

CENTRAL STATISTICS OFFICE

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Editorial Note

Preservation of the environment is nowadays a world topic. The effect of greenhouse gas emissions will eventually lead to global warming while the El Nino effect is capable of causing wild distributions in weather. Scientists even say that quick action is needed to prevent worsening floods, droughts and violent storms that could affect billions of people worldwide in a warming world. Many of our fellow countrymen have gone through rough times as a result of the heavy rain which took the country by surprise on 26 March 2008. We express our full solidarity and sympathy with the aggrieved families.

The climate change is likely to affect the global economy and small, poor and resource - dependent economies are to be more affected. However, in the long run everybody stands to lose with future generations facing increased catastrophic risks.

Mr. Rocky Harris, Consultant of the United Nations Development Programme (UNDP), was in Mauritius from 21 January to 8 February 2008 to set up an Environmental – Economic Accounting System. The latter aims at providing a transparent information system which can be used to identify more sustainable paths of development.

Other important events during the first quarter of 2008 relate to:

- (i) the holding of the first meeting of the Statistical Commission for Africa (Statcom-Africa) in Addis from 21 to 24 January 2008,
- (ii) technical assistance in real sector statistics by Mr. Johan Prinsloo of the International Monetary Fund (IMF) from 18 to 29 February 2008,
- (iii) the participation of the Director of Statistics as observer at the 39th Session of the United Nations Statistical Commission (UNSC) in New York from 21 to 29 February 2008,
- (iv) a study tour from 25 to 29 February 2008 by two officers from the Tanzania National Bureau of Statistics, and
- (v) an awareness campaign held on 26 March 2008 at the office to sensitise Head of Units regarding the Occupational Safety and Health Act 2005.

Performance Management System

End of Year Performance Review 2007 and Feed-back

The Central Statistics Office (CSO) carried out early this year the end-of-year performance review of its staff for 2007. This was the second formal performance review of the CSO staff since the Performance Management System (PMS) became operational for all CSO officers in January 2007. The first exercise, the Mid Term Performance Review, was conducted in July/August 2007.

The end-of year performance review meeting provided CSO officers and their supervisors with a formal forum to discuss and assess overall work performance during the outgoing review period. It was also an opportunity for the two parties to develop together a work plan for the next review period.

This very important exercise was carried out under the overall supervision of line managers (Deputy Directors for the technical staff and Head of Administrative Units for the General Services Staff). Relevant feed-back obtained indicates that the response to the PMS has been generally positive. It also confirms the major conditions required for the effective implementation of the PMS, including the following:

- (i) staff at all levels should be actively involved in the PMS,
- (ii) appraisers should demonstrate effective leadership and other inter-personal skills, and
- (iii) efforts for improving work performance should be continuous and sustained.

On the basis of relevant inputs received from the line managers, an Evaluation Report has been drafted and circulated among the staff on the CSO Intranet. The observations contained in this Report are highlighted below.

1. A critical mass of CSO staff have understood and adhered to the PMS concept. The next challenge would be to obtain the full commitment of all staff while ensuring at the same time that the System is sustained and improves in effectiveness over time.
2. There is evidence of a more effective monitoring of the work. A positive change in the mindset of officers has also been noted.
3. Generally Appraisers at senior management level have exercised more rigour and objectivity than their colleagues at lower levels when evaluating the performance of their staff.
4. Few Appraisers have proposed appropriate courses of action to address performance gaps or to optimize the output of performing officers, with the result that many performance reviews were rather incomplete.
5. Individual workplans have not always been amended to reflect major changes in work priorities.
6. The Performance Agreements of officers across the department are not always harmonized. Individual workplans are also not always aligned to key organizational objectives.
7. In many cases the self-assessment has not been carried out effectively. A number of officers are reluctant to record their weaknesses/shortcomings in their appraisal forms. Others have over-rated themselves.
8. Performance rating across the department lacks consistency. Some Appraisers are lenient in their assessment of work performance while others are quite severe.
9. The need to have recourse to the Moderating/Appeal System has not been strongly felt. Officers have generally accepted the outcome of their performance assessment.
10. Both the CSO and the Ministries/Departments concerned should be involved in the performance appraisal of outposted CSO staff. A workable formula could be for the Ministry/Department concerned to carry out the appraisal exercise (including agreement

of workplan, mid-term review and end-of-year review) in the **mandatory** presence of a Moderator from the CSO.

11. Conducting a formal performance review and also agreeing to another work plan in December/January is not very appropriate since officers are generally on leave during that particular period. It also does not facilitate the alignment of workplans with the programmes/sub-programmes to be delivered upon by the staff under the Programme Based Budgeting and approved in May/June. Shifting the basis of the appraisal period from the period January to December to period July to June could improve the effectiveness of the PMS.

ROSC Mission and Technical Assistance in Real Sector Statistics

A Report on Observance of Standards and Codes (ROSC) assessment was conducted by an International Monetary Fund (IMF) team in December last year. The mission conducted a detailed assessment of the quality of key macroeconomic statistics produced and the data dissemination practices in the country against the stringent requirements of the Special Data Dissemination Standard (SDDS) to which the country is planning to subscribe in 2009, and using the Data Quality Assessment Framework (DQAF).

The mission observed that for data sets produced by CSO, namely National Accounts, Consumer Price Index and Producer Price Indices for “Manufacturing” and “Agriculture”, most of the quality dimensions of the DQAF, namely, Prerequisites of Quality, Assurances of Integrity, Methodological Soundness, Accuracy and Reliability, and Serviceability and Accessibility, were either fully or largely observed in the practices of the office. To bring our statistics into greater compliance with best practices, the IMF recommended some measures, some of which have already been implemented while others are to be taken during the year.

Alongside the ROSC mission, and as part of its program of technical assistance, the IMF appointed in October 2007 a Regional Statistics Adviser (RSA) in real sector statistics, Mr. Johan Prinsloo, to assist Botswana, Mauritius and Namibia in bringing their statistics in line with the requirements of the SDDS. The RSA who was stationed in Botswana was to undertake country missions as and when needed as well as provide remote assistance.

A first visit of the RSA to CSO was fielded from 18 to 29 February 2008, with as main objective to address weaknesses identified earlier by the ROSC assessment mission. Among the issues that were looked into were:

- (i) consistency between annual National Accounts and quarterly National Accounts, and chain linking of the quarterly data,
- (ii) seasonally adjusted quarterly National Accounts, and
- (iii) volume measures and deflators of the Gross Domestic Product (GDP).

The staff is committed to proceed with the implementation of the recommendations with interaction with the RSA by electronic mail. A second mission is scheduled for July 2008.

United Nations Statistical Commission – 39th Session, New York

The Director was invited to represent Mauritius as observer at the 39th session of the United Nations Statistical Commission (UNSC) in New York from 22 to 29 February 2008, through a fellowship extended by the UN Statistics Division, and funded by the World Bank. He also had the opportunity to attend several side events including (a) a high level forum on official statistics, (b) seminars on (i) new directions in social statistics, (ii) use of administrative data sources in statistics, (iii) recent experiences in population censuses, (iv) the 2005 international comparison programme, and (c) a joint dialogue between the Statistical Commission and the Commission on the Status of Women on indicators to measure violence against women.

The Statistical Commission

- (a) discussed and endorsed the programme of work of various agencies, expert groups, working groups and task forces, including the UN Statistics Division, in areas such as employment, education, the international comparison programme, integrated economic statistics and common open standards (eg. SDMX) for the exchange and sharing of data and metadata,
- (b) adopted updated recommendations in several subject areas such as national accounts, tourism statistics, distributive trade statistics, industrial statistics and international merchandise trade,
- (c) emphasized the need for regional and international organizations to use national data, when available, instead of international estimates, and the need to handle with care any imputations in full consultation with the countries,
- (d) expressed appreciation to UN Statistics Division for sponsoring the participation of many developing countries in the UN Statistical Commission,
- (e) congratulated UN Statistics Division for developing a data portal which brings UN statistical databases within easy reach of users through a single entry point (<http://data.un.org/>),
- (f) expressed satisfaction with the establishment of the African Centre for Statistics as the focal point on statistical activities at the Economic Commission for Africa, and congratulated the African region for holding the first Statistical Commission for Africa in January 2008,
- (g) following serious concerns expressed by several members of the Commission about the quality of measurement of indicators, recognized the urgency of assisting countries in monitoring all internationally agreed development goals, including Millennium Development Goals (MDGs), and
- (h) took note of reports on health statistics, censuses, business frames, trade in services, price indices, statistics of science and technology, informal sector, rural development and agricultural household income, environment statistics, environmental-economic accounting, coordination of statistical activities, and international standard classification of occupations prepared by respective working groups, task forces, expert groups, committees or agencies, as well as the report of the Secretary-General on the work of the Steering Committee of the Partnership in Statistics for Development in the 21st Century (PARIS21) on statistical capacity building.

Specific areas of the national statistical system which will be improved in the light of the UNSC deliberations, the side events and bilateral discussions with various member states, include institutional development and independence of official statistics, social statistics including MDGs, poverty and violence against women, development of administrative data sources, and service delivery using new technology.

United Nations Development Programme (UNDP) Mission on Environmental-Economic Accounting in Mauritius

Background

There is an emerging outcry globally to keep track of environmental issues, especially with the advent of climate change and its impact on economies. Mauritius, a small island, is highly vulnerable both in terms of its economy and natural environment. The limited resources available are vital to sustain the country's economic activities and population needs in general.

In this context, a system of Environmental-Economic Accounting is of utmost importance since it provides a transparent information system which can be used to identify more sustainable paths of development. To that effect, Mr. Rocky Harris, UNDP consultant, fielded a 3-week mission (the first of two missions) in Mauritius from 21 January to 8 February 2008 for developing a system of integrated Environmental-Economic Accounts in Mauritius.

Objectives

- (i) to identify the available data and specify the level of detail to be covered by the accounts, and
- (ii) to gain buy-in from stakeholders for the project and establish governance arrangements.

Mission activities and recommendations

During his mission Mr. Harris conducted a series of meetings with potential data suppliers. These enabled the detail of the accounts and the availability of data to be determined. He made a number of presentations to stakeholders which set out the need for potential scope and likely applications of the accounts. It was agreed that while CSO should take the lead in the development and maintenance of the environmental accounts, it was important that the Ministry of Environment and National Development Unit and other key stakeholders should take ownership of the outputs and help to encourage and steer the development and use of the accounts.

He also identified the level of details needed to develop the accounts. Based on these findings, he made the following recommendations:

1. the development of the Environmental-Economic Accounts be focused on Water use and disposal, Energy use and atmospheric emissions and Resource use and waste accounts,
2. collection of additional data through current surveys carried out by the CSO, and
3. use of more disaggregated data from institutions such as Central Water Authority and Waste Water Management Authority.

First meeting of the Statistical Commission for Africa

The first meeting of the Statistical Commission for Africa (Statcom-Africa) was held by the African Centre for Statistics (ACS) in Addis from 21 to 24 January 2008. The meeting is the culmination of a long process in the quest to revamp the statistical function at the United Nations Economic Commission for Africa (UNECA). During the 39th Conference of African Ministers of Finance, Planning, and Economic Development, they endorsed the creation of a Statistics Division and following the repositioning exercise that took place at the UNECA during the year 2006, the ACS was established in August 2007 to better serve Africa in line with the priorities of the African Union (AU) and to respond to the special needs of the continent. Statcom-Africa is the apex statistical body at the continental level and it is the forum for discussion and decision-making on all aspects of statistical development of interest to its members.

The Heads of the National Statistical Offices (NSOs) of ECA Member States are members of the Commission. The agenda of the first meeting of the Statcom-Africa was to bring to the attention of members a number of important issues in the framework of the renewed statistical function at the UNECA, the collaboration framework between major regional institutions and the importance for Africa's statistical development.

During the workshop, reports on the following subjects were presented by concerned organisations:

(a) statistical development in Africa, (b) Millennium Development Goals (MDGs), (c) the International Comparison Programme for Africa (ICP-Africa), (d) the implementation of the Reference Regional Strategic Framework for Statistical Capacity Building in Africa (RRSF), and (e) basic economic statistics and national accounts.

The following recommendations were made by the members:

- (i) Statcom-Africa to meet every two years and serve as link to UN Statistical Commission,
- (ii) African Development Bank (AfDB) will set up a National Accounts Programme at the regional level and use ICP programmes to support compilation of quality National Accounts,
- (iii) countries to continue ICP as a regular activity of NSOs,
- (iv) commitment of African governments to undertake population censuses in the 2010 round,
- (v) partners in development to provide sustainable technical and financial assistance regarding MDG data,
- (vi) countries to establish and update business registers,
- (vii) countries be encouraged to utilize administrative sources of data as supplements,
- (viii) establishment of a task force on environmental statistics, and
- (ix) countries to undertake regular annual production of employment statistics using the official ILO definition and to produce a variety of other indicators to give a more complete picture of the employment situation.

To work on topics of interest to African countries, the Commission has decided to set up six working groups namely MDG Monitoring in Africa, Statistical Training and Capacity Building, Data Management, Informal Sector, National Accounts and Gender Statistics.

South-South Cooperation in Statistics – Mauritius and Tanzania

Mr. William D. M. Ndossi and Mr. Fadhili S. Khalfani from the Tanzania National Bureau of Statistics visited the office from 25th to 29th February 2008. They were exposed to the sources and methodology used for the compilation of construction statistics. They had working sessions at the “Construction Unit” and the “Census of Economic Activities Unit” and country experiences were also shared.

The discussions at the “Census of Economic Activities Unit” were mainly on the conduct of the census, an exercise carried out every five years. Topics dealt upon included concepts and definitions of terms used, questionnaire design, instruction manual, sampling methodology, data collection and processing, data analysis and dissemination. Methodology to compute intercensal annual estimates based on census results was also covered.

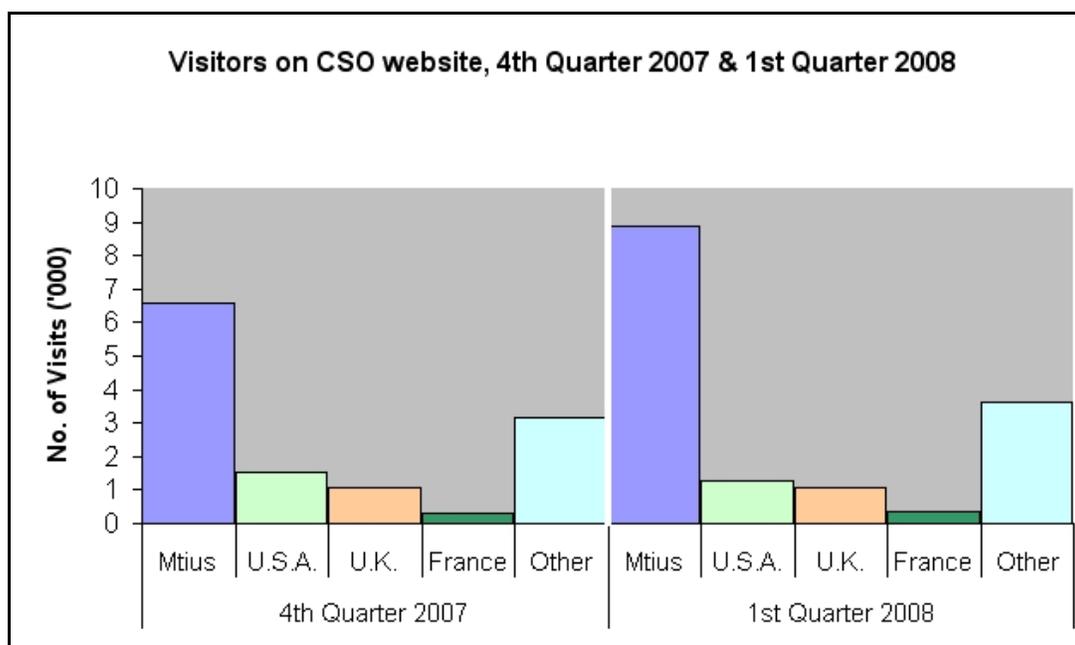
At the “Construction Unit”, they were briefed on how to compile the Construction Price Index for a model residential building. They also had discussions on data sources and methods used to estimate value added of the construction sector and investment in building and other construction works.

Visits on the CSO Website

The number of visits on the CSO website was 15,182 during the first quarter of 2008, up by 20 % from 12,610 in the fourth quarter of 2007.

Visitors	4 th Quarter 2007		1 st Quarter 2008	
	No. of visits	%	No. of visits	%
Local	6,593	52	8,872	58
Foreign	6,017	48	6,310	42
Total	12,610	100	15,182	100

During the first quarter of 2008, visits from Mauritians accounted for around 58% of all visits. International visitors who made up the remaining 42% came mostly from the United States of America, the United Kingdom and France.



For the 1st Quarter 2008, the Economic and Social Indicator (ESI) on *National Accounts* (December 2007 issue) which went online on 28 December 2007, was the most accessed ESI with 2,300 visits. Next came the ESI on *International Travel and Tourism* (Year 2007 issue) which was uploaded on 19 February 2008, with 1,637 visits.

Important Indicators

GDP Growth Rate

In the light of latest available information, GDP growth rate for 2007 is now estimated at 5.4%, lower than the 5.6% growth estimated earlier in December 2007, mostly due to a lower growth in textile manufacturing industries and a more severe contraction in industries manufacturing mainly for the local market. GDP growth for 2008 is maintained at around 6.0%.

Consumer Price Index and Inflation

The Consumer Price Index (CPI), which stood at 105.3 in September 2007, registered an increase of 2.9 points (or 2.8%) during the period October to December 2007 to reach 108.2 in December 2007. The inflation rate for calendar year 2007 works out to 8.8% and that for financial year 2006/07 was 10.7%. It is to be recalled that the inflation rate for calendar year 2006 was 8.9%.

External Trade

Total exports for the year 2007 amounted to Rs. 69,482 million and imports Rs. 121,081 million. This resulted in a trade deficit of Rs. 51,599 million, 24.4 % higher than the figure of Rs. 41,465 million for previous year. It is to be noted that exclusive of aircraft, the trade deficit for year 2007 worked out to Rs. 48,869 million against Rs. 35,790 million for year 2006, representing an increase of 36.5%.

Tourist arrivals

Tourist arrivals grew by 15.1% from 788,276 in 2006 to 906,971 in 2007.

Based on past trends and taking into consideration market diversification, the air access policy and increase in seat capacity, it is expected that tourist arrivals for the year 2008 will be around 975,000, representing a growth of 7.5%.

According to the Bank of Mauritius, tourism receipts for the year 2008 will be around Rs. 48,000 million (+ 18.0 %) compared to Rs. 40,687 million in 2007.

Producer Price Index - Manufacturing

The Producer Price Index, which stood at 151.1 in September 2007 increased by 1.8% to reach 153.9 in December 2007. The index increased by the same rate, i.e. 0.6%, for the months of October, November and December.

Unemployment

The unemployment rate for the fourth quarter of 2007 is estimated at 7.2%, lower than the rate of 8.2% at both the previous quarter and the fourth quarter of 2006. Unemployment rate for the year 2007 is estimated at 8.5% against 9.1% in 2006.

Documentation Centre of the CSO – Current Awareness Service

The following publications have been acquired during the first quarter of 2008:

Local Publications

Reports

- 1. Mauritius Institute of Health**
World Health Survey 2003. Mauritius Report
- 2. Ministry of Health and Quality of Life**
National Multisectoral HIV and AIDS Strategic Framework (NSF) – 2007 to 2011

Foreign Publications

Periodicals

- 1. International Labour Office – Geneva**
World of Work – December 2007
- 2. International Statistical Institute – Netherlands**
Survey Statistician – January 2008
- 3. United Nations**
Population and Vital Statistics – July 2007

Reports

1. National Statistics – Dept. for Environment, Food and Rural Affairs -UK

- (i) Biodiversity Indicators in your pocket – 2007
- (ii) Environment in your pocket – 2007
- (iii) Sustainable Development Indicators in your pocket – 2007

2. United Nations

- (i) Gender Info – 2007
- (ii) Human Development Report – 2006
- (iii) Indicators to measure violence against women - 2007
- (iv) Millenium Development Goals (MDG) Info - 2006

Text Books

National Accounts

Understanding National Accounts – 2007
by Lequiller Francois and Derek Blades

Statistics

Register based Statistics, Administrative Data for Statistical Purposes - 2007
by Wallgren Anders and Wallgren Britt.

Training/Meetings attended by staff during the first quarter of 2008

(i) Overseas

Name	Programme	Country	Period
Mr. A. Bundhoo	Development of a Harmonised e-Readiness Metric: Working Goup Meeting	Zambia	4 to 5 January
Ms. S. F. Cheung Tung Shing	First Meeting of Statcom-Africa	Ethiopia	20 to 24 January
Mr. H. Bundhoo	39 th Session of the UN Statistical Commission	USA	22 to 29 February

(ii) Local

5-Day course on “ Programme Based Budgeting (PBB) and Medium Term Expenditure Framework(MTEF)” organized by the Ministry of Civil Service Affairs and Administrative Reforms from 18th to 22nd February 2008.

Mr. K.Y. Wong Pin Lung

Mr. S. Boodoo

Training given by staff during the first quarter of 2008

(i) Local

Course on “Programme Based Budgeting (PBB)”

Mr. M. Dawoonauth 4 – 5 February 2008

12 –13 February 2008

Mr. D. Juleemun

19 – 20 February 2008

Award of Certificates

The Ministry of Civil Service and Administrative Reforms in collaboration with the Mauritius College of the Air has been running a training programme in Customer Care and Quality Management through the Open Distance Learning mode for the benefit of officers across the public service. The programme, of a duration of 10 to 12 weeks, aims at enhancing the capacity of officers to provide a better service to the public.

Below is a list of officers of the Central Statistics Office, in alphabetical order, who have successfully completed the training programme.

- Mr **Boodoo** Mohamed Safik, Statistician
- Mr **Chandydial** Guru Govind, Senior Statistical Officer
- Mr **Chaumoo** Smet, Senior Statistical Officer
- Mrs **Doorgakant** Sobhana Devi, Statistical Officer
- Mrs **Dulloo** Razia Banon, Senior Statistical Officer
- Ms. **Gopaul** Joycenah Soomatee, Statistical Officer
- Mr **Mungur** Sunil, Senior Statistical Officer
- Mrs **Nabeebokus** Ayelyne Parveen, Statistical Officer
- Mr **Persand** Lallmun, Statistician
- Mr **Sowdagur** Jameel Ahmad, Statistical Officer

Working with PDF the Smart Way!

PDF has been the buzz word for some time now in the IT circle. So, what's the buzz about pdf? Well, to start PDF stands for "Portable Document Format", a format introduced by Adobe. When you read on, you will understand why PDF has been calling for so much attention. After a very short walk down history lane, I'll provide you with a few tips on how to work with PDF the smart way!

For those fond of history lessons, it is interesting to note that Adobe introduced the PDF back in 1990, "to reliably view, print, and share information with other people", as Adobe puts it. Basically, Adobe wanted to create a format that would be cross-platform compatible (i.e., it would work on any operating system without compromising changes in the format of the document). In other words, your document would look and print exactly the SAME irrespective of the operating system you are using to view that document. General adoption to the PDF was slow when it was first introduced, mainly because users had to buy the viewer or the application if they wanted to read PDF files or to create them. Adobe later gave the reader for free, realizing it would provide a boost for the PDF. The Adobe Reader, as it is called, is still available as free software.

Readers need to be aware that applications from Adobe to deal with PDF come in two flavours: the Adobe Reader and the Adobe Acrobat Professional software. The former is only capable of *reading* PDF files while the latter is used to *create* PDF files. Therefore to gain maximum flexibility in working with PDF files, it is recommended that you purchase the Acrobat Professional version. However, if your interaction with PDF files is limited to reading, copying, pasting and printing parts or whole of a document, the free Adobe Reader is your best friend!

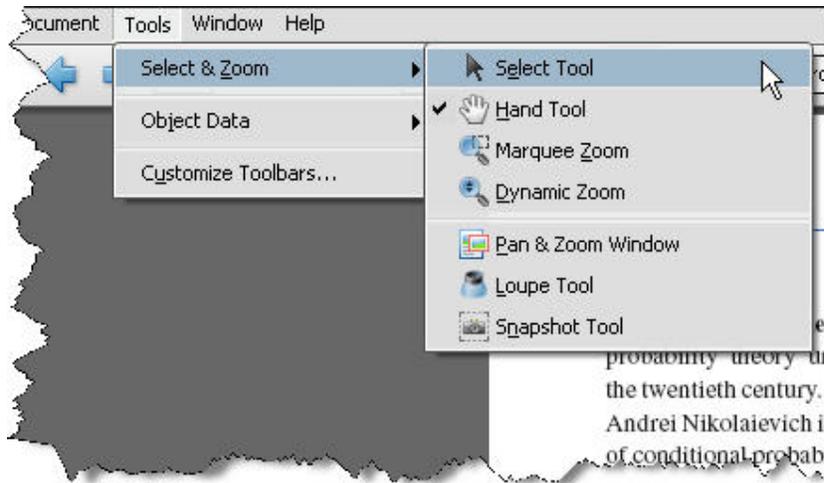
In this article, I will concentrate on the Adobe Reader as it is the one which is mostly common among users. If you don't have a copy of Adobe Reader, Adobe's website is where you will need to go so as to download one for free. The current version, at this time of writing, is 8.1.2 and the URL is:

http://www.adobe.com/products/acrobat/readstep2_allversions.html

Now, here are a few tips on how to get the most of your Adobe Reader:

(1) To select text from a PDF for use in another application

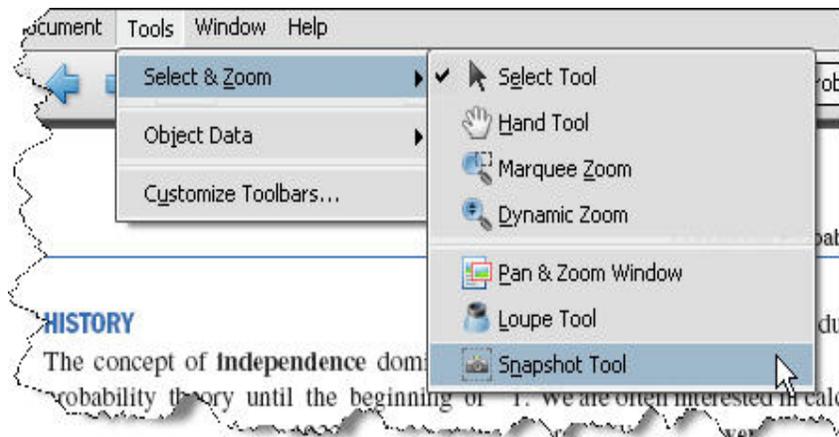
On the menu bar, click on the Tools ~ Select & Zoom ~ Select Tool



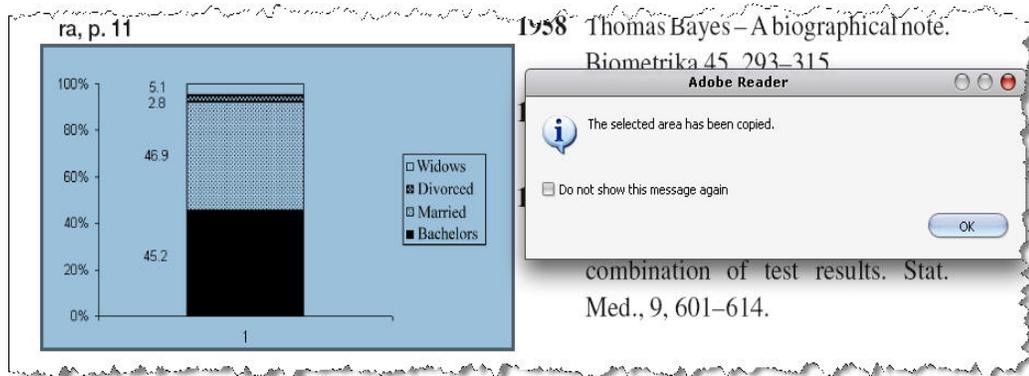
Your cursor should now look like a capital I. Place your cursor next to the text you wish to copy; left click and while holding the click, move your cursor along the text and let go once you have selected all the text you need. Now, from the menu bar, click on Edit ~ Copy or Ctrl + C on your keyboard. The text is now copied and ready for pasting in your other application (say, Microsoft Word). Open Word and paste the text where you want it to appear.

(2) To Copy a picture (say, a graph) from a PDF for use in another application

To be able to do this, you will need to make use of the Snapshot tool, a really wonderful tool that allows to capture any part of the Adobe Reader interface. From the menu bar, click on Tools ~ Select & Zoom Tool ~ Snapshot Tool



Your cursor now turns like a cross hair. Go to the area you want to copy; left click and while holding the click, draw a border around the area you wish to copy. Let go of the click.



The graph above has been selected with the snapshot tool and a message is displayed that the selected area has been copied.

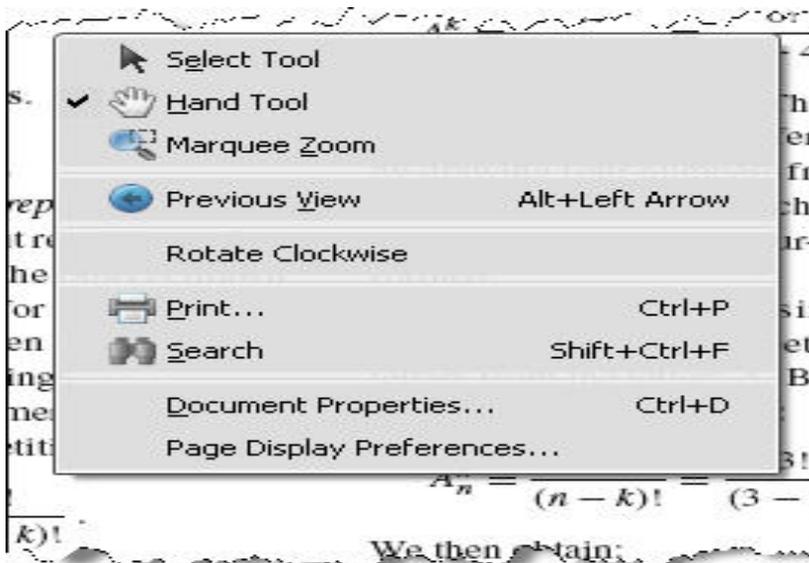
Now, open the application where you want to paste the graphic, open your document and click paste.

In case you messed it up, don't worry. Simply restart the process!

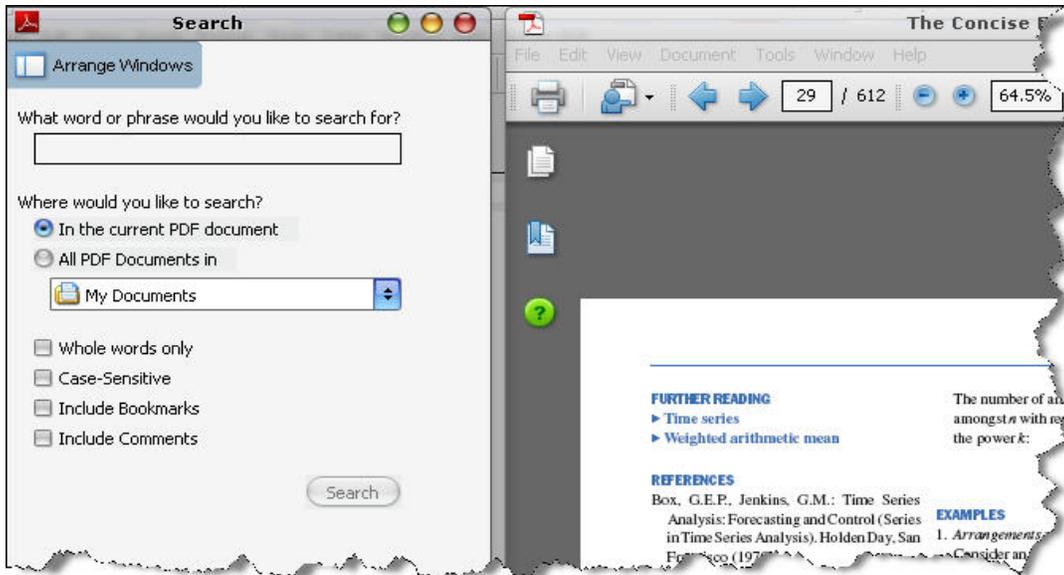
(3) Searching Open PDF and Closed PDF

Adobe Reader 8.1.2 has a powerful search engine as it allows you to search inside open PDF and closed PDF residing in a folder somewhere on your PC. What that means is that you don't need to open those PDF files to search through them. (By Open PDF, we mean a PDF you are currently viewing in Adobe Reader.) Let's have a look at the Search interface.

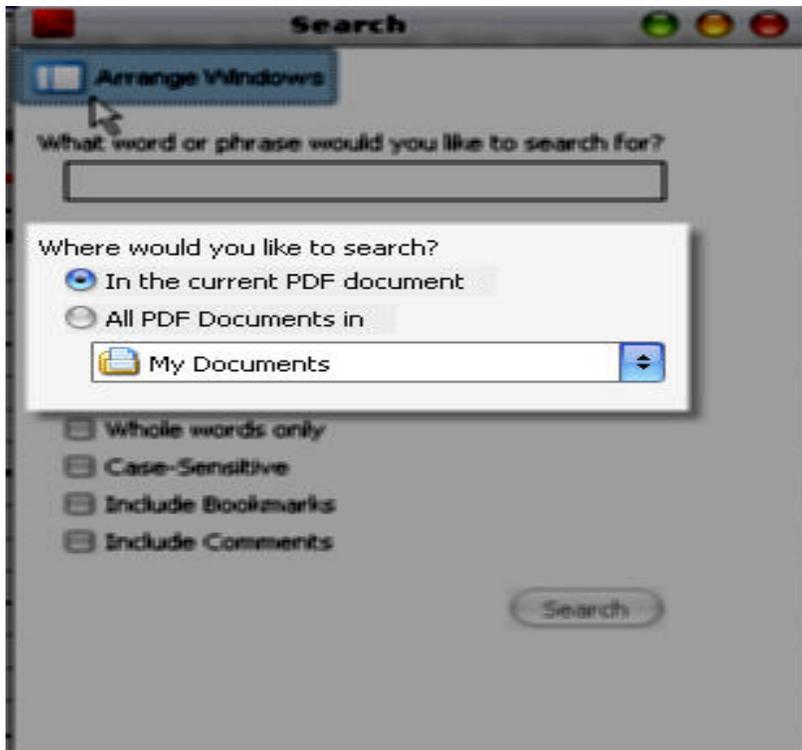
Right Click anywhere on the open document. Then, click on "Search". (see picture below)



A Search tab opens on the left hand side of Adobe Reader. (see picture below).



The picture below highlights the options available to you for searching your PDF files. “In the current PDF document” refers to your currently open PDF and the other option allows you to search PDF that are located in specific folders on your PC (without the need of opening them). Very neat, isn’t it?



I hope these few tips have given you a glimpse of the features available for working with PDF in Adobe Reader. The latter has lots of other nice features and I’ll keep those for a next article. Hope you’ve enjoyed reading.... see you soon!

Occupational Safety and Health Act 2005

The Occupational Safety and Health Act 2005 was proclaimed on 01 September 2007 and is now binding upon the State as an Employer.

This legislation also provides that every employer of 50 or more employees has to establish a Safety and Health Committee under the Chairmanship of a senior member of management responsible for Safety, Health and Welfare of Employees.

The Committee will be responsible, amongst others, to:

1. promote co-operation between employer and employees in achieving and maintaining safe and health working conditions,
2. make proposals to the employer on matters regarding safety, health and welfare of employees, and
3. make recommendations to the employer on training requirements and education programmes for particular employees or group of employees.

The composition of the Committee shall be as follows:

- i. a Chairman who shall be the employer or a senior member of management
- ii. a Vice – Chairman designated by the employees
- iii. a Secretary (preferably Health and Safety Officer)
- iv. eight members where the number of employees is hundred or more (four from management and four from the employees' side)

In this regard, an awareness campaign was held on 26 March 2008 to sensitise the Head of Units regarding the main provisions of the Act.

The resource persons, Messrs Coolen and Ramdahen, made a short presentation on the salient features of the Act – highlighting the duties and responsibilities imposed upon employer and employees in relation to the above Act.



Mr. Coolen, Officer in Charge of the Occupational Safety and Health Unit, addressing Head of Units of the CSO

The Occupational Safety and Health Unit of the Ministry of Civil Service and Administrative Reforms is preparing a simplified version of the Act which will be available shortly.

To sensitize Head of Ministries/Departments, the Ministry of Civil Service and Administrative Reforms is organizing a seminar on 10 April 2008 at Domaine Les Pailles, where Honourable Justice B. Domah will make a presentation on the statutory duties imposed by the above legislation and on the role of Supervising Officers in the new paradigm.

Furthermore, they are also prepared to conduct other specific training programme upon the request of the staff, such as in an emergency, as well as to have a longer session on a specific provision which is of a pertinent nature to civil servants.

Staffing Development

Retirement

1. **Mr. Muhammad Soileh GHOORUN**, Receptionist/Telephone Operator retired from the service on 20 March 2008 on grounds of age limit.

He served this office since September 2003 though he reckoned thirty years service with the Government.

2. **Mr. Lee Shioon LEE CHEE SANG**, Statistician, has proceeded on leave prior to retirement since 19 March 2008.

He joined this Office on 11 September 1974 as Statistical Assistant and was promoted Statistician on 27 August 1990.

Mr. LEE CHEE SANG will retire from the service on 15 September 2008, after thirty-eight years service.

We seize this opportunity to convey our best wishes for a happy and peaceful retirement to our two colleagues, after providing a long and loyal service.