



PUBLIC OFFICERS' WELFARE COUNCIL

Action Plan 2004 - 2005

Our Motto:

“Promoting the welfare of Public Officers and their families”

January 2005

POWC

TABLE OF CONTENTS

FOREWORD

*by the Honourable A. S. Jeewah, MP, Minister of Civil Service Affairs
and Administrative Reforms*

INTRODUCTION

*by Mr K. Ponnusamy, Chairman
Public Officers' Welfare Council*

CHAPTER I: PUBLIC OFFICERS' WELFARE COUNCIL (POWC) 5

- 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 6

- 2.1. Governance – Composition of POWC Board
- 2.2. POWC Staff – Organigram
- 2.3. POWC Sub-Committees –
 - 2.3.1. *Recreational & Leisure Sub-Committee*
 - 2.3.2. *Sports & Keep fit Sub-Committee*
 - 2.3.3. *Literary 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. *Publication & Kermesse Sub-Committees*
- 2.4. Budget of the POWC

CHAPTER III: ACTION PLAN 2004 – 2005

9

3. Objectives of Action Plan 2004 – 2005
 - 3.1. Recreational & Leisure Activities
 - 3.2. Sports & Keep fit Activities
 - 3.3. Literary Activities
 - 3.4. Information, Education and Communication Activities
 - 3.5. ‘La Grande Kermesse de La Fonction Publique’
 - 3.6. Culinary Exhibition
 - 3.7. Civil Service Day
 - 3.8. Other Activities

CHAPTER IV: RODRIGUES

17

CHAPTER V: CONCLUSION

18

ACKNOWLEDGEMENT

“ A Mighty Flame followeth a tiny spark” - Dante



FOREWORD



*One of the basic objectives of my Ministry is to ensure the welfare of public officers through the maintenance of proper conditions of service, as well as, the organisation of different recreational and educational activities outside the normal working environment by the **Public Officers' Welfare Council**.*

I wish to congratulate the Chairman, Board Members, staff and all the stakeholders of the Council for coming up with their 2-year Action Plan. It is of utmost importance today to adopt new management techniques in order to be able to serve our customers effectively and efficiently. Defining our vision, mission, objectives and the laying down of measurable targets will greatly help us to improve our efficiency and empower us to deliver better and timely services to our customers. It has been rightly said "where there is no vision, the people perish".

*The proper implementation of the strategies and programmes spelt out in this Action Plan will go a long way towards achieving the objectives for which **the Public Officers' Welfare Council** was set up twelve years ago.*

The Council can count on my support and encouragement, and that of the Government which wants results for a better Mauritius where the citizens feel comfortable and enjoy the pleasurable moments of life.

December 2004

*Hon. A.S. Jeewah, MP
Minister of Civil Service Affairs and
Administrative Reforms*



INTRODUCTION



*The publication of its Action Plan 2004/2005 is indeed a fundamental step forward by the **Public Officers' Welfare Council**. Established in 1992, by an Act of Parliament, the Council has continuously been organising recreational and leisure activities for more than a decade in order to promote the welfare of its members.*

This 2-year Action Plan of the Council is built on consensus. The dialogue with all its stakeholders started at a two-day Residential Seminar held early this year. The ideas and suggestions were fine tuned at a high level consultation in September last. The need to re-invent itself and re-orient its activities is very laudable and commendable.

*The **Public Officers' Welfare Council** mandate is to promote the welfare of public officers and their families. Its mission is to create an enabling environment where public officers will not only be proud to serve their customers better, but will also be highly motivated to improve their productivity. Thus, by organising a multitude of activities in Mauritius as well as in Rodrigues, the Council strives to meet the expectations of Public Officers and their families.*

Apart from the yearly Football and Volleyball Tournaments, Culinary Exhibition, Debate and Public Speaking Competitions and the regular boat cruises, the Council has organized a Quiz Competition and yoga sessions, attracting wide participation. It issues a yearly magazine. It has recently published a leaflet on retiring benefits. Furthermore, it has mounted training programmes with the assistance of an Australian consultant in the field of communication skills. Information on the Council's activities is regularly updated on our website (powc.gov.mu).

With the renewed commitment and dynamism shown by the Board Members and particularly the Secretariat, I am confident that the targets mentioned in the Action Plan will be achieved. I take this opportunity to sincerely thank the Hon. A.S. Jeewah, Minister of the Civil Service Affairs & Administrative Reforms for his keen interest and unflinching support in the Council's activities.

The Public Officers' Welfare Council is a unique initiative in this part of the world and I do hope that it will serve as a role model to Africa and elsewhere.

December 2004

K. Ponnusamy
Chairman
Public Officers' Welfare Council

CHAPTER I

PUBLIC OFFICERS' WELFARE COUNCIL (POWC)

1.1. Mandate of the Public Officers' Welfare Council

- To promote the welfare of public officers and their families

1.2. Vision of the Public Officers' Welfare Council

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

1.3. Mission Statement of the Public Officers' Welfare Council

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

1.4. Objects of the Public Officers' Welfare Council

- To 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 generally promote the welfare of public officers and their families
- 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 K. Ponnusamy, Senior Chief Executive, Ministry of Civil Service Affairs & Administrative Reforms*

Members *Mrs V. Napaul, representative of the Prime Minister’s Office*

Mrs K. Bhanji, representative of the Ministry of Civil Service Affairs and Administrative Reforms

Dr S. Kaleeah, representative of the Ministry of Women’s Rights, Child Development and Family Welfare

Mr B. Curumthaullee, representative of the Ministry of Youth and Sports

Mr N. Tiroumalechetty, representative of the Ministry of Arts and Culture

Mr P. Ramsurrun, representative of the Ministry of Finance & Economic Development

Mr R. Sadien, MSK } *representatives of Civil Service Trade Unions*

Mr S. Sawmynaden }

Mr S. N. Ramjan }

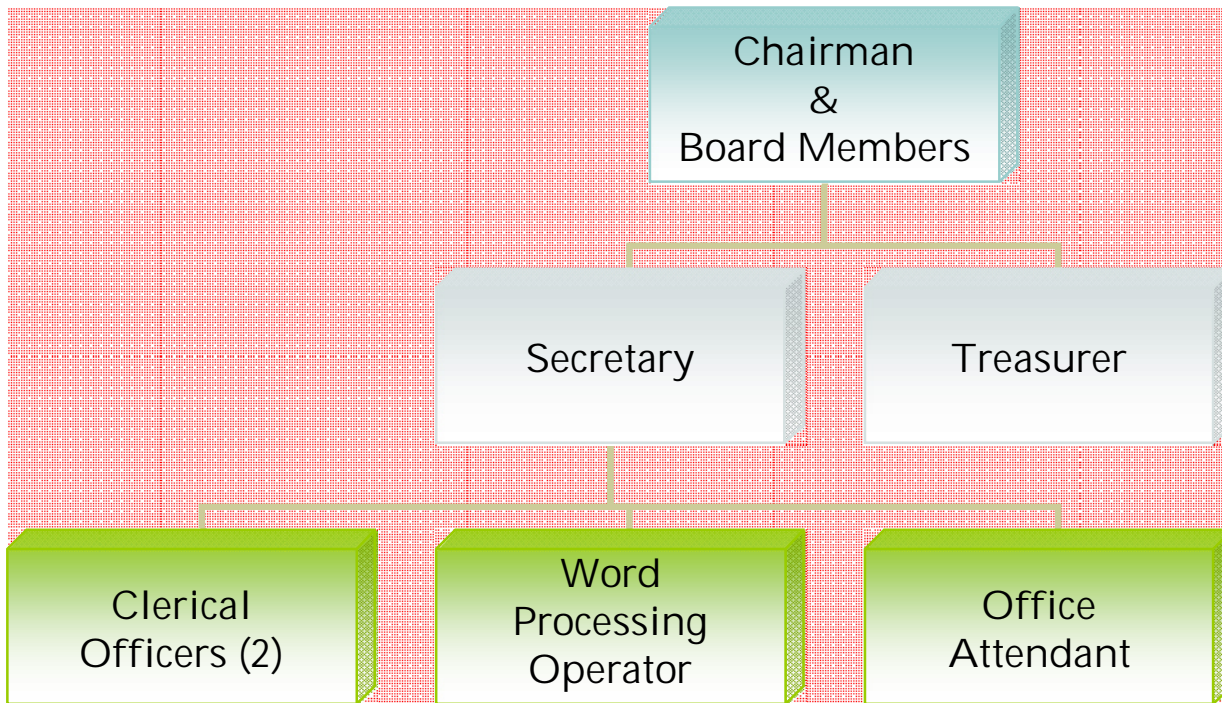
Mrs D. Deeljore – Independent Member

Mr M. A. Musbally – Independent Member

Mr R. Imrith, Co-opted Member

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

2.2. Organigram of *Public Officers' Welfare Council*



2.3. POWC Sub-Committees - Composition

2.3.1. *Recreational Activities Sub-Committee*

- Mrs. K. Bhanji, Chairperson
- Mrs. V. Napaul
- Mr. B. Curumthaullee
- Mr. R. Sadien, MSK
- Mr. M. A. Musbally
- Mrs. D. Deeljore
- Mr. R. Imrith

2.3.2. *Sports & Keep Fit Sub-Committee*

- Mr. M. A. Musbally, Chairperson
- Mrs. V. Napaul
- Dr. S. Kaleeah
- Mr. B. Curumthaullee
- Mr. S. Sawmynaden
- Mr. S. N. Ramjan

2.3.3. *Literary & Cultural Sub-Committee*

- Mr. N. Tiroumalechetty, Chairperson
- Mr. R. Sadien, MSK
- Mr. S. Sawmynaden
- Mr. S. N. Ramjan
- Mr. M. A. Musbally
- Mr. R. Imrith

2.3.4. Information, Education & Communication Sub-Committee

- Mrs. D. Deeljore, Chairperson
- Mrs. V. Napaul
- Dr. S. Kaleeah
- Mr. R. Sadien, MSK

2.3.5. Finance & Procurement Sub-Committee

- Mrs. K. Bhanji, Chairperson
- Mrs. V. Napaul
- Mr. P. Ramsurrun
- Mr. S. Sawmynaden

2.3.6. Culinary Exhibition Sub-Committee

- Mrs. K. Bhanji, Chairperson
- Mrs. V. Napaul
- Mr. R. Sadien, MSK
- Mr. M. A. Musbally
- Mrs. D. Deeljore

2.3.7. Publication & Kermesse Sub-Committees

- Mrs K. Bhanji, Chairperson
- Mrs V. Napaul
- Dr S. Kaleeah
- Mr B. Curumthaullee
- Mr N. Tiroumalechetty
- Mr P. Ramsurrun
- Mr R. Sadien, MSK
- Mr S. N. Ramjan
- Mr S. Sawmynaden
- Mrs D. Deeljore
- Mr M. A. Musbally
- Mr R. Imrith

2.4. Budget of the Public Officers' Welfare Council

The Council is a non-profit making organisation. It is funded by a Government annual grant of Rs 3 million. Its accounts are audited by the Director of Audit and are laid in the National Assembly.

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

CHAPTER III

ACTION PLAN 2004-2005

3. Objectives of Action Plan 2004 – 2005

The Plan of Action is intended as a guide for the Public Officers' Welfare Council. It will help all Staff Welfare Associations in formulating their own programmes of Action taking into consideration their needs, capacity and mandate.

The Action Plan specifies:

- i. **set of goals** and **targets** for public officers in the years 2004-2005;
- ii. **strategies** for reaching those **goals**;
- iii. **commitments** for **action**; and
- iv. **follow up measures** at various levels

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

3.1. Recreational Activities

<i>Objective</i>	➤ <i>To develop the spirit of friendship and understanding among public officers and their families</i>
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Implementation Plan

<i>Activities</i>	<i>Time Frame</i>
▪ Excursions to ‘Ile aux Aigrettes’ and La Cambuse	<i>As from November/December 2004</i>
▪ Cruise to Reunion Island, Rodrigues and Madagascar	<i>November 2004 to December 2005</i>
▪ Excursions/Educational Tours	<i>December 2004 to December 2005</i>
▪ Family Day	<i>April 2005</i>
▪ Mini Cruise Off-the-Island	<i>May & September 2005</i>

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

3.2. Sport Activities

<i>Objective</i>	➤ <i>To provide opportunities to public officers to practice sports activities and participate in keep fit programmes</i>
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Implementation Plan

<i>Activities</i>	<i>Time Frame</i>
▪ <i>Football Tournament</i>	<i>March to October 2005</i>
▪ <i>Volleyball Tournament</i>	<i>April - May 2005</i>
▪ <i>Badminton Tournament</i>	<i>July- August 2005</i>
▪ <i>Table Tennis</i>	<i>August 2005</i>
▪ <i>Swimming (Initiation)</i>	<i>April - December 2005</i>
▪ <i>Training of Sports Coaches in different disciplines</i>	<i>January-October 2005</i>
▪ <i>Exchange with Rodrigues</i>	<i>February/June/September/December 2005</i>
▪ <i>A survey of all sports grounds available in Government and Parastatal Institutions to decentralise sports and keep fit programmes</i>	<i>February - May 2005</i>
▪ <i>Yoga Sessions</i>	<i>January – December 2005</i>
▪ <i>Aerobic Sessions</i>	<i>January – December 2005</i>

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

3.3. Literary Activities

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

<i>Activities</i>	<i>Time Frame</i>
▪ <i>Training in Communication Skills</i>	<i>October 2004, March 2005</i>
▪ <i>Quiz Competition</i>	<i>November 2004/December 2005</i>
▪ <i>Public Speaking Competition</i>	<i>November 2004/December 2005</i>
▪ <i>Debate Competition</i>	<i>March-April 2005</i>
▪ <i>Essay Competition</i>	<i>June 2005</i>
▪ <i>Setting up of a debating Club</i>	<i>March - June 2005</i>

“The Great Man is he that does not lose his child’s heart” Mencius

3.4. Information, Education and Communication Activities

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

<i>Activities</i>	<i>Time Frame</i>
▪ Action Plan 2004-2005	<i>December 2004</i>
▪ Seminar/Workshop	<i>October- December 2004</i>
▪ Brochure on Retirement Benefits	<i>December 2004</i>
▪ Training of Leaders of Staff Welfare Associations	<i>January to December 2005</i>
▪ Health Promotion Programme	<i>January to December 2005</i>
▪ Posters, Brochures, Leaflets, etc	<i>January to December 2005</i>
▪ Information Kits on various issues pertaining to staff welfare	<i>January to December 2005</i>
▪ Establishing link with POWC with Public Service of Indian Ocean Islands & South Africa	<i>January to December 2005</i>
▪ Publication of a directory of skills and talents of public officers	<i>January to December 2005</i>
▪ Exposure of POWC and Staff Welfare Associations to international scene (Conferences, Forums, etc)	<i>January to December 2005</i>
▪ Floral Arrangements, Interior Decoration, etc	<i>January to December 2005</i>

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

3.5. 'La Grande Kermesse de La Fonction Publique'

<i>Objectives</i>	<ul style="list-style-type: none">➤ <i>To enable public officers and their families to interact in a friendly environment</i>➤ <i>To provide Staff Welfare Association with opportunities to raise funds for the benefit of their respective member</i>
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Implementation Plan

<i>Activity</i>	<i>Time Frame</i>
<i>'La Grande Kermesse de La Fonction Publique', Le Reduit</i>	<i>September/October 2005</i>

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

3.6. Culinary Exhibition

<i>Objective</i>	➤ <i>To promote good eating habits</i>
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Implementation Plan

<i>Activity</i>	<i>Time Frame</i>
▪ <i>“Salon Culinair”</i>	<i>In the context of National Day Celebrations</i>
▪ <i>Launching of Recipe Booklet</i>	<i>March 2005</i>
▪ <i>Talks on good eating habits</i>	<i>February-December 2005</i>

“Health is wealth”

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

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

<i>Activities</i>	<i>Time Frame</i>
<p><i>Civil Service Day</i></p> <ul style="list-style-type: none"> ▪ <i>Weekend Seminar</i> 	<i>June 2005</i>
<p><i>Other Activities</i></p> <ul style="list-style-type: none"> ▪ <i>Blood Donation</i> ▪ <i>Free access to Internet Facilities at POWC Headquarters</i> ▪ <i>Publication of Magazine</i> ▪ <i>Publication of customer charter</i> 	<p><i>January – December 2005</i></p> <p><i>January – December 2005</i></p> <p><i>April 2005</i></p> <p><i>August 2005</i></p>

“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

CHAPTER IV

RODRIGUES

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

<i>Activities</i>	<i>Time Frame</i>
▪ <i>Football Tournament (Ladies)</i>	<i>January 2005</i>
▪ <i>Culinary Exhibition</i>	<i>February 2005</i>
▪ <i>Football Tournament</i>	<i>April – June 2005</i>
▪ <i>Aerobics</i>	<i>February - June 2005</i>
▪ <i>Song Competition</i>	<i>April 2005</i>
▪ <i>Civil Service Day</i>	<i>June 2005</i>
▪ <i>Essay Competition</i>	<i>June 2005</i>
▪ <i>Volleyball Tournament (Ladies)</i>	<i>May - June 2005</i>
▪ <i>Volleyball Tournament (Men)</i>	<i>August - September 2005</i>
▪ <i>Annual Family Day</i>	<i>April 2005</i>
▪ <i>Annual Sports Day</i>	<i>August 2005</i>

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

CHAPTER V

CONCLUSION

Since its inception, the Public Officers' Welfare Council has been organising a cohort of annual events based on an established calendar of activities. It has been very successful in providing a forum where public officers get the opportunity to interact and learn from other colleagues.

Motivated by an inner drive to professionalise its way of doing things, the Public Officers' Welfare Council has come up with this 2-year Action Plan. The Council wishes to place on record the unique collaboration and support it has received from all its stakeholders and staff in the advent of this exercise, mainly the Presidents and members of the different Staff Welfare Associations including Rodrigues, representatives of Trade Unions and other persons who have come up openly and frankly with their views and ideas.

To implement the activities mentioned in the Plan, the Council will be reinforced and restructured. It is the sincere wish of the POWC Board that each Departmental Staff Welfare Association prepares its own Action Plan.

Acknowledgement/Sponsorship

The **Public Officers' Welfare Council** wishes to acknowledge the contribution of the following organisations to its numerous activities:

- Office of the President, State House
- National Assembly
- Ministry of Civil Service Affairs and Administrative Reforms
- Ministry of Youth and Sports
- Police Department
- Government Printing Office
- Municipality of Port Louis
- Municipality of Quatre Bornes
- Employees Welfare Fund
- Mauritius Shipping Corporation
- Air Mauritius
- FUEL

The contribution of many other organisations to the activities of the POWC is also acknowledged.

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