



# Public Officers' Welfare Council

*Promoting Welfare of Public Officers and their families*

## **ACTION PLAN**

**2010**



## TABLE OF CONTENTS

### **INTRODUCTION**

#### **CHAPTER I: PUBLIC OFFICERS' WELFARE COUNCIL (POWC) 3**

- 1.1. Mandate of the POWC
- 1.2. Vision of POWC
- 1.3. Mission Statement of the POWC
- 1.4. Objects of the POWC
- 1.5. Core Values

#### **CHAPTER II: STRUCTURE OF THE POWC 4**

- 2.1. Governance – Composition of POWC Board
- 2.2. POWC Staff – Organigram
- 2.3. POWC Sub-Committees –
  - 2.3.1. Sports & Keep fit Sub-Committee
  - 2.3.2. Literary and Cultural Sub-Committee
  - 2.3.3. Recreational & Leisure Sub-Committee
  - 2.3.4. Information, Education & Communication Sub-Committee
  - 2.3.5. Finance & Procurement Sub-Committee
  - 2.3.6. Culinary Exhibition Sub-Committee
  - 2.3.7. Kermesse Sub-Committee
- 2.4. Budget of the POWC

#### **CHAPTER III: ACTION PLAN 2010 6**

3. Objectives of Action Plan 2010
  - 3.1. Sports & Keep fit Activities
  - 3.2. Literary and Cultural Activities
  - 3.3. Recreational & Leisure Activities
  - 3.4. Information, Education and Communication Activities
  - 3.5. Other Activities
  - 3.6. 'La Grande Kermesse de La Fonction Publique'

### **APPENDICES**

#### **I POWC ACT 13**

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

### **PUBLIC OFFICERS' WELFARE COUNCIL (POWC)**

#### **1.1. Mandate of the Public Officers' Welfare Council**

- To promote the welfare of public officers and their families

#### **1.2. Vision of the Public Officers' Welfare Council**

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

#### **1.3. Mission Statement of the Public Officers' Welfare Council**

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

#### **1.4. Objects of the Public Officers' Welfare Council**

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

#### **1.5. Core Values**

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

## CHAPTER II

### STRUCTURE OF THE POWC

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

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

**CHAIRMAN**

*Mr. D. P. Ruhee*

**MEMBERS**

*Mrs. V. Napaul, Assistant Manager Human Resource, representative of the Prime Minister's Office*

*Mr. A. K. Hoolass, Principal Assistant Secretary, representative of the Ministry of Civil Service & Administrative Reforms*

*Mrs. V. Jodhoa, Co-ordinator, Gender Unit, representative of the Ministry of Women's Rights, Child Development and Family Welfare*

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

*Mr. I. Bhugan, Principal Events Management Officer, representative of the Ministry of Education, Culture and Human Resources (Culture Division)*

*Mr. I. Beejah, Ag. Head, Internal Control Cadre, representative of the Ministry of Finance & Economic Empowerment*

*Mr. R. Sadien, MSK, Principal Valuation Technician, President SEF, representative of Civil Service Trade Unions*

*Mr. S. Choolun, Teacher/Senior Teacher, General Secretary, GTU, representative of Civil Service Trade Unions*

*Mr. Y. K. Dwarka, Independent Member*

**CO-OPTED MEMBER**

*Mr. R. Imrith, Higher Executive Officer, President, GGSU*

#### *Staff of the POWC*

*Secretary: Mr. S. Bundhoo*

*Treasurer: Mr. R. Jugroop*

*Officers: Mr. B. Harnamsing*

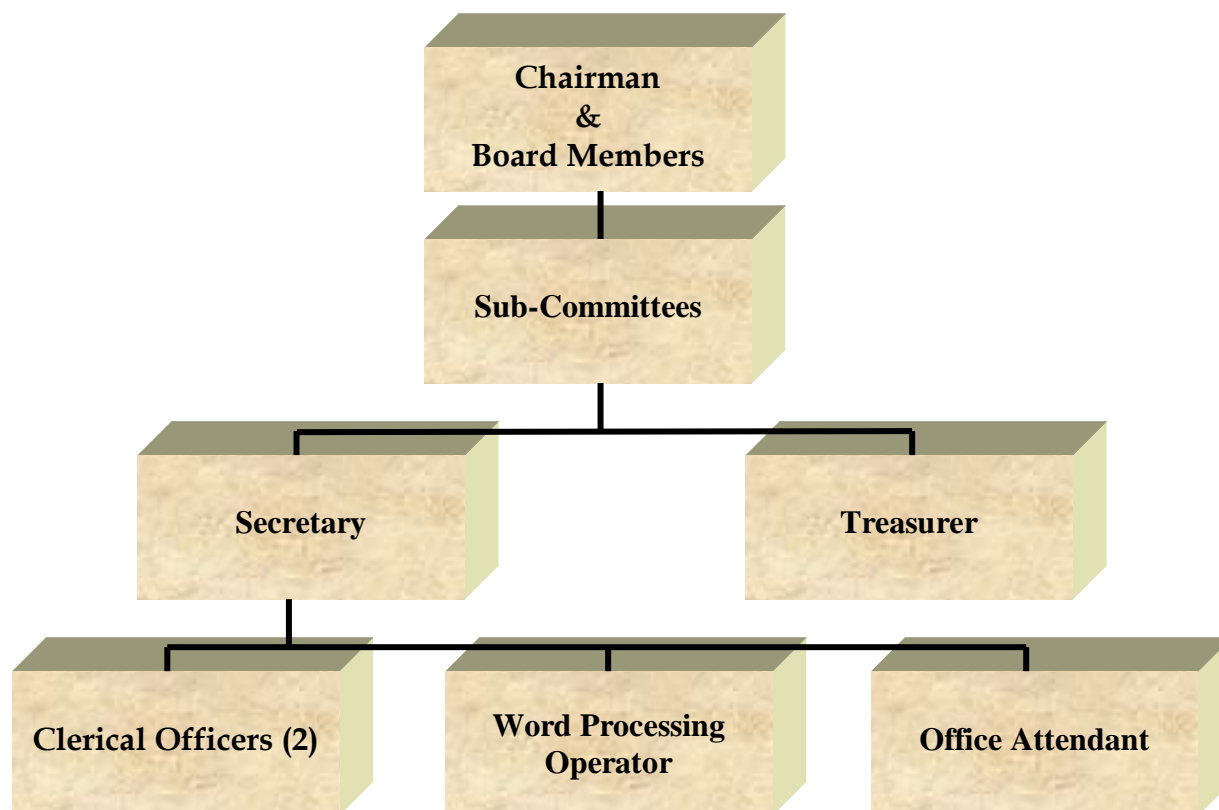
*Miss S. Thavitigadu*

*Word Processing Officer: Mrs. B. H. Ahseek*

*Office Care Attendant: Mr. R. Mahabir-Singh*

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

## 2.2. Organigram of *Public Officers' Welfare Council*



### 2.3. POWC Sub-Committees

2.3.1 *Sports & Keep Fit Sub-Committee*

2.3.2 *Literary & Cultural Sub-Committee*

2.3.3 *Recreational Activities Sub-Committee*

2.3.4 *Information, Education & Communication Sub-Committee*

2.3.5 *Finance/Procurement Sub-Committee*

2.3.6 *Culinary Exhibition Sub-Committee (Ad-Hoc)*

2.3.7 *Kermesse Sub-Committee (Ad-Hoc)*

### 2.4. **Budget of the Public Officers' Welfare Council**

The Public Officers' Welfare Council is a body corporate, non-profit making organisation, established under the Public Officers' Welfare Council Act (Act No.28 of 1992). It is funded by a Government annual grant provided for in the National Budget. The voted provision for the year 2010 is Rs 2.7 million. Its accounts are audited by the Director of Audit and are laid in the National Assembly.

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

**ACTION PLAN 2010**

**3. Objectives of Action Plan 2010**

The Plan of Action 2010, which was drawn up following consultations with representatives of Departmental Staff Welfare Associations, is meant as a guide for the Public Officers' Welfare Council. It will help all Staff Welfare Associations in formulating their welfare activities taking into consideration their needs, capacity and mandate.

The Action Plan specifies:

- i. the **set of goals** and **targets** for public officers for the year 2010;
- ii. the **strategies** for reaching those **goals**;
- iii. the **commitments** for **action**;
- iv. the ways and means for enhancing the image of the Council; and
- v. the **follow up measures** at various levels.

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

### 3.1. Sports and Keep Fit Activities

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

<i>Activities</i>	<i>Time Frame</i>
	<i>2010</i>
<ul style="list-style-type: none"> <li>▪ Football Tournaments</li> <li>▪ 8-a-side Football Festival</li> <li>▪ Volleyball Tournaments</li> <li>▪ Badminton Tournaments</li> <li>▪ Initiation to Swimming</li> <li>▪ Swimming Gala</li> <li>• Petanque Competition</li> <li>• Keep-Fit Activities (Yoga, Meditation, Aerobics, etc.)</li> </ul>	<p><i>March – September</i></p> <p><i>March</i></p> <p><i>April – August</i></p> <p><i>April-August</i></p> <p><i>January – July / October – December</i></p> <p><i>November</i></p> <p><i>August/September</i></p> <p><i>January – December</i></p>



**Football Tournament 2009 (Disciplined Force) – Winner: VIPSU Football Team**

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

### 3.2. Literary & Cultural Activities

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

<i>Activities</i>	<i>Time Frame</i>
	<b>2010</b>
▪ Scrabble Competition	<i>April - June</i>
▪ Music Day	<i>June</i>
▪ Essay Competition	<i>June</i>
▪ Quiz Competition	<i>July – November</i>
▪ Public Speaking Competition	<i>September</i>

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

**Tirrukural**  
**(translated by Dr G.U.Pope)**



### 3.3. Recreational Activities

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

<i>Activities</i>	<i>Time Frame</i>
	<i>2010</i>
<ul style="list-style-type: none"> <li>▪ Excursions</li> <li>▪ Randonnées / Nature Walk</li> <li>▪ Visits to Islets</li> <li>▪ Mini-Cruise *</li> <li>▪ Indoor games Competition (Domino Competition)</li> <li>▪ Visit to Rodrigues and other Countries</li> </ul>	<p>April, July-August, November-December</p> <p>April, July-August, November-December</p> <p>April, July-August, November-December</p> <p>April/June/November</p> <p>July</p> <p>April, July-August, November-December</p>

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



Tours to Rodrigues – Participants at Mt. Limon

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

### 3.4. Information, Education and Communication Activities

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

<i>Activities</i>	<i>Time Frame</i>
	<i>2010</i>
<ul style="list-style-type: none"> <li>▪ Seminars / Workshops</li> <li>▪ Publication of Action Plan</li> <li>▪ Publication of Annual Report</li> <li>▪ Publication of Brochures</li> <li>▪ Organisation of Health Promotion Programmes</li> <li>▪ Talks</li> <li>▪ Medical Check Up for Officers above 50</li> <li>▪ Operation of Club House - Govt. Quarters (Britannia Park No.12), Gymkhana, Vacoas</li> </ul>	<p><i>February</i></p> <p><i>April</i></p> <p><i>March</i></p> <p><i>April / September</i></p> <p><i>January/December</i></p> <p><i>April/August/November</i></p> <p><i>January – December</i></p> <p><i>May</i></p>



**Workshop on Action Plan 2010 at La Plantation Resort & Spa; Group Photograph**

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

### 3.5. Other Activities

#### 3.5.1 Culinary Exhibition

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

<i>Activity</i>	<i>Time Frame</i>
	<b>2010</b>
3.6. <i>Culinary Exhibition</i>	<i>June</i>



**Culinary Exhibition 2009**

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

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

<i>Activity</i>	<i>Time Frame</i>
	<b>2010</b>
3.6.2. <i>Civil Service Day</i>	<i>June</i>

### 3.5.3. Blood Donation Campaign

<i>Activities</i>	<i>Time Frame</i>
	<b>2010</b>
3.6.3. Blood Donation Campaign	February - December

### 3.6. 'La Grande Kermesse de La Fonction Publique'

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

<i>Activity</i>	<i>Time Frame</i>
	<b>2010</b>
▪ Public Service Kermesse	<i>Either Sunday 31 October or Sunday 7 November</i>



Civil Service Kermesse 2009

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

**Orison Swett MARDEN**

**PUBLIC OFFICERS' WELFARE COUNCIL ACT 1992***Act 28 of 1992 - 12 October 1992***ARRANGEMENT OF SECTIONS****Sections**

1. **Short title**
2. **Interpretation**
3. **Establishment of the Council**
4. **Objects of the Council**
5. **Management of the Council**
6. **Staff of the Council**
7. **General Fund**
8. **Execution of Documents**
9. **Protection of members and officers**
10. **Powers of Minister**
11. **Donations**
12. **Regulations**
13. **Consequential amendments**
14. **Commencement**

*An Act***To provide for the setting up of a Public Officers' Welfare Council**

ENACTED by the Parliament of Mauritius, as follows-

**1. Short title**

This Act may be cited as the Public Officers' Welfare Council Act 1992.

**2. Interpretation**

"Board" means the Board established under section 5;

"Council" means the Public Officers' Welfare Council established under section 3;

"Minister" means the Minister to whom responsibility for the subject of the public service is assigned.

**3. Establishment of the Council**

(1) There is established for the purposes of this Act a Public Officers' Welfare Council.

(2) The council shall be a body corporate.

#### **4. Objects of the Council**

The objects of the Council shall be-

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

[Amended 3/95]

#### **5. Management of the Council**

(1) The Council shall be managed and administered by a Board.

(2) The Board shall consist of-

- (a) a Chairman to be appointed by the Minister;
- (b) a representative of the Prime Minister's office;
- (c) a representative of the Ministry of Civil Service Affairs and Administrative Reforms;
- (d) a representative of the Ministry of Women's Rights, 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;
- (h) three representatives of Civil Service trade unions appointed by the Minister;
- (i) two independent persons, one of whom shall be a woman, appointed by the Minister.

(3) The Board shall regulate its meetings and proceedings in such manner as it thinks fit.

(4) Six members shall constitute a quorum.

(5) The members of the Board shall be paid such fees as may be approved by the Minister.

[Amended 3/95]

## **6. Staff of the Council**

(1) The Board may, with the approval of the Minister, appoint on such terms and conditions as it may determine, such officers as may be necessary for the proper discharge of its functions under this Act.

(2) The Officers shall be under the administrative control of the Board or any other person designated by the Board.

[Amended 3/95]

## **7. General Fund**

(1) The Council shall establish a General Fund-

- (a) into which all money received by the Council shall be paid;
- (b) out of which all payments required to be effected by the Council shall be met.

(2) The Council shall derive its funds from-

- (a) the Consolidated Fund;
- (b) any dues or fees levied by the Board; and
- (c) any other source approved by the Minister.

## **8. Execution of documents**

No documents shall be executed by or on behalf of the Council unless it is signed by-

- (a) The chairman of the Board or, in his absence, by a member designated by the Board; and
- (b) An officer designated for that purpose by the Board.

[Amended 3/95]

## **9. Protection of members and officers**

No liability, civil or criminal, shall lie against any member or officer of the Council in respect of any act done or omitted to be done in good faith in the exercise of his functions under this Act.

## **10. Powers of Minister**

(1) The Minister may, after consultation with the Council, give such directions of a general nature, not inconsistent with this Act, as he considers necessary in the public interest, and the Council shall comply with these directions.

(2) The Council shall furnish to the Minister such information with respect to its activity as the Minister may require.

## **11. Donations**

Article 910 of the Code Napoléon shall not apply to any donation received by the Council.

## **12. Regulations**

(1) The Minister may make such regulations as he thinks fit for the purposes of this Act.

(2) Any regulations made under subsection (1) may provide for the taking of fees and the levying of charges.

## **13. Consequential amendments**

(1) Subject to subsections (1) and (2), the Statutory Bodies (Accounts and Audit) Act is amended in Part I of the Schedule by adding in its appropriate alphabetical place-

Public Officers' Welfare Council.

(2) For the purposes of the Statutory Bodies (Accounts and Audit) Act, the period extending from the commencement of this Act to the 30th June 1993 shall be deemed to be the first financial year of the Council.

(3) Section 7(1) of the Statutory Bodies (Accounts and Audit) Act shall not apply in relation to the first financial year of the Council.

(4) The auditor to be appointed under section 5(1) of the Statutory Bodies (Accounts and Audit) Act shall be the Director of Audit.

## **14. Commencement**

This Act shall come into operation on a day to be fixed by Proclamation.

[P 15/92]



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