year	-	37,145	12,075	49,220
Total Costs as at 30 June 2019	154,601	1,313,136	452,586	1,920,323
<u>DEPRECIATION</u>				
Balance b/f on 1 July 2018	113,865	1,111,241	327,642	1,552,748
Charge for the year	15,460	109,759	25,643	150,862
Total Depreciation as at 30 June 2019	129,325	1,221,000	353,285	1,703,610
Net Book Value on 30 June 2019	25,276	92,136	99,301	216,713
Net Book Value on 30 June 2018	40,736	164,750	112,869	318,355

8. Trade and Other Payables

Creditors	01 July 2018– 30 June 2019	01 July 2017– 30 June 2018
	Rs.	Rs.
Excursion	517,025	54,900
Accountancy and Audit Fees	120,000	60,000
Telephone Charges	3,416	3,715
Electricity Charges	11,176	3,568
Water Charges	802	1,604
Office Expenses and Incidentals	3,979	3,197
Bank Charges	-	115
Fees to Board Members	87,405	46,545
Allowance to Supporting Staff	12,275	7,985
Keep Fit Activities	136,750	18,462
Football Tournament	-	-
Stay at Hotels	1,346,786	993,025
Tour to Cape Town	1,015,307	
Tour to Malaysia	578,631	
Tour to Rodrigues	-	709,550
Tour to Reunion	743,933	-
	4,577,485	1,902,666

9. General Fund

	01 July 2018– 30 June 2019	01 July 2017– 30 June 2018
	Rs.	Rs.
Opening Balance 01 July 2018	6,043,001	6,198,568
Surplus/(Deficit) for the year	176,905	(155,567)
Closing Balance 30 June 2019 *	6,219,906	6,043,001

* 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 July 2018– 30 June 2019	01 July 2017– 30 June 2018
	Rs.	Rs.
Grant from Government	3,400,000	3,300,000
	3,400,000	3,300,000

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 July 2018 - 30 June 2019	01 July 2017- 30 June 2018
	Rs.	Rs.
Government Contribution to meet staff costs	2,877,572	2,785,448
	2,877,572	2,785,448

11. Exchange Revenue

11.1 Income from Activities

	01 July 2018- 30 June 2019	01 July 2017- 30 June 2018
	Rs.	Rs.
Payment Received:- Tour Rodrigues	1,554,090	2,850,532
Tour to Malaysia	6,405,400	6,877,749
Outing & Excursions	1,502,050	465,345
Stay at Hotels	6,655,090	5,642,175
Tour to Cape Town	1,685,250	-
Tour to India	1,536,650	1,438,469
Photography Initiation	-	36,600
Tour to Reunion	2,657,930	1,163,114
Rental: Civil Service House	1,100	4,300
Stalls - Kermesse	360,000	303,792
Public Speaking Sponsorship	-	50,000
Collection for Yoga/Zumba/Tai Chi	325,650	300,400
TOTAL	22,683,210	19,132,476

11.2 Other Revenue

	01 July 2018- 30 June 2019	01 July 2017- 30 June 2018
	Rs.	Rs.
Interest Received and Receivable on Fixed Deposit *	107,604	144,000
Other Revenue (Stale Cheques)	25,569	10,985
TOTAL	133,173	154,985

* The Fixed Deposit Investment with the Mauritius Civil Service Mutual Aid Association has matured on 4 February 2019 and now invested in Government of Mauritius Treasury Bills/Bonds at the SBM Bank (Mauritius) LTD as from 14 February 2019. It will be matured on 13 December 2019 yielding interest at 3.45% per annum and realizing Rs. 4,150,000 on maturity date.

12. Operating Expenditure

	01 July 2018- 30 June 2019	01 July 2017- 30 June 2018
	Rs.	Rs.
<i>Sports & Keep-Fit Activities</i>	358,988	
Football Tournament	314,078	282,156
Volleyball Tournament	2,500	94,789
Badminton Tournament	42,410	52,600
<i>Recreational Activities</i>	21,166,025	
Tour to Reunion	2,681,084	1,159,041
Tour to Malaysia	6,293,875	6,682,064
Tour to Rodrigues	1,220,143	3,135,113
Tour to India	1,472,800	1,415,972
Tour to Cape Town	1,685,250	
Outing & Excursions	707,819	415,699
Stay at Hotels	7,105,054	5,364,476
Foreign Exchange Loss on Tours Abroad	-	2,294
<i>Literary Activities</i>	88,250	
Essay Competition	38,525	34,500
Scrabble Competition	28,550	29,600
Domino Competition	21,175	
Public Speaking Competition	-	58,900
<i>Information & Com. Activities</i>	64,993	
Seminar & Workshop & Annual Report	64,993	74,678
<i>Other Activities</i>	1,756,878	
Kermesse	1,188,420	1,355,284
Health Promotion Programme	-	14,938
Get Together Meeting with SWAs	185,077	
25 th Anniversary and Souvenir Magazine	-	25,000
Photography Initiation	4,500	50,239
Yoga Courses/Zumba/Tai Chi	378,881	254,099
TOTAL	23,435,134	20,501,442

13. Administrative Expenses

	01 July 2018- 30 June 2019	01 July 2017- 30 June 2018
	Rs.	Rs.
Fees to Board Members	430,947	481,520
Staff Costs*	2,877,572	2,785,448
Allowance to Supporting Staff	332,940	270,443
Overtime	10,369	10,995
Rent & Service Charges	417,624	417,624
Telephone/Fax	49,744	56,112
Electricity	108,807	123,544
Bank Charges	197,632	15,373
Accounting & Audit Fee	120,000	60,000
Office Expenses & Incidentals	90,596	116,011
Insurance	39,286	37,278
Printing and Stationery	204,693	135,681
TOTAL	4,880,210	4,510,029

* 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 (CSH)

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 July 2018- 30 June 2019 was as follows:

	01 July 2018- 30 June 2019	01 July 2017- 30 June 2018
	Rs.	Rs.
Water Charges	9,624	9,624
Electricity Charges	21,408	21,408
Caretaker Fee	12,000	12,500
Overtime Keep Fit at CSH	5,058	-
Office Expenses & Incidentals	2,760	2,530
Mowing of Lawn	4,700	8,300
Telephone Charges	2,475	2,700
Allowance to Officer-in-Charge	183,600	187,145
Mc Vision	10,800	10,800
MBC Licence Fees	-	2,070
Minor Repairs	198,419	92,329
TOTAL	450,844	349,406

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 July 2018- 30 June 2019	01 July 2017- 30 June 2018
	Rs.	Rs.
Grant	3,400,000	3,300,000
Board Members Fees	430,947	481,520
Key Management Compensation	3,220,881	3,066,886
TOTAL	7,051,828	6,848,406

17. Risk

Interest Rate Risk

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

Liquidity Risk

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.

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