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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 Public Service, Administrative and Institutional 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 organising its activities. It can also raise funds from other sources with the approval of 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; and
- Annual Civil Service Kermesse.

CORPORATE GOVERNANCE REPORT

Compliance

During the year 2019/2020, the POWC Board has taken all necessary steps to comply with the 8 Principles as set in the National Code of Corporate Governance in so 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, comprising a Chairman, six representatives of different Ministries, three representatives of Civil Service Trade Unions and two independent members.

In line with the objects of the Council, as stipulated in the POWC Act, the Board regulates its meetings and proceedings in such a manner as it thinks fit. Six Members constitute a quorum. Special Board Meetings are also held to discuss on specific issues.

The POWC is committed to implement the best practices as per the principles of Good Governance. It fully adheres to the National Code of Corporate Governance for Mauritius. Apart from the POWC Act, it also complies with other relevant legislation, such as:

- The Finance and Audit Act 2018
- The Statutory Bodies (Accounts & Audit) Act 1972
- The Financial Reporting Act 2004
- The Public Procurement Act 2006

Board Charter

As per the POWC Act, the Board is mandated to take decisions in the general interest of public officers for maintaining a proper work life balance.

Obligations of the Board

The Board has the responsibility to organise activities for the general welfare of public officers that are in furtherance with the objects of the POWC Act. It has the power to manage, direct and supervise the affairs of the Council. As such, it ensures that the resources put at the disposal of the Council are used in an efficient manner.

Vision

A role model in the promotion of welfare activities and work life balance for the public officers.

Mission

To organise, on a regular basis, different activities for the benefit of public officers and their families such as: sports and keep-fit, recreational and leisure, literary and cultural as well as informative, educational and communication activities.

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 approve Board Minutes for circulation;
- To lead the Board and set its agenda, which should be forward looking and focused on strategic matters;
- To ensure that Board members receive accurate, timely and clear information;
- To promote effective communication;
- To ensure that ample time is allocated for discussion of complex or contentious issues; and
- To ascertain that the decisions of the Board are in compliance with the objects of the Council.

Role of Organising Secretary

The main functions of the Organising Secretary are:

- Day to day management of the POWC and to attend to all operational matters;
- Regular organisation of different activities for the welfare of public officers;
- Enlisting the maximum participation of public officers in the different activities;
- Maintaining effective communication with Staff Welfare Associations; and
- To plan meetings and agendas in consultation with the Chairperson.

Role of Board's Secretary

The Board's Secretary is responsible for:

- The preparation and circulation of Board papers in consultation with the Chairperson and Organising Secretary;
- The proper recording of the minutes of all Board meetings; and
- The preparation of clear and concise notes of meetings for the approval of Chairperson.

Code of Ethics

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

Meetings of the Board

The Board Meetings constitute a fundamental component of governance processes. Every Board Meeting provides the opportunity to fulfil the Council's functions and responsibilities in an efficient manner.

According to the POWC Act, the Board regulates its meetings and proceedings in such a manner as it thinks fit.

The Board meets at least once every month. However, the Board can also meet to discuss on urgent issues whenever required.

Board Meetings

The Chairperson and the Organising Secretary have to:

- Agree on the agenda of the Board Meetings and ensure that there is adequate coverage of key issues during the year; and
- forward board papers to all Members at least five days before the meetings.

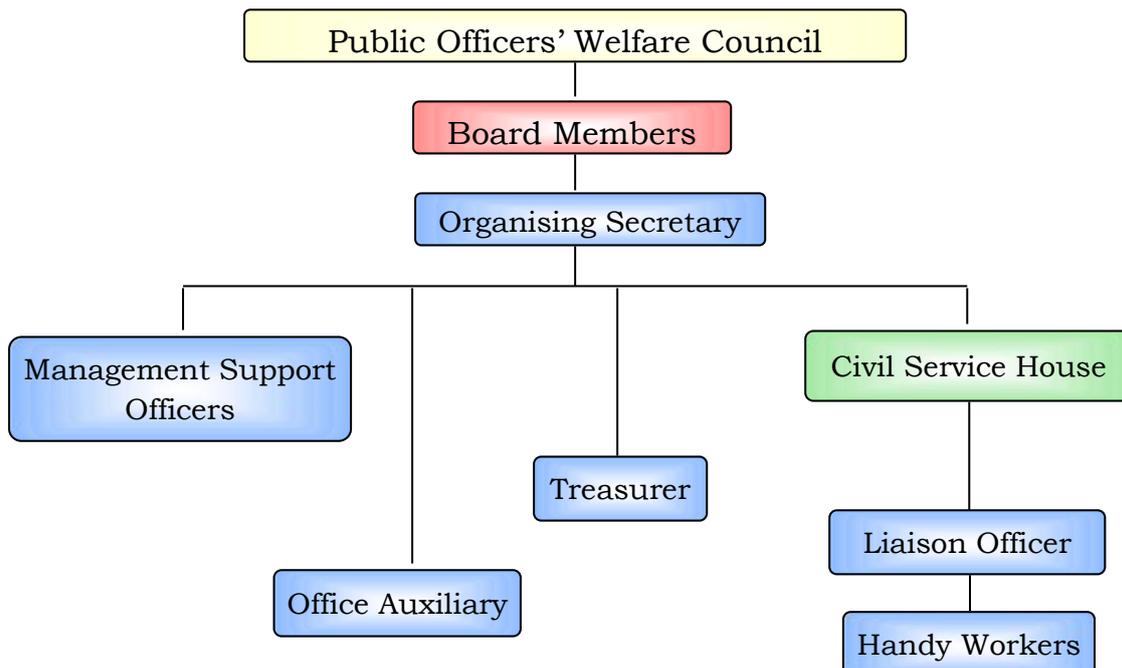
Board Members are expected to attend each Board Meeting and every meeting of the Committees of which they are members, unless there are exceptional circumstances that prevent them from doing so.

POWC STAFF

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

Organising Secretary	Mr. Shakeeldeo BUNDHOO (Upto June 2020) Mr. Vikram RAMBURUTH (As from June 2020)
Treasurer	Mr. Ravi JUGROOP
Management Support Officers	Mr. Vikram RAMBURUTH (Upto June 2020) Mr. Vikesh JEALAL Miss Vrishti DAUHAWOO Mr. Nishantraj MACARCHAND Miss Nooreza Bibi Aziza PEEROO Miss Ashna GOPAUL
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

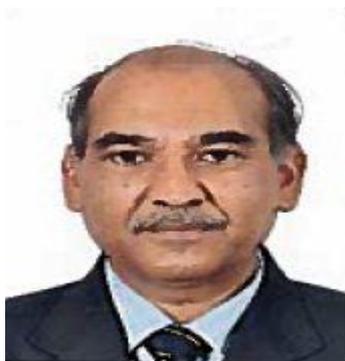
The POWC is managed and administered by a Board, consisting of a Chairman, nine representatives of various Ministries and Civil Service Trade Unions and two independent members. The Board Members for the period 2020-2021 are as follows:

BOARD MEMBERS	
Mr. Premhans JHUGROO	Chairman
Mrs. Rajwantee BUCKTOWAR	Representative of Prime Minister's Office
Mr. Vasheel Ourvasant SEEDOYAL	Representative of Ministry of Public Service, Administrative and Institutional Reforms
Ms. Bhojeshwaree KAMULSING	Representative of Ministry of Gender Equality and Family Welfare
Mrs. Sushma Devi CONAHYE	Representative of Ministry of Youth Empowerment, Sports and Recreation
Mr. Soobiraj AVALA-GURRIAH	Representative of Ministry of Arts and Cultural Heritage
Mrs. Beebee Rosida NOHUR	Representative of Ministry of Finance, Economic Planning and Development
Mr. Harold APPASAMY	Representative of Federation of Civil Service and Other Unions
Mr. Rashid IMRITH, CSK	Representative of Federation of 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 2019-2020

Name	Representative	Period
Mr. Santosh BUTON	Prime Minister's Office	July - December 2019
Mr. Marie Joseph RAMSAMY	Ministry of Public Service , Administrative and Institutional Reforms	July - November 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 Public Service, Administrative and Institutional 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 - February 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 - March 2019	Secretary for Public Service	Ministry of Civil Service & Administrative Reforms

BOARD MEMBERS' PROFILE

Mrs. Rajwantee BUCKTOWAR

Board Member

Representative of the Prime Minister's Office

Qualifications

- MBA (General)
- BSC (Hons) HRM

Skills and Experiences

Mrs. R. Bucktowar is presently Assistant Permanent Secretary at the Prime Minister's Office. She joined the service as Trainee Clerical Officer and was appointed Clerical Officer in 1993. She was appointed Executive Officer in 1998, followed by Human Resource Executive in 2002. She is holding the post of Assistant Permanent Secretary since 2011. She has worked in different Ministries and Departments such as Ministry of National Infrastructure, Ministry of Health and Quality of Life and Local Government Service Commission. She had proceeded on leave without pay to undertake employment as Resource Person, Performance Management System at the Mauritius Broadcasting Corporation for the period 2010-2011.

Mr. Vasheel Ourrvasant SEEDOYAL

Board Member

Representative of the Ministry of Public Service, Administrative and Institutional Reforms

Qualifications

- Master in Business Administration
- Msc Crop Science
- Bsc (Hon.) Horticulture with specialization in Plant Biotechnology

Skills and Experiences

Mr V.O. Seedoyal is presently Assistant Permanent Secretary posted at the Ministry of Public Service, Administrative and Institutional Reforms. He joined the public service in 2008 and has worked in different Ministries such as the Ministry of Arts and Culture and the Ministry of Social Security, National Solidarity and Reform Institutions. He has been a Board member of different public organisations and has been the Secretary to the National Fund Board and the National Savings Fund Technical Committee for a number of years. He has also been working as resource person for the International Social Security Association (ISSA) and the United Nations Economic Commission for Africa (UNECA).

BOARD MEMBERS' PROFILE

Miss Bhoojeshwaree KAMULSING

Board Member

*Representative of Ministry of Gender
Equality 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 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.

Mrs. Sushma Devi CONAHYE

Board Member

*Representative of Ministry of Youth
Empowerment, Sports and Recreation*

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 Empowerment, Sports and Recreation 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 Cultural Heritage

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 Cultural Heritage. 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, Economic Planning and 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, Economic Planning and 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, CSK

Board Member

Representative of Federation of Public Sector and other Unions

Qualifications

- Advanced Course in Effective Office Management and Supervision (UTM)

Skills and Experiences

Mr. R. Imrith, CSK, is presently Office Management Executive at the Ministry of Agro Industry and Food Security. He was a founder member of the Public Officers' Welfare Council. He is also the President of the following trade unions:

- Government General Services Union (Since 1986),
- Federation of Public Sector and Other Unions (Since 2011).

He is also Board Member on various institutions such as National Wage Consultative Council, Employees Welfare Fund, Civil Service College.

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, Economic Planning and 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 KAM LON, 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 2019-2020

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

SUB-COMMITTEES	ACTIVITIES
<p><u>Sports & Keep Fit</u> Chairperson: Mrs. S.D. CONAHYE Members: Ms. B. KAMULSING Mr. R. SADIEN, MSK</p>	<ol style="list-style-type: none"> 1. Civil Service Football Tournaments 2. Civil Service Volleyball Tournaments 3. Badminton Tournaments 4. Keep Fit Activities
<p><u>Literary & Cultural</u> Chairperson: Mr. S. AVALA-GURRIAH Members: Mr. H. APPASAMY Mr. Y. CHAN KAM LON, OSK</p>	<ol style="list-style-type: none"> 1. Scrabble Competition 2. Quiz Competition 3. Public Speaking Competition 4. Essay Competition 5. Debate Competition 6. Domino Tournament 7. Grooming Course
<p><u>Recreational Activities</u> Chairperson: Mr. V.O. SEEDOYAL Members: Mrs. R. BUCKTOWAR Ms. J.E. LAVIOLETTE</p>	<ol style="list-style-type: none"> 1. Tours Abroad Rodrigues Island Reunion Island Singapore/Malaysia India Bangkok/Thailand Cape Town 2. Excursions 3. Stays at Hotels
<p><u>Information, Education & Communication</u> Chairperson: Mr. Y. CHAN KAM LON, OSK Members: Mrs. R. BUCKTOWAR Mr. R. IMRITH, CSK</p>	<ol style="list-style-type: none"> 1. Workshop/Seminars/Talks 2. Health Screening Programme 3. Publication of Magazine 4. Action Plan 5. Publication of Brochures 6. Defensive Driving Courses 7. Photography Course
<p><u>Finance/Procurement</u> Chairperson: Mrs. R.B. NOHUR Members: Mr. V.O. SEEDOYAL Mr. H. APPASAMY</p>	<ol style="list-style-type: none"> 1. Allocation of Funds 2. Procurement 3. Other financial matters 4. Storekeeping and Inventory 5. Annual Report
<p><u>POWC Affiliation</u> Chairperson: Mr. R. SADIEN, MSK Members: Ms. B. KAMULSING Mrs. S.D. CONAHYE</p>	<p>Staff Welfare Affiliation Matters</p>
<p><u>POWC Civil Service House</u> Chairperson: Mr. R. IMRITH, CSK Members: Mr. S. AVALA-GURRIAH Ms. J.E. LAVIOLETTE</p>	<ol style="list-style-type: none"> 1. Use of Civil Service House 2. Maintenance of Civil Service House 3. Renovation Works

SUB-COMMITTEES	ACTIVITIES
<p><u>HR Structural Committee</u> Chairperson: Mrs. R.B. NOHUR Members: All Board Members</p>	<p>Assess Human Resources Requirements of the POWC</p>
<p>Civil Service Kermesse Sub-Committees</p>	
<p><u>Main Committee</u> Chairperson: Mr. M.J. RAMSAMY/ Mr. V.O. SEEDOYAL Members: All Board Members</p>	<p><u>Procurement</u> Chairperson: Mrs. R.B. NOHUR Members: Mr. M.J. RAMSAMY/ Mr. V.O. SEEDOYAL Mr. H. APPASAMY Mr. R. SADIEN, MSK</p>
<p><u>Opening Ceremony/Protocol/Catering/ Publicity</u> Chairperson: Mr. S. BUTON/ Mrs. R. BUCKTOWAR Members: Ms. B. KAMULSING Mr. R. IMRITH, CSK</p>	<p><u>Cultural Show/Children Corner</u> Chairperson: Mr. S. AVALA- GURRIAH Members: Mr. S. BUTON/ Mrs. R. BUCKTOWAR Mrs. S.D. CONAHYE</p>
<p><u>Security/Sponsorship</u> Chairperson: Mr. R. SADIEN, MSK Members: Ms. B. KAMULSING Mr. H. APPASAMY</p>	<p><u>Best Stall & Best Food Stall Competitions</u> Chairperson: Mr. Y. CHAN KAM LON, OSK Members: Mrs. R.B. NOHUR Ms. J.E. LAVIOLETTE</p>
<p><u>Cleanliness of Premises</u> Chairperson: Mrs. S.D. CONAHYE Members: Mr. S. AVALA-GURRIAH Ms. J.E. LAVIOLETTE</p>	<p><u>Control of Stalls/Activities</u> Chairperson: Mr. R. IMRITH, CSK Members: Mr. H, APPASAMY Mr. Y. CHAN KAM LON, OSK</p>

**BOARD AND SUB-COMMITTEE MEETINGS
HELD FROM JULY 2019 - JUNE 2020**

MEETINGS	NO. OF SESSIONS
BOARD MEETINGS	10
SPORTS & KEEP-FIT	3
LITERARY & CULTURAL	2
RECREATIONAL ACTIVITIES	2
INFORMATION, EDUCATION & COMMUNICATION	3
FINANCE & PROCUREMENT	5
POWC AFFLIATION	0
POWC CIVIL SERVICE HOUSE	1
CIVIL SERVICE KERMESSE	11
HR STRUCTURAL	2
TOTAL NO. OF SESSIONS	39

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

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 Sub-Committees 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 2020 is Rs. 234,360.

Related Party Transactions

For the financial year ended 30 June 2020, the related party disclosures are shown in the table below:

	Amount (Rs.)
Grant	3,000,000
Board Members Fees	417,605
Key Management Compensation	2,799,826
TOTAL	6,217,431

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 2019 - JUNE 2020												
S/N	Name	Board Meeting	Civil Service House	Literary and Cultural Activities	Sports and Keep-Fit Activities	Recreational Activities	Finance and Procurement	HR Structural	Kermesse	Information, Education and Communication	Travelling	Total
1	Mr. S. Buton	2,670	0	0	0	0	0	0	3,205	0	0	5,875
2	Mrs. R. Bucktowar	2,670	0	0	0	815	0	0	0	0	0	3,485
3	Mr. M. J. Ramsamy	4,450	0	0	815	0	815	1,630	2,445	0	0	10,155
4	Mr. V O. Seedoyal	3,560	0	0	0	2,390	2,445	0	815	0	0	9,210
5	Miss. B. Kamulsing	5,340	0	0	2,445	0	0	0	815	0	0	8,600
6	Mrs. S. D. Conahye	8,010	0	0	3,585	0	0	0	3,640	0	3,450	18,685
7	Mr. S. Avala-Gurriah	8,010	0	2,390	0	0	815	0	1,195	0	0	12,410
8	Mrs. B. R. Nohur	7,120	0	0	0	0	5,975	2,390	6,030	0	0	21,515
9	Mr. H. Appasamy	8,010	0	1,630	0	0	4,075	1,630	4,890	2,445	0	22,680
10	Mr. R. Imrith, CSK	6,230	815	0	0	815	0	1,630	3,205	1,630	230	14,555
11	Mr. R. Sadien, MSK	5,340	0	0	2,445	0	0	1,630	815	0	2,760	12,990
12	Mr. Y. Chan Kam Lon, OSK	8,900	0	1,630	0	0	815	1,630	3,640	3,585	4,600	24,800
13	Miss. J. E. Laviolette	8,900	815	0	0	1,630	0	0	2,445	815	3,680	18,285
	Total	79,210	1,630	5,650	9,290	5,650	14,940	10,540	33,140	8,475	14,720	183,245

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 Treasury Bills and 3-year GoM Note.

Liquidity Risk

The Council does not have significant liquidity risk. Except for the activities organised 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, Economic Planning and 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 Public Service, Administrative and Institutional 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 year ended 30 June 2020. After approval by the Board, the Organising Secretary must not later than 31 October 2020 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 YEAR ENDED 30 JUNE 2020**

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 2020.

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

Date:

.....
Mr. H. APPASAMY

Board Member

Date:

**STATEMENT OF COMPLIANCE
CODE OF CORPORATE GOVERNANCE**

Name of Statutory Body: Public Officers' Welfare Council

Reporting Period: For the year ended 30 June 2020

Throughout the year ended 30 June 2020 to the best of the Board's knowledge the organisation has complied with the Corporate Governance Code for Mauritius (2016). The organisation has applied all of the principles set out in the Code and explained how these principles have been applied.

.....
Mr. P. JHUGROO
Chairman

.....
Mr. H. APPASAMY
Board Member

Date:

Date:

ACTIVITIES ORGANSIED DURING THE FINANCIAL YEAR

The POWC had been actively involved in the following activities:

ACTIVITIES 2019-2020
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

Excursion to GRSE Waterfalls & Ile aux Cerfs on Speedboat with Nautical Activities



Two excursions were organised by the POWC on 21 August 2019 and 08 December 2019. Two hundred and forty four participants could avail themselves of the package, discover GRSE Waterfalls & Ile aux Cerfs and enjoy the activities as well as some family moments on the island.

Excursion to Ilot Gabriel on Catamaran



The POWC organised three excursions on 03 August 2019, 10 August 2019 and 23 November 2019. Two hundred and twenty four participants could avail themselves of the package, discover Ilot Gabriel. Participants were able to spend some leisure time with their family on the island and on the Catamaran.

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



The POWC organised two excursions on 11 August 2019 and 22 December 2019. Three hundred and nineteen participants could avail themselves of the package and discover Ile Des Deux Cocos which is a private island run by LUX* Resort and Hotels. Participants enjoyed the activities, buffet lunch 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 28 July 2019 with stopover at Roche Noire Cave for sightseeing. One hundred and twenty two participants including public officers and their families participated in the hiking trail.

Restoration Activities/Hiking on Ile D'Ambre



The POWC organised restoration activities and hiking on Ile D'Ambre on 17 November 2019 for the benefit of public officers and their families. One hundred and eighty six public officers including their families participated in this activity.

Three activities were planned for April 2020 but were cancelled due to COVID-19 pandemic outbreak. Two hundred and twenty eight participants, who were registered to participate in the activities, were refunded accordingly.

- Hiking Trail at Alexandra Falls - 05 April 2020
- One Day Visit to Ile Des Deux Cocos (LUX* Resorts & Hotels) and to Blue Bay Marine Park - 12 April 2020
- Hiking Trail at Bras d'Eau National Park, stopover at Roche Noire Cave & Half Day at Bras d'Eau Public Beach - 18 April 2020

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 four hundred and seventy eight participants availed themselves of the packages offered.



Maritim Crystals Beach Hotel****

Friday 19 to Sunday 21 July 2019
 Monday 22 to Wednesday 24 July 2019
 Friday 26 to Sunday 28 July 2019
 Friday 02 to Sunday 04 August 2019
 Monday 22 to Wednesday 27 November 2019
 Monday 06 to Wednesday 08 December 2019



Tamassa Resort

LUX* Resorts and Hotels) ****

Monday 22 to Wednesday 24 July 2019
 Friday 02 to Sunday 04 August 2019
 Monday 05 to Wednesday 07 August 2019
 Friday 09 to Sunday 11 August 2019
 Monday 12 to Wednesday 14 August 2019



Hotel RIU Creole ****

Friday 22 to Sunday 24 November 2019
 Friday 29 Nov to Sunday 01 December 2019



Anelia Resort & Spa ****

Friday 22 to Sunday 24 November 2019
 Friday 06 to Sunday 08 December 2019



The Ravenala Attitude Hotel ****

Friday 09 to Sunday 11 July 2019
 Friday 16 to Sunday 18 July 2019

The following stays were planned for April 2020 but were cancelled due to COVID-19 pandemic outbreak. Eighty two participants, who were registered to participate in the stays at hotels, were refunded accordingly.

Anelia Resorts & Spa ****

Friday 10 to Sunday 12 April 2020
 Sunday 12 to Tuesday 14 April 2020

Pearle Beach Resort & Spa ***

Friday 03 to Sunday 05 April 2020
 Sunday 05 to Tuesday 07 April 2020

Casuarina Resort & Spa ***

Friday 17 to Sunday 19 April 2020

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 South India, Cape Town and Malaysia & Thailand. 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



Eighty two 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 two groups and were residing at Residence Kono Kono.

The POWC organised these tours during school holidays as follows:

- ^ 17 - 21 November 2019
- ^ 19 - 23 December 2019

The POWC had proposed to organise a tour to Rodrigues for the period 14 to 18 April 2020. Thirty four participants were registered. Unfortunately, the tour was cancelled due to COVID-19 pandemic outbreak. All participants were refunded accordingly.

Tours to Réunion Island



One hundred and three participants including public officers and their families were provided with the opportunity to travel to Réunion Island and discover the lush vegetation, Piton de la Fournaise Volcano and the breath-taking viewpoints that the island offers. The participants of the first group were residing at Tulip Inn Hotel whereas arrangements were made for participants of the second group to stay at Le Sud Hotel. The two groups were as follows:

- ^ 25 - 29 July 2019
- ^ 15 - 19 December 2019

Recreational and Leisure Activities

Tours to Singapore & Malaysia



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

- ▲ 29 July - 06 August 2019
- ▲ 13 - 21 November 2019

Ninety three participants visited the places of interest that these destinations offered as follows:

- | | |
|--|--|
| ▲ Singapore City Tour | ▲ Geneva Watch Factory Gallery |
| ▲ Garden By The Bay | ▲ Batu Caves |
| ▲ Sentosa Island with Cable Car Ride | ▲ Genting Highlands with Cable Car Ride |
| ▲ Universal Studio | ▲ Kuala Lumpur City Tour |
| ▲ Wings of Time | ▲ Putrajaya Tour |
| ▲ Cultural Show with Dinner at The Love @ Matic Restaurant | ▲ KL Tower Observation Deck with Dinner at Atmosphere 360 Revolving Restaurant |

Tour to South India

The POWC organised a Tour to South India from 02 to 17 December 2019. Twenty four participants joined the tour and visited South India's places of interest in the different regions such as Bangalore, Mysore, Ooty, Coonoor, Cochin, Alleppey, Puducherry and Chennai amongst others.

Participants had the opportunity to visit the different states of India so as to experience its culture, taste its food as well as enjoy shopping.



Recreational and Leisure Activities

Tours to Cape Town



The POWC organised its first Tour to Cape Town for the period 28 July to 05 August 2019 with the participation of thirty six public officers and their families. Following the resounding success of the first tour, a second tour was organised for the period 26 November to 04 December 2019 comprising thirty four participants.

The places of interest as per the programme of the tours were as follows:

- | | |
|---|--|
| ▲ Cape of Good Hope | ▲ Cape Point Tour |
| ▲ Penguin Colony at Boulders Beach | ▲ Chapman's Peak |
| ▲ City Tour | ▲ Kirstenbosch Gardens |
| ▲ Table Mountain | ▲ Blaauwklippen Wine Estate |
| ▲ Two Oceans Aquarium | ▲ Safari Aquila Game Reserve |
| ▲ World of Birds | ▲ Shimanslay Diamond Jewellery Factory |
| ▲ Winelands Tour - Stellenbosch and Franschlock | ▲ Muizenberg |

Tour to Malaysia & Thailand

The POWC organised its first Tour to Malaysia & Thailand from 18 November to 01 December 2019. Eighteen participants visited the places of interest that these destinations offered as follows:

- | | |
|---|---|
| ▲ Putrajaya Tour | ▲ Pattaya Viewpoint |
| ▲ Genting Highlands with Cable Car Ride | ▲ Bangkok City Tour |
| ▲ Kuala Lumpur City Tour | ▲ Asiatique Riverfront Night Market |
| ▲ Batu Caves | ▲ Floating Market Damnoen Saduak |
| ▲ Geneva Watch Factory Gallery | ▲ Safari World (Safari & Marine Park) |
| ▲ Laser Buddha | ▲ Wat Po (The Reclining Buddha Temple) |
| ▲ Silver Lake Vineyard | ▲ Nong Nooch Village with Elephant and Thai Cultural Show |



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 24th and 25^h edition of the Football Tournaments for male public officers as follows:

🏆 **Football Tournament 2019**

🏆 **Football Tournament 2020**

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
2019	32	18	~ 1500
2020	36	18	~ 1600

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, Vacoas and St Francois Xavier Stadium, Plaine Verte. Referees and Assistant Referees from the Mauritius Football Association (MFA) officiated all the matches.



Sport and Keep-Fit Activities

Consolatory Finals

The Consolatory Finals of the Football Tournament 2019 were held on 06 September 2019 for the Disciplined Forces and on 13 September 2019 for the Civil Service. Both matches were played at the St Francois Xavier Stadium, Plaine Verte.

Grand Finals

The Grand Finals of the Football Tournament 2019 were held on 03 October 2019 at the St Francois Xavier Stadium, Plaine Verte.

All prizes were awarded on the same day of the Grand Finals as follows:

Tournament	Match	Winner
Consolatory		
Civil Service	Traffic Management and Road Safety Unit/Ministry of Tourism v/s Victoria Hospital	Victoria Hospital
Disciplined Forces	Special Mobile Force v/s Special Supporting Unit	Special Mobile Force
Grand Finals		
Civil Service	Ministry of Health and Wellness - Head Office v/s Ministry of Housing and Land Use Planning	Ministry of Health and Wellness - Head Office
Disciplined Forces	National Coast Guard v/s Mauritius Prison Service	National Coast Guard

Football Tournament 2020

The Football Tournament 2020 was suspended as from 18 March 2020 until further notice due to COVID-19 pandemic outbreak.

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:

- ◆ 03 July to 21 December 2019
- ◆ 11 January 2020 to date

The keep-fit activities were suspended as from 18 March 2020 due to COVID-19 pandemic outbreak. The activities has resumed as from 11 July 2020 and are expected to end on 24 October 2020.

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

ACTIVITIES	NO. OF PARTICIPANTS
YOGA	86
BOLLY AERO	40
TAI CHI	33
ZUMBA	139
TOTAL NO. OF PARTICIPANTS	298



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 2019

The Civil Service Scrabble Competition was organised from May to July 2019. The Competition was held on weekdays during lunch time whereby all the matches were played at the seat of the Civil Service College, Mauritius and the POWC.

Forty four 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,	Rs. 5000 Cash + Souvenir Trophy
	Runner-up	Mr. MOMUS Celentano	Mauritius Police Force	Rs. 3000 Cash + Souvenir Trophy
	Third	Mr. DINA Doorgadut	Ministry of Health and Wellness	Rs. 2000 Cash + Souvenir Trophy
	Fourth	Mr. RAMRUTTUN Bijaye	Ministry of Health and Wellness	Rs. 1000 Cash + Souvenir Trophy
Category B	Winner	Mr. MUTTY	Mauritius	Rs. 3000 Cash +
	Runner-up	Mr. PERTAUB Vishwa Dev	Industrial Development, SMEs and Cooperatives	Rs. 1500 Cash + Souvenir Trophy
	Third	Mr. JATOONAH Mohamad Shakil	Registrar General	Rs. 1000 Cash + Souvenir Trophy
	Fourth	Mr. JUGROOP Ravi	Finance. Economic Planning and Development	Rs. 500 Cash + Souvenir Trophy

Literary and Cultural Activities

2. DOMINO TOURNAMENT 2019

The Domino Tournament was organised from August to September 2019.

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

One hundred and two public officers from various Ministries/Departments participated in the competition.

Prizes were awarded as follows:

Rank	Name	Ministry/Department	Prize
First	Mr. DOOBALY Jay Prakash Mr. MOOLYE Ajmal	Prime Minister's Office (National Development Unit)	Cash Prize Rs 5 000 +
Second	Mr. TACKOORCHAND Deerajsing Mr. NASSURALLY Abdel	Local Government and Outer Islands	Cash Prize Rs 4 000 + Souvenir Trophy
Third	Mr. BUNDHOO Seedyal Ms. KHEDOO Kaajal	Prime Minister's Office (Government Information Service)	Cash Prize Rs 3 000 + Souvenir Trophy
Fourth	Mr. HOOBER Sucheet Mr. DILKHOLAUSH Abdool Reshad	Government Printing Office	Cash Prize Rs 2 000 +

Literary and Cultural Activities

3. ESSAY COMPETITION 2019

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.

In this context, the POWC organised its Essay Competition 2019 on the chosen theme of the Africa Public Service Day. The title was as follows:

“Achieving the Sustainable Development Goals through effective Delivery of Service, Innovation, Transformation and Accountable Institution.”

Seventeen 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	Ms. SUMRAH Chandnee	Local Government	Cash Prize Rs 10,000 + Shield + Token
Second Prize	Ms. TEELUCKDHARRY Premika Hemraj	Local Government	Cash Prize Rs 7,000 + Shield + Token
Third Prize	Mrs. ANNUNTO-RAMRAKHA Manisha	Arts and Cultural Heritage	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 Monday 20 January 2020 at The Ravenala Attitude Hotel, Balaclava.

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 2019 and to take stock of their proposals with a view of charting out the POWC Action Plan for the year 2020.

Some 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 2019 at the Civil Service House, Gymkhana, Vacoas.

The Hon. T. Hurdoyal, Minister of Public Service, Administrative and Institutional Reforms as well as Mr. P. Jhugroo, Chairman of the Public Officers' Welfare Council attended the event. Supervising Officers and Senior Officials of Ministries and Departments, Sponsors, Presidents of Staff Welfare Associations, Prize Winners and Board Members were also present for the event.

Prizes were awarded for the following activities:

- 🏆 Civil Service Scrabble Competition 2019
- 🏆 Essay Competition 2019
- 🏆 Domino Tournament 2019

Civil Service Kermesse

The 26th Edition of the Annual Civil Service Kermesse, organised by the Public Officers' Welfare Council (POWC), initially scheduled for Sunday 10 November 2019 was postponed to Sunday 15 December 2019 due to National Assembly Elections. The Annual Civil Service Kermesse was held 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.

The POWC had the honor and privilege of receiving the Hon. Pravind Kumar JUGNAUTH, Minister of Defence, Home Affairs and External Communications, Minister for Rodrigues, Outer Islands and Territorial Integrity as Chief Guest.

Other eminent personalities were also present:

- His Excellency Prithvirajsing ROOPUN, G.C.S.K, President of the Republic of Mauritius;
- His Excellency Marie Cyril Eddy BOISSÉZON, Vice President of the Republic of Mauritius;
- the Hon. Teeruthraj HURDOYAL, Minister of Public Service, Administrative and Institutional Reforms; and
- Premhans JHUGROO, Chairman of the Public Officers' Welfare Council

68 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



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 National Infrastructure and Community Development;
- ✍ 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	Ministry of Health and Quality of Life Staff Welfare Association	Rs 8000
Second	Prison Officers' Welfare Fund	Rs 6000
Third	State House 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	Ministry of Local Government and Outer Islands Staff Welfare Association	Rs 6000
Third	Reduit Agricultural Services Staff Welfare Association	Rs 4000



CIVIL SERVICE HOUSE

The Civil Service House (CSH) situated at Britannia Park, Gymkhana, Vacoas, and inaugurated on 21 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 Wednesdays 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 2020/2021

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

- | | |
|---------------------------------------|----------------------------------|
| () Futsal | () Hiking Riviere Noire Track |
| () 7 A Side Ladies Football Festival | () Ebony Forest Chamarel |
| () Painting Competition | () Domaine des Etoiles |
| () Logo Competition | () Mountain Climbing - Le Pouce |
| () Karaoke Competition | () Cruise |
| () Creation of Facebook Page | () Tour to Malaysia/Bali |
| () Excursion to Waterpark | () Tour to Hong Kong/Shanghai |

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 HR 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 2020/2021

SPORT AND KEEP-FIT ACTIVITIES

- ↪ Football Tournaments
- ↪ Volleyball Tournaments
- ↪ Badminton Tournaments
- ↪ Archery Initiation
- ↪ Keep-Fit Activities (Yoga, Zumba, Tai Chi, BollyAero, Pilates)

LITERARY & CULTURAL ACTIVITIES

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

RECREATIONAL AND LEISURE ACTIVITIES

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

INFORMATION, EDUCATION AND COMMUNICATION

- ↪ Workshop for Action Plan 2021
- ↪ Talks on Stress Management
- ↪ Publication of Magazine
- ↪ Publication of Annual Report
- ↪ Publication of Brochures/E-Brochures
- ↪ Health Promotion Programmes
- ↪ Blood Donation Campaign
- ↪ Defensive Driving Course
- ↪ Photography Initiation Course
- ↪ Meeting/Get Together with all Stakeholders

CIVIL SERVICE KERMESSE

- ↪ 27th Edition of the Civil Service Kermesse

INNOVATIVE ACHIEVEMENTS OF THE POWC

- Stays at new hotels
- Excursion to Ilot Gabriel on Catamaran
- Tour to Malaysia and Thailand
- Tour to South India
- Tour to Cape Town

FINANCIAL RESOURCES

		2020/2021		2021/2022		2022/2023	
Code	Programme	Estimate Expenditure	Estimate Income*	Estimate Expenditure	Estimate Income*	Estimate Expenditure	Estimate Income*
	Sports and Keep-Fit Activities	1,065,000	120,000	1,065,000	120,000	1,065,000	120,000
1	Football Tournament	450,000		450,000		450,000	
	6 A Side Ladies Football Festival	100,000		100,000		100,000	
	Futsal	100,000		100,000		100,000	
	Badminton Tournament	130,000		130,000		130,000	
	Volleyball Tournament	130,000		130,000		130,000	
	Keep-Fit Activities	140,000	120,000	140,000	120,000	140,000	120,000
	Archery Initiation	15,000		15,000		15,000	
		Literary & Cultural Activities	360,000	0	365,000	0	370,000
2	Public Speaking Competition	100,000		100,000		100,000	
	Quiz/Debate Competition	50,000		50,000		50,000	
	Scrabble Competition	40,000		40,000		40,000	
	Essay Competition	40,000		40,000		40,000	
	Art Competition	50,000		50,000		50,000	
	Karaoke Competition	50,000		50,000		50,000	
	Domino Competition	30,000		35,000		40,000	
	Recreational and Leisure Activities	25,320,000	25,300,000	25,650,000	25,630,000	25,900,000	25,880,000
3	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
		Information, Education & Communication Activities	550,000	25,000	575,000	25,000	630,000
4	Seminar/ Workshop/ Talks	175,000		180,000		200,000	
	Prize Giving Ceremony & Get Together with SWAs	175,000		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	
	Creation of Facebook Page	25,000		25,000		25,000	
5	Civil Service Kermesse	1,300,000	200,000	1,300,000	200,000	1,400,000	200,000
	Administrative Expenses	2,415,000	0	2,435,000	0	2,460,000	0
6	Telephone	75,000		80,000		90,000	
	Electricity	125,000		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	200,000		200,000		200,000	
	Rent & Service Charges	520,000		520,000		520,000	
	Printing & Stationery	125,000		125,000		125,000	
	Overtime	20,000		20,000		20,000	
	Accounting and Audit Fee	90,000		90,000		90,000	
	Fees/ Allowances to Board Members	550,000		550,000		550,000	
	Allowances to Supporting Staff	350,000		350,000		350,000	
	7	Civil Service House	400,000		400,000		400,000
Total Estimated Expenditure		31,410,000	25,645,000	31,790,000	25,975,000	32,225,000	26,225,000
Estimated Revenues		25,645,000		25,975,000		26,225,000	
Fund Required		5,765,000		5,815,000		6,000,000	

*Note: Estimated revenues represent collection from activities and sponsorship for Kermesse.

REPORT OF THE DIRECTOR OF AUDIT

FINANCIAL STATEMENTS

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020

		Year ended 30 June 2020	Year ended 30 June 2019
	Notes	Rs.	Rs.
ASSETS			
Current Assets			
Cash and Cash Equivalents	5	2,059,757	6,494,017
Investments	6	4,067,080	4,034,838
Receivables	7	45,907	51,823
Advance Payments	8	-	2,874,554
		6,172,744	13,455,232
Non-Current Assets			
Property, Plant & Equipment	9	190,872	216,713
Total Assets		6,363,616	13,671,945
LIABILITIES			
Current liabilities			
Payables	10	194,344	395,889
Advance Receipts	11	-	7,000,810
Total Liabilities		194,344	7,396,699
Net Assets		6,169,272	6,275,246
Net Asset and Equity			
General Fund	12	6,169,272	6,275,246
Total Net Assets and Equity		6,169,272	6,275,246

The Notes to the Accounts from page 54 to page 63 form an integral part of the Financial Statements.

.....
Mr. P. JHUGROO
 Chairman

.....
Mr. H. APPASAMY
 Board Member

Date:

Date:

FINANCIAL STATEMENTS

STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 30 JUNE 2020

	Notes	Year ended 30 June 2020 Rs.	Year ended 30 June 2019 Rs.
Revenue			
Non-Exchange Revenue	13	5,457,151	6,277,572
Exchange Revenue	14	19,668,227	15,815,573
Total Revenue		25,125,378	22,093,145
Expenditure			
Operating Expenditure	15	20,686,536	16,438,984
Administrative Expenses	16	4,203,668	4,820,210
Civil Service House Expenses	17	215,307	450,844
Depreciation		125,841	150,862
Total Expenditure		25,231,352	21,860,900
SURPLUS/(DEFICIT) for the year		(105,974)	232,245

Statement of Changes in Net Assets/Equity for the year ended 30 June 2020

	Year ended 30 June 2020 Rs.	Year ended 30 June 2019 Rs.
As at 01 July 2019	6,275,246	6,043,001
Surplus/(Deficit) for the year	(105,974)	232,245
As at 30 June 2020	6,169,272	6,275,246

CASH FLOW STATEMENT FOR THE YEAR ENDED 30 JUNE 2020

	Year ended 30 June 2020	Year ended 30 June 2019
	Rs.	Rs.
CASH FLOW FROM OPERATING ACTIVITIES		
Surplus/(Deficit)	(105,974)	234,245
Non-cash movements:		
Depreciation	125,841	150,862
(Increase)/Decrease in receivables	2,880,470	(2,722,377)
Increase/(Decrease) in payables	(7,202,355)	5,494,033
NET CASHFLOW FROM OPERATING ACTIVITIES	(4,302,018)	3,154,763
INVESTING ACTIVITIES		
Increase in investments	(32,242)	(34,838)
Purchase of fixed assets	(100,000)	(49,220)
NET CASHFLOW FROM INVESTING ACTIVITIES	(132,242)	(84,058)
NET INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS	(4,434,260)	3,070,705
Cash and cash equivalent at start	6,494,017	3,423,312
CASH AND CASH EQUIVALENT AT END	2,059,757	6,494,017

Note to Cash Flow Statement

(a) Cash and cash equivalents consist of cash in hand and balances with banks.

	Year ended 30 June 2020	Year ended 30 June 2019
	Rs.	Rs.
Cash in hand	33,800	-
Balances with Bank-Current Account	(127,747)	(524,382)
Balances with Bank-Saving Account	2,153,704	7,018,399
TOTAL	2,059,757	6,494,017

(b) Property, Plant and Equipment

During the period, the Public Officers' Welfare Council acquired Property, Plant and Equipment with an aggregate cost of Rs. 100,000 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 year ended 30 June 2020**

	Original Budget Rs.	Revised Budget Rs	Actual Amount Rs.	Difference Rs.	Note
REVENUE					
Non-Exchange Revenue	3,400,000	3,000,000	5,457,151	(2,457,151)	(i)
Exchange Revenue			19,530,631	(19,530,631)	(ii)
Exchange Revenue	525,000	525,000	137,596	387,404	(iii)
Total Revenue	3,925,000	3,525,000	25,125,378	(21,600,378)	
EXPENDITURE					
Operating Expenditure	1,642,000	1,724,000	20,686,536	(18,962,536)	(ii)
Administrative Expenses	2,028,000	2,113,000	4,203,668	(2,090,668)	(i)
Civil Service House Expenses	255,000	220,000	215,307	4,693	
Total Expenditure	3,925,000	4,057,000	25,105,511	(21,048,511)	

*NOTES:

(i) The amount of Rs. 2,457,151 represents salary of the supporting staff which is met by the Ministry of Public Service, Administrative and Institutional 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.

Generally, the difference between the original and the revised budget is adjusted through reallocation within the budget.

Statement of Comparison of Budget and Actual Amounts for the year ended 30 June 2020					
	Initial	Original	Revised	Financial	
	Budget	Budget	Budget	Statement	Variation
	Rs.	Rs.	Rs.	Rs.	Rs.
Telephone	75,000	60,000	43,500	43,455	45
Electricity	120,000	110,000	98,000	97,084	916
Tour to Rodrigues	10,000	10,000	261,000	260,167	833
Tour to Reunion	10,000	10,000	0	(220,351)	220,351
Tour to Malaysia	10,000	5,000	0	(112,336)	112,336
Tour to India	10,000	5,000	0	(388,066)	388,066
Football Tournament	520,000	400,000	262,000	261,210	790
Audit and Accounting Fee	70,000	60,000	85,000	85,000	0
Office Expenses & Incidentals	75,000	60,000	70,000	69,921	79
Insurance	0	5,000	6,000	5,669	331
Property, Plant and Equipment	40,000	30,000	100,000	100,000	0
Badminton Tournament	95,000	85,000	0	0	0
Bank Charges	3,000	3,000	143,000	142,068	932
Yoga Courses Meditation/Aerobics	30,000	10,000	0	(101,679)	101,679
Volleyball Tournament	90,000	90,000	0	0	0
Table Tennis Competition	70,000	1,000	0	0	0
Rent & Service Charges	420,000	420,000	423,000	422,418	582
Photography Initiation	0	0	0	0	0
Fees to B.Members	400,000	450,000	418,000	417,605	395
Allowances to Supporting Staff	150,000	300,000	340,000	339,267	733
Outings and Excursions	35,000	15,000	0	(82,625)	82,625
Music Day Celebration	95,000	90,000	0	0	0
Printing & Stationery	90,000	120,000	121,000	120,622	378
Civil Service Kermesse	800,000	800,000	1,035,000	1,031,015	3,985
Public Speaking Competition	35,000	30,000	0	0	0
Quiz/Debate/ Scrabble	65,000	50,000	26,000	25,475	525
Overtime	12,000	20,000	3,500	3,408	92
Seminar/ Workshop/ Annual Report	175,000	150,000	173,000	172,882	118
Civil Service House Expenses	250,000	255,000	220,000	215,307	4,693
Expenses i.c.w Talk on Stress Management / Health Programme	50,000	10,000	0	0	0
Stay at Hotels	0	0	0	(173,470)	173,470
7 - a - side Ladies Football Tournament	50,000	1,000	0	0	0
Sports Day and Cross Country	50,000	1,000	0	0	0
Domino Festival	15,000	26,000	23,000	22,225	775
Song Competition	50,000	1,000	0	0	0
Drama Competition	50,000	1,000	0	0	0
Essay Competition	20,000	35,000	40,000	39,275	725
Archery Initiation	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	166,000	165,513	487
Mega Blood Donation	50,000	5,000	0	0	0
	4,365,000	3,925,000	4,057,000	2,961,059	1,095,941

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020

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 Public Service, Administrative and Institutional Reforms
(ii)	6 Management Support Officers	On a full-time basis from the Ministry of Public Service, Administrative and Institutional Reforms
(iii)	1 Office Auxiliary	On a full-time basis from the Ministry of Public Service, Administrative and Institutional Reforms
(iv)	1 Acting Assistant Manager Financial Operations	On a part-time basis from the Ministry of Finance, Economic Planning and Development
(v)	1 Liaison Officer	On Contract basis
(vi)	2 Handy Workers	On a full-time basis from the Ministry of Public Service, Administrative and Institutional Reforms

2. Reporting Period

The Financial Statements for the current period have been prepared for the year ended 30 June 2020. Comparative figures for the year ended 30 June 2019 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 Public Service, Administrative and Institutional Reforms) vote. Provision of funds is approved under a one-line budget item. The budget provision for the year ending 30 June 2020 was Rs 3.4 million. However, only Rs 3 million was disbursed by the Ministry of Public Service, Administrative and Institutional Reforms to the POWC for the financial year 2019-2020.

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 41 – Financial Instruments – effective for annual periods beginning on or after 01 January 2022, with earlier application encouraged. IPSAS 41 replaces IPSAS 29, while providing entities a transition option to continue to apply the hedge accounting requirements of IPSAS 29.

IPSAS 42 – Social Benefits – effective for annual periods beginning on or after 01 January 2022, 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.

Income from activities - the POWC collects money from participants for the activities it organizes and remit the collections to the service providers. In doing so, the POWC acts as a facilitator between the participants and the service providers without charging any fee.

(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 Equivalents

	Year ended 30 June 2020 Rs.	Year ended 30 June 2019 Rs.
Cash in hand	33,800	-
Cash at Bank – Savings Account	2,153,704	7,018,399
Unpresented Cheques–Current Account	(127,747)	(524,382)
	2,059,757	6,494,017

6. Investments

	Year ended 30 June 2020 Rs.	Year ended 30 June 2019 Rs.
Investment	4,067,080	4,034,838
	4,067,080	4,034,838

The investment in Government of Mauritius Treasury Bills matured on 13 December 2019. A sum of Rs. 4,067,080 has now been invested in a 3-year GoM Note at the SBM Bank (Mauritius) LTD as from 20 February 2020. It will mature on 02 August 2022 with 2.9 % yield rate and 3.54 % coupon rate per annum. The coupon frequency payment of Rs. 70,800 will be paid every six months starting from 02 August 2020 to 02 August 2022. On maturity date, Rs. 4,000,000 will be refunded.

7. Receivables

	Year ended 30 June 2020 Rs.	Year ended 30 June 2019 Rs.
Interest Receivable from Treasury Bills	-	51,823
Interest Receivable from 3-year GoM Note	45,907	-
	45,907	51,823

8. Advance Payments

Cash paid in advance for:	Year ended 30 June 2020 Rs.	Year ended 30 June 2019 Rs.
Tour to Cape Town	-	670,443
Tour to Malaysia and Singapore	-	1,835,519
Tour to Reunion	-	368,592
	-	2,874,554

9. Property, Plant and Equipment

FIXED ASSETS	Building	Office Equipment	Office Furniture	Total
<u>COSTS</u>	Rs.	Rs.	Rs.	Rs.
As at 01 July 2019	154,601	1,313,136	452,586	1,920,323
Additions	-	100,000	-	100,000
As at 30 June 2020	154,601	1,413,136	452,586	2,020,323
<u>DEPRECIATION</u>				
As at 01 July 2019	129,325	1,221,000	353,285	1,703,610
Charge for the year	15,460	89,577	20,804	125,841
As at 30 June 2020	144,785	1,310,577	374,089	1,829,451
<u>NET BOOK VALUE</u>				
As at 30 June 2020	9,816	102,559	78,497	190,872
As at 30 June 2019	25,276	92,136	99,301	216,713

10. Payables

	Year ended 30 June 2020	Year ended 30 June 2019
	Rs.	Rs.
Accountancy and Audit Fees	145,000	120,000
Telephone Charges	2,441	3,416
Electricity Charges	15,790	11,176
Water Charges	-	802
Office Expenses and Incidentals	1,058	3,979
Bank Charges	-	-
Fees to Board Members	25,755	87,405
Allowance to Supporting Staff	4,300	12,275
Keep Fit Activities	-	156,836
	194,344	395,889

11. Advance Receipts

	Year ended 30 June 2020 Rs.	Year ended 30 June 2019 Rs.
Excursion	-	517,025
Stay at Hotels	-	1,271,860
Tour to Cape Town	-	1,685,250
Tour to Malaysia and Singapore	-	2,414,150
Tour to Rodrigues	-	-
Tour to Reunion	-	1,112,525
	-	7,000,810

12. General Fund

	Year ended 30 June 2020 Rs.	Year ended 30 June 2019 Rs.
As at 01 July 2019	6,275,246	6,043,001
Surplus/(Deficit) for the year	(105,974)	232,245
As at 30 June 2020	6,169,272	6,275,246

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.

13. Non-Exchange Revenue**13.1 Government Grant**

	Year ended 30 June 2020 Rs.	Year ended 30 June 2019 Rs.
Grant from Government	3,000,000	3,400,000
	3,000,000	3,400,000

Budget provision for grant in financial year 2019-2020 was Rs. 3.4 million. However, only Rs 3 million was disbursed by the Ministry of Public Service, Administrative and Institutional Reforms to the POWC.

13.2 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.

	Year ended 30 June 2020 Rs.	Year ended 30 June 2019 Rs.
Government Contribution to meet staff costs	2,457,151	2,877,572
	2,457,151	2,877,572

14. Exchange Revenue**14.1 Income from Activities**

	Year ended 30 June 2020 Rs.	Year ended 30 June 2019 Rs.
Payment Received:- Tour Rodrigues	1,617,815	1,554,090
Tour to Malaysia	5,285,350	3,991,250
Outing & Excursions	1,344,550	985,025
Stay at Hotels	3,625,910	5,383,230
Tour to India	1,397,050	1,536,650
Tour to Cape Town	3,333,956	-
Tour to Reunion	2,303,250	1,545,405
Rental: Civil Service House	1,550	1,100
Stalls - Kermesse	480,000	360,000
Public Speaking Sponsorship	-	-
Collection for Yoga/Zumba/Tai Chi	143,200	325,650
TOTAL	19,530,631	15,682,400

14.2 Other Revenue

	Year ended 30 June 2020 Rs.	Year ended 30 June 2019 Rs.
Interest Received and Receivable on Investment	109,246	107,604
Other Revenue (Stale Cheques)	28,350	25,569
TOTAL	137,596	133,173

The Investment in the Government of Mauritius Treasury Bills has matured on 13 December 2019 and a total sum of Rs. 4,150,000 has been obtained. A sum of Rs. 4,067,080 has now been invested in a 3-year GoM Note at the SBM Bank (Mauritius) LTD as from 20 February 2020. It will mature on 02 August 2022 with 2.9 % yield rate and 3.54 % coupon rate per annum.

15. Operating Expenditure

	Year ended 30 June 2020 Rs.	Year ended 30 June 2019 Rs.
<i>Sports & Keep-Fit Activities</i>		
Football Tournament	261,210	314,078
Volleyball Tournament	-	2,500
Badminton Tournament	-	42,410
<i>Recreational Activities</i>		
Tour to Reunion	2,082,899	1,553,133
Tour to Malaysia and Singapore	5,173,014	3,879,725
Tour to Rodrigues	1,877,982	1,220,143
Tour to India	1,008,984	1,472,800
Outing & Excursions	1,261,925	190,794
Stay at Hotels	3,452,440	5,833,194
Tour to Cape Town	3,590,676	-
<i>Literary Activities</i>		
Essay Competition	39,275	38,525
Scrabble Competition	25,475	28,550
Domino Competition	22,225	21,175
Public Speaking Competition	-	-
<i>Information & Com. Activities</i>		
Seminar & Workshop & Annual Report	172,882	64,993
<i>Other Activities</i>		
Kermesse	1,511,015	1,188,420
Health Promotion Programme	-	-
Get Together Meeting with SWAs	165,513	185,077
25 th Anniversary and Souvenir Magazine	-	-
Photography Initiation	-	4,500
Yoga Courses/Zumba/Tai Chi	41,521	398,967
TOTAL	20,686,536	16,438,984

16. Administrative Expenses

	Year ended 30 June 2020	Year ended 30 June 2019
	Rs.	Rs.
Fees to Board Members	417,605	430,947
Staff Costs	2,457,151	2,877,572
Allowance to Supporting Staff	339,267	332,940
Overtime	3,408	10,369
Rent & Service Charges	422,418	417,624
Telephone/Fax	43,455	49,744
Electricity	97,084	108,807
Bank Charges	142,068	197,632
Accounting & Audit Fee	85,000	60,000
Office Expenses & Incidentals	69,921	90,596
Insurance	5,669	39,286
Printing and Stationery	120,622	204,693
TOTAL	4,203,668	4,820,210

Staff costs represent the salary of the Supporting Staff [refer to note 1(b)] which is met by the Ministry of Public Service, Administrative and Institutional Reforms under its own vote.

17. Civil Service House Expenses (CSH)

In April 2009, the Ministry of Public Service, Administrative and Institutional 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 2019 - 30 June 2020 was as follows:

	Year ended 30 June 2020	Year ended 30 June 2019
	Rs.	Rs.
Water Charges	8,822	9,624
Electricity Charges	19,634	21,408
Caretaker Fee	12,000	12,000
Overtime Keep Fit at CSH	794	5,058
Office Expenses & Incidentals	1,610	2,760
Mowing of Lawn	6,600	4,700
Telephone Charges	2,700	2,475
Allowance to Officer-in-Charge	149,477	183,600
Mc Vision	11,600	10,800
MBC Licence Fees	2,070	-
Minor Repairs	-	198,419
TOTAL	215,307	450,844

18. 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.

19. Related Party Disclosures

The related party disclosures are shown in the table below:

	Year ended 30 June 2020	Year ended 30 June 2019
	Rs.	Rs.
Grant	3,000,000	3,400,000
Board Members Fees	417,605	430,947
Key Management Compensation	2,799,826	3,220,881
TOTAL	6,217,431	7,051,828

20. Risk***Interest Rate Risk***

The Council is exposed to interest rate risk in terms of investments held in Treasury Bills and 3-year GoM Note.

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.

21. Tax

The Council is not liable to tax.

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