

THE SUGAR INDUSTRY LABOUR WELFARE FUND



ANNUAL REPORT

2017 - 2018

A YEAR OF ACCOMPLISHMENTS

LETTER OF TRANSMITTAL

Honourable Minister

I have the honour to submit the Annual Report including the Financial Statements of the Sugar Industry Labour Welfare Fund for the period 01 July 2017 to 30 June 2018.

Yours faithfully

.....
Mr Nazir Mohamad Ameen **JUNGGE**

Chairperson

**Sugar Industry Labour Welfare Fund
Committee**

The Honourable Mrs. Fazila JEEWA-DAUREEAWOO, G.C.S.K
Vice Prime Minister
Minister of Local Government and Outer Island
and Minister of Gender Equality, Child Development and Family Welfare,
7th Floor, Newton Tower,
Sir William Newton Street
PORT LOUIS

CORPORATE INFORMATION

- **REGISTERED OFFICE**

15-21 Edith Cavell Street
Port Louis
Republic of Mauritius

- **TELEPHONE**

212-2056/57/58

- **FAX**

208-9817/208-1542

- **E-MAIL**

silwf@intnet.mu
silwfcom@gmail.com

- **AUDITORS**

Director of Audit
National Audit Office
14th Floor
Paille en Queue Court
Port Louis

- **LEGAL ADVISERS**

Me Ni'mah Rojubally
Barrister-at-Law

Me Nita Devi Ramano
Attorney-at-Law

- **NOTARY**

Me. Gunness Beeharry

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I. CHAIRPERSON'S STATEMENT

It is my privilege and honour to present the Annual Report of the SUGAR INDUSTRY LABOUR WELFARE FUND for the period 2017/18.

As Chairperson of the SILWF Committee, I once more reiterate my conviction of the effective role played by the SILWF throughout the period 2017/18 in its continuous process of empowering and promoting the welfare of the people, especially those at grass-roots level. The 136 Community Centres, scattered throughout the island, have played an important role in the service delivery of the Fund and in the organisation of Community based activities for the well being of the local communities. I seized this opportunity to thank the members of Community Development Association of Community Centres for their unflinching support and collaboration in achieving the objectives and goals of the Fund.

As Chairperson, I have brought innovative measures as regard to the activities of the Community Centres to satisfy the needs and aspirations of the population. One of the main achievements has been the live broadcast of the Football matches during the World Cup 2018 at 50 Community Centres.

Moreover, I have always ensured that the SILWF Committee functions properly, there is full participation of all members during meetings and that all relevant matters are discussed objectively so that effective decisions are taken and in the interests of good governance. At the same time the SILWF Committee maintains rigorous application of accountability standards in its various operations.

Despite its limited financial resources, the SILWF has left no stone unturned in the implementation of programmes/policies in view to promote the spirit of brotherhood, unity, peace, national solidarity and patriotism. We have also contributed in enhancing women emancipation towards a more dynamic participation in gender mainstream and equality and promoting family values and culture.

Besides, it is worth mentioning the following important projects undertaken by the Fund :

- (i) Upgrading of the Community Centres which are also used as Emergency Shelters;
- (ii) Setting up of Information Desks in all Community Centres, to provide information on the services and programmes of other Ministries and Departments and appropriate referrals :
- (iii) Setting up of different Associations to promote awareness on environmental issues and health programmes, among others;
- (iv) Embarking on the Review of SILWF Act
- (v) Implementation of social projects in Community Centres in collaboration with other stake holders.

As conclusion, I wish to express my gratitude to all Staff of the Fund for their trust and vote of confidence and for being always ready to walk the extra mile.

.....
Mr Nazir Mohamad Ameen **JUNGEE**
Chairperson
Sugar Industry Labour Welfare Fund Committee

II. ACTING GENERAL MANAGER'S REVIEW

It is a great honour and pleasure to be closely associated with the publication of the Annual Report for period 01 July 2017 to 30 June 2018.

I have to thank everyone who have contributed directly and indirectly in this publication. The hard work and the perseverance of the Staff at all levels and the right deliberations of the Committee Members during meetings and the contribution of the CDA members of the Community Centres are significant for the positive achievements of the Sugar Industry Labour Welfare Fund for the period under review.

In all our actions, we adhere to and are guided by our Objective, Mission Statement, Vision and Commitments for the delivery of community based programmes for the WELLBEING of the people. The 136 Community Centres scattered throughout the island have continued to play a pivotal role in the delivery of the services of the Fund and celebrations of national & international events namely National Day Celebrations, Abolition of Slavery, Mother's Day, Arrival of Indentured Labourers, Family Day, Elderly Day, Disability Day, Women's Day, Eid, Divali, Christmas etc. etc. and in fostering social cohesion, national unity, peace and harmony within the community. The participants in our community activities comprise all categories of people irrespective of age, gender, creed, colour, religious appartenance, linguistic and cultural group.

During the period under review, thousands of people had been sensitized through awareness campaigns on social issues such as healthy lifestyle, communicable/non-communicable diseases, alcohol & substance abuse, environment, climate change, road safety, leadership, volunterism & civic culture, among others.

Other community programmes and activities relating to different discipline in sports, recreational, educational, agro-economic & socio-cultural and religious events were also undertaken at the Community Centres. With the availability of WIFI spots at 125 Community Centres, a good number of people attended the Community Centres and benefited from all IT facilities put free of charge at their disposal.

Besides several Ministries, Non Government Organisations and Socio-Cultural & Religious Organisations have made use of our Community Centres in their respective service delivery and activities, as appropriate, to the public.

About 80 Community Centres are used as emergengy shelters to provide temporary refuge to vulnerable people during cyclones, sea-swells, and torrential rainfalls. The Community Centres are used as rehabilitation centres to conduct Community Service for minor offenders.

Other salient achievements, inter alia, during the period under review were as follows :-

- (i) In-house Administration of a Payroll System of the SILWF;
- (ii) Re-opening of Gokhoolah Community Centre ;
- (iii) Upgrading of Community Centres/Emergency shelters,
- (iv) Training programmes to different categories of Staff
- (v) Implementation of Child Protection Programme

To conclude, I seize the opportunity to place on records my appreciation for the unfailing dedication and support of the SILWF Committee members, Fund's Staff and the contribution of the CDA members in the attainment of the objectives and goals of the Fund,

Mr. VISHWADEO JODHOA
Acting General Manager
SILWF

III. GENERAL REVIEW

▪ HISTORICAL BACKGROUND OF SILWF

The origin of the Sugar Industry Labour Welfare Fund dated back as far as 1948. The Sugar Industry Reserve Fund Ordinance, No.3 of 1948 was enacted to raise levy from the export of sugar for the creation of a Reserve Fund and for other purposes connected with the sugar industry.

The Ordinance of 1948 was repealed and replaced by the Ordinance of 1959 which required the Fund *“to carry on all activities... and schemes... in connection with the promotion of welfare of such workers notwithstanding those activities or such schemes may also benefit workers otherwise employed or other sections of the public.”*

In the same year (1959), the first social welfare centre, constructed by the Fund was handed over to the Social Welfare Department for operation and management.

The Social Welfare Centre was intended to provide preventive medical care services; help the poorer section of the community; provide recreational and leisure facilities and promote social cohesion, unity and peace within the community.

In 1972, the Community Development Division was created and schemes were introduced at the Fund as follows:

- Livestock loan scheme targeting sugar/dock workers
- Grants to social-cultural organizations (made for the purchase of musical instruments, sports equipment and indoor amenities)
- Grants to village/Community Associations (to organize social/cultural activities, games/sports/music and song/art craft competitions, etc)

In 1974, the Sugar Industry Reserve Fund Ordinance was repealed and replaced by the Sugar Industry Labour Welfare Fund Act.

At that time, the SILWF was operating under the aegis of the Ministry of Social Security.

▪ ESTABLISHMENT

The Sugar Industry Labour Welfare Fund, set up in 1948, is governed by the Sugar Industry Labour Welfare Fund Act (Act No. 47 of 1974), and as subsequently amended.

▪ OBJECTS OF THE SILWF

The object of the Fund as laid down in the SILWF Act (Act No. 47 of 1974) and as subsequently amended is *“to do all such things as appear requisite and advantageous for or in connection with the advancement and promotion of the welfare of workers and their children.”*

In this context, the Fund offered schemes such as Housing Loan which was in the first instance interest free, to the workers to enable them construct their own houses. Thereafter, the Fund granted housing loans at interest rate of 3% and later on of 5% per annum. The Fund also introduced the Scholarship Schemes for the benefit of the children of sugar workers and also a Soft Loan Scheme to enable sugar workers to purchase electrical appliances with the aim to enhance their standard of living. Later the SILWF was transferred to the then Ministry of Women Rights, Child Development and Family Welfare. In the late 1980s, the construction of Community and Social Welfare Centres was entrusted to the National Development Unit by the Government. The Community Centres were handed over to SILWF for operation, administration and maintenance. The construction of Community Centres which in the past was restricted to rural areas with predominance of sugar workers has now been extended to urban areas irrespective of the occupation of the population. Hence, the scope of activities of the SILWF has been extended to urban areas and is now operating at National level irrespective of the occupation of the people.

At present, the SILWF through its 136 Community Centres is mainly engaged in the implementation of Community Based Programmes/Projects.

▪ CORE ACTIVITIES

The Fund has the responsibility on two distinct levels:

- (i) to continue with some of the programmes to enhance the quality of life of sugar workers; and
- (ii) to promote community development in Mauritius through the Community Centres and Community Associations.

One of the strategies, therefore, rests in harmonizing the two areas of operations, while at the same time safeguarding the interests of the sugar workers as defined in the SILWF Act.

In this respect, the Sugar Industry Labour Welfare Fund is engaged in:

- (a) providing the existing facilities to which the ongoing Fund’s scholars and loanees are entitled to; and
- (b) empowering the local communities, through Community Development Schemes and programmes at Community Centres.

With regard to Community Development, the Fund pursues to extend its activities to make the centres the focal point for community life at all levels; provide a wide range of training programs to suit demand, as appropriate; make the centres the place for family meetings, social gatherings, leisure and

recreational activities as well as for the elderly and the disabled; promote sports at grass-roots level and to serve as a springboard for development in professional sports, make centres the platform for unity and national solidarity towards consolidation of the Mauritian society; create a more conducive environment for women emancipation towards a more dynamic participation in gender mainstream and gender equality and to facilitate community initiative in social capital formation.

The activities at the Community Centres are customer-responsive based on the objectives of the Fund and include National and International events, which are engaged in the consolidation of Social Cohesion, Unity and Peace among the Mauritian Community.

The Fund, through its Community Development Schemes and Programmes, inter alia, is supporting the government action to promote IT Literacy Programmes through the WIFI Mauritius project and to provide free internet access to the vulnerable groups.

The Community Centres are used as rehabilitation centres to accommodate the minor offenders to perform community service work as adjudged by the appropriate Court of Law.

Also 80 Community Centres are being used as Emergency Shelters so as to give refuge to victims of natural disasters, such as cyclones, floods, torrential rainfalls and sea-swells.

IV. CORPORATE PROFILE

● VISION

To contribute towards Government objectives and to transform Mauritius into an intelligent and sustainable island through Community Development.

● MISSION STATEMENT

- (i) to develop welfare programs to enhance the well-being and condition of living of sugar workers and their family for a proper integration in the new emerging socio-economic environment; and
- (ii) to mobilize and develop local leadership to ensure an effective and meaningful participation of the community in the harmonious development of the Mauritian society at the regional and national level.

● OBJECTS OF THE FUND

The object of the Fund as per the SILWF Act (Act No.47 of 1974) and as subsequently amended is *'to do all such things as appear requisite and advantageous for or in connection with the advancement and promotion of the welfare of workers and their children'*.

● OUR COMMITMENTS

Customer Focus	We are committed, at every level, to provide highest quality services in a timely manner and to meet our customers' expectations.
Efficiency & Effectiveness	We strive to achieve excellence in our customer relations, handle grievances with high professionalism and make effective & efficient use of our available resources.
Integrity & Equity	We act with integrity and fairness in our dealings with our customers and other stakeholders
Innovation	We foster team spirit and coherence so as to bring innovation in order to respond to the dynamic environment.

● SOURCES OF INCOME

The main source of income of the Fund is derived from the Government under vote 20-2 SOCIAL WELFARE AND COMMUNITY BASED ACTIVITIES. However, some revenue is derived from the Fund's assets and renting of equipment to the public.

V. THREE YEARS' STRATEGIC PLAN HIGHLIGHTS

• STRATEGIC PLAN 2018 - 2020

- (a) To reinforce Community Development Programmes at Community Centres
- (b) Reviewing of SILWF Act to meet the changing needs and aspirations of the population
- (c) Upgrading of Emergency Shelters
- (d) Setting up of Community Centre in the region of Plaisance/Camp Levieux – (Rose Hill) and Tranquebar
- (e) Celebration of National and International Events
- (f) National Workshop on Community Development
- (g) To undertake projects under the Private Public Partnership
- (h) To provide new equipment at Community Centres
- (i) Develop the assets of the Fund to generate revenue.

• STRATEGIC DIRECTION

The Fund, being a welfare-based organization, is contributing towards the social development goals as set by the Government in its Programme 2015 – 2019 as enunciated below among others:

- (i) to assist in the introduction, enhancement and promotion of an ICT culture, as appropriate, with a view to make Mauritius an intelligent island through the setting up/consolidating of Computer Clubs/WIFIspots at Community Centres.
- (ii) to assist in the implementation of the programmes which are closely related to the attributes of the Parent Ministry and other relevant Ministries.
- (iii) to empower the local committees through educational, cultural, social, economic, leisure and recreational programmes.
- (iv) to promote social cohesion, unity and peace through the organization of national and international events.
- (v) to provide refuge to victims of natural disasters, such as, cyclones, floods, torrential rainfall and sea-swells.
- (vi) to accommodate the minor offenders to perform community service work.

Although the SILWF is facing some financial constraints, it is intending to develop its Assets (such as land and buildings) under the Public and Private Partnership (PPP).

SERVICE TO BE PROVIDED (OUTPUTS)	PERFORMANCE						
	Service Standards (Indicators)	2016 Actual	2017 Actual	2018 Targets	2019 Targets	2020 Targets	
	Vote : 20-2 Social Welfare – Community Based Activities						
	Outcomes: Promote welfare of citizens through Community-Based Programmes & Recreational /Leisure Activities						
Sub-Programme: Provision of Community Development Programmes							
1. Provision of Community Development Programme	No. of beneficiaries of activities at 136 Community Centres	450,000	450,000	480,000	480,000	480,000	

• **SERVICES TO BE PROVIDED (OUTPUTS) AND PERFORMANCE INDICATORS**

VI. CORPORATE GOVERNANCE REPORT

Corporate Governance is the combination of processes, structures and mechanisms put in place by the SILWF Committee to be able to lead, control and monitor the activities of the Fund in order to achieve its set objectives.

▪ COMPLIANCE AND ENFORCEMENT

- The members of the SILWF Committee assume responsibility to the best of their knowledge that the Fund has complied with all its obligations and regulatory requirements.
- The Fund has an Organizational Structure and job descriptions for each position in its Establishment.

▪ ROLES AND RESPONSIBILITIES OF SILWF COMMITTEE MEMBERS

- The SILWF Committee is a body corporate as spelt out at s 5 of the SILWF Act (*Act No. 47 of 1974*) and as amended.
- The SILWF Committee is the governing body and its principal functions involve:
 - (a) Devising or approving strategic plans and policies for the Fund;
 - (b) Setting the direction of the Fund;
 - (c) Monitoring and reviewing its operations; and
 - (d) Providing accountability standards in its various operations.

The SILWF Committee members observe the highest standards of ethical conduct such as respect, non-discrimination, selflessness, accountability, openness and transparency, objectivity, integrity and acting in good faith in the performance of their functions.

▪ **POWERS OF THE COMMITTEE**

It is stipulated at s 6 of the SILWF Act (*Act No. 47 of 1974*) and as amended that

- 1) Subject to subsection (2) and to the Finance and Audit Act, the Committee shall, for the purposes of this Act, have the same powers as a natural person.*
- 2) The Minister, may, in relation to the exercise by the Committee of its functions, give such directions to the Committee as he considers necessary and the Committee shall comply with those directions.*

The SILWF Committee has also the power to :

- i) appoint, with the approval of the Minister, such sub-committees for such purposes to enable it to effectively discharge its functions;
- ii) appoint or employ, on such terms and conditions as the Committee may, with the approval of the Minister, determine, such officers and other employees as may be reasonably necessary for the purposes of or in connection with the discharge of its functions;
- iii) manage and control its affairs, assets/property and finance;
- iv) take any policy decision relating to its administration and functioning.

Chairperson of the SILWF Committee

The Chairperson:

- (a) chairs every meeting of the SILWF Committee and any convocation;
- (b) ensures that all decisions taken are implemented in a timely manner and according to procedures;
- (c) performs such other duties or roles ascribed to him in line with the SILWF Act or appropriate Authorities.

During the period 01 July 2017 to 30 June 2018, the chairperson of the SILWF Committee drew a monthly fee of Rs 29,925 in line with the recommendation of the Pay Research Bureau (PRB) Report 2016 as per paragraph 19.12 (a).

Secretary to the Board

The Secretary ensures that action is taken on all decisions taken by the SILWF (Main) Committee.

The Secretary ensures that the proceedings of the SILWF (Main) and Sub Committee meetings are properly recorded.

The Secretary is in attendance during Committee meetings.

General Manager

The General Manager shall be responsible for the execution of the policy of the Committee and for the control and management of its day-to-day business.

In the exercise of his functions, the General Manager shall act in accordance with such directions as he may receive from the Committee.

The General Manager may, with the approval of the Committee, delegate any of his functions to such officers as he may determine.

The General Manager is normally in attendance during Committee meetings.

▪ SILWF MAIN COMMITTEE

The SILWF (Main) Committee comprises 22 members.

Eleven members shall constitute a quorum.

Board members freely express their views and share their opinions, bring considerable knowledge and participate fully in the Board discussions/deliberations and are committed to a collective decision-making process.

SILWF Committee members are paid a fee per sitting in line with recommendation of the PRB Report 2016 as per paragraph 19.20.

▪ SILWF SUB-COMMITTEE

In line with s8 of the SILWF Act (*Act No. 47 of 1974*) and as amended, the SILWF Committee may, with the approval of the Minister, appoint such sub-committees, for such purposes and composed in such manner as it may determine, to enable it to effectively discharge its functions.

Moreover, in line with s9 of the SILWF Act (*Act No. 47 of 1974*) and as amended -

(1) There shall be an Investment Committee which shall, in a manner consistent with the objectives of the Fund, advise the Committee on the investment of the resources of the Fund.

(2) The Investment Committee shall consist of the Chairperson as President and of-

- (a) the representative of the Minister responsible for the subject of finance on the Committee;*
- (b) the representative of the Minister on the Committee;*
- (c) one other member to be appointed by the Committee.*

▪ **PUBLIC PROCUREMENT POLICIES AND PROCEDURES**

The SILWF complies with provisions contained in the Public Procurement Act in force and its regulations as well as the guidelines issued by the Public Procurement Office as far as its procurement/bidding exercises are concerned.

● **COMPOSITION OF SILWF (MAIN) COMMITTEE (01 July 2017 – 30 June 2018)**

Composition of the SILWF Committee	Name
Chairperson	Mr Nazir Mohamad Ameen JUNGEE
Deputy Chairperson	Mrs Beejauntee Mala GUYA
Representative of Parent Minister	<ul style="list-style-type: none"> • Miss Assa BUDDOO • Mr Aveenash APPADOO (alternate member)
Representative of the Minister to whom responsibility for the subject of finance is assigned	Mrs Priyasy BHANTOOA
Representative of the Minister to whom responsibility for the National Development Unit is assigned	Ms Mary CHING KEE YOUNG
Representative of the Minister to whom responsibility for the subject of co-operatives is assigned	Mr Swaraj RAMASAWMY

Composition of the SILWF Committee	Name
Representative of the Mauritius Cane Industry Authority (formerly Mauritius Sugar Authority)	Mrs Kumari CAHOOLESSUR
Independent Members	1) Mrs Pamela SHERMOHAMEDKHAN 2) Mr Mahendralall RAMDOSS
Small Planter	Mr Kritanand PADARUTH
Representative of Artisans	1) Mr Lall DEWNATH 2) Mr Gerard LALL
Representative of Labourers	1) Mr Parmanand SYDAMAH 2) Mr Pranjeewan RAMJUTTUN 3) Mr Vidyanand JEETOOA
Representative of retired workers (formerly employed in the Port)	Mr Renganaden CHENGABROYEN
Representative of Grand Port District Council	Mr Nemnarain AUBEELACK
Representative of Rivière du Rempart District Council	Mr Bizall MOHES
Representative of Moka District Council	Mr Vijaye BUSAWON
Representative of Black River District Council	Mr Andre Gilbert Steeve MAGDELEINE
Representative of Fund's Employees	● Mr Shardhanand BEEHARRY ● Mr Sateedanand JEEWOOTH

● **COMPOSITION OF SILWF SUB - COMMITTEES** (01 July 2017 – 30 June 2018)

1. INVESTMENT SUB-COMMITTEE

- Mr Nazir Mohamad Ameen
JUNGEE - Chairperson
- Ms Assa BUDDOO - Member
- Mrs Priyasy BHANTOOA - Member
- Mrs Kumari CAHOOLESSUR - Member

2. STAFF SUB-COMMITTEE

- Ms Assa BUDDOO - Chairperson
- Mr Swaraj RAMASAWMY - Member
- Mr Lall Dewnath - Member
- Mr Shardhanand BEEHARRY - Member
- Mr Sateedanand JEEWOOTH - Member

3. HOUSING SUB-COMMITTEE

- Mr Swaraj RAMASAWMY - Chairperson
- Mr Pranjeewan RAMJUTTUN - Member
- Mr Mahendralall RAMDOSS - Member
- Mr Nemnarain AUBEELACK - Member

4. SCHOLARSHIP SUB-COMMITTEE

- Mrs Beejauntee Mala GUYA - Chairperson
- Mr Lall DEWNATH - Member
- Mr Parmanand SYDAMAH - Member
- Mr Mahendralall RAMDOSS - Member
- Mr Vijaye BUSAWON - Member
- Mr Bizall MOHES - Member

5. AUDIT SUB COMMITTEE

- Mrs Beejauntee Mala GUYA - Chairperson
- Mr Gerard LALL - Member
- Mrs Pamela SHERMOHAMEDKHAN - Member
- Mr Pranjeewan RAMJUTTUN - Member
- Mr Vidyanand JEETOOA - Member

6. FINANCE SUB COMMITTEE

- Mrs Priyasy BHANTOOA - Chairperson
- Mrs Beejauntee Mala GUYA - Member
- Mr Swaraj RAMASAWMY - Member
- Ms Assa BUDDOO - Member
- Mr Lall DEWNATH - Member

7. TENDER SUB COMMITTEE

- Mrs Mary CHING KEE YOUNG - Chairperson
- Mrs Beejauntee Mala GUYA - Member
- Ms Assa BUDDOO - Member
- Mrs Kumari CAHOOLESSUR - Member

● **STATEMENT OF ATTENDANCE OF COMMITTEE MEETINGS**

1. SILWF MAIN COMMITTEE

Number of SILWF Main Committee Meetings held: **13**

(13.07.17 ; 25.08.17 ; 22.09.17 ; 27.10.17 ; 13.12.17 ; 20.12.17 ; 09.02.18 ; 23.02.18 ; 14.03.18 ; 06.04.18 ; 23.04.18 ; 25.05.18 ; 22.06.18)

SN	Name	Composition of the SILWF Main Committee	Meetings attended on	No. of SILWF Main Committee Meetings attended
1	Mr Nazir Mohamad Ameen JUNGEE	Chairperson	13.07.18 ; 25.08.17 ; 22.09.17 ; 27.10.17 ; 13.12.17 ; 20.12.17 ; 09.02.18 ; 23.02.18 ; 14.03.18 ; 06.04.18 ; 23.04.18 ; 25.05.18 ; 22.06.18	13/13
2	Mrs Beejauntee Mala GUYA	Deputy Chairperson	13.07.18 ; 25.08.17 ; 22.09.17 ; 27.10.17 ; 13.12.17 ; 20.12.17 ; 09.02.18 ; 23.02.18 ; 14.03.18 ; 06.04.18 ; 23.04.18 ; 25.05.18 ; 22.06.18	13/13
3	Miss Assa BUDDOO (w.e.f. April 2017)	Representative of Parent Minister	13.07.18 ; 25.08.17 ; 22.09.17 ; 27.10.17 ; 13.12.17 ; 09.02.18 ; 23.02.18 ; 14.03.18 ; 06.04.18 ; 23.04.18 ; 25.05.18 ; 22.06.18	12/13
	Mr Aveenash APPADOO (alternate member)		20.12.17	1/13

SN	Name	Composition of the SILWF Main Committee	Meetings attended on	No. of SILWF Main Committee Meetings attended
4	Mrs Priyasy BHANTOOA	Representative of the Minister to whom responsibility for the subject of finance is assigned	13.07.18 ; 25.08.17 ; 27.10.17 ; 13.12.17 ; 20.12.17 ; 23.02.18 ; 14.03.18 ; 06.04.18 ; 23.04.18; 25.05.18	10/13
5	Ms Mary CHING KEE YOUNG	Representative of the Minister to whom responsibility for the National Development Unit is assigned	13.07.18 ; 27.10.17 ; 13.12.17 ; 23.04.18	4/13
6	Mr Swaraj RAMASAWMY	Representative of the Minister to whom responsibility for the subject of co-operatives is assigned	25.08.17 ; 22.09.17 ; 27.10.17 ; 13.12.17 ; 09.02.18 ; 23.02.18 ; 14.03.18 ; 06.04.18 ; 23.04.18; 25.05.18 ; 22.06.18	11/13
7	Mrs Kumari CAHOOLESSUR	Representative of the Mauritius Cane Industry Authority (formerly Mauritius Sugar Authority)	13.07.18 ; 22.09.17 ; 27.10.17; 20.12.17 ; 23.02.18 ; 06.04.18 ; 25.05.18 ; 22.06.18	8/13
8	Mrs Pamela SHERMOHAMEDKHAN	Independent Member	13.07.18 ; 22.09.17 ; 13.12.17 ; 20.12.17 ; 09.02.18 ; 23.02.18 ; 14.03.18 ; 06.04.18 22.06.18	9/13
9	Mr Mahendralall RAMDOSS		13.07.18 ; 25.08.17 ; 22.09.17 ; 27.10.17 ; 13.12.17 ; 20.12.17 ; 09.02.18 ; 23.02.18 ; 14.03.18 ; 06.04.18 ; 23.04.18; 25.05.18 ; 22.06.18	13/13

SN	Name	Composition of the SILWF Main Committee	Meetings attended on	No. of SILWF Main Committee Meetings attended
10	Mr Kritanand PADARUTH	Small Planter	-	-
11	Mr Lall DEWNATH	Representative of Artisans	13.07.18 ; 25.08.17 ; 22.09.17 ; 27.10.17 ; 13.12.17 ; 20.12.17 ; 09.02.18 ; 23.02.18 ; 14.03.18 ; 06.04.18 ; 23.04.18; 25.05.18 ; 22.06.18	13/13
12	Mr Gerard LALL		13.07.18 ; 25.08.17 ; 22.09.17 ; 27.10.17 ; 13.12.17 ; 20.12.17 ; 09.02.18 ; 23.02.18 ; 14.03.18 ; 06.04.18 ; 23.04.18; 25.05.18 ; 22.06.18	13/13
13	Mr Parmanand SYDAMAHA	Representative of Labourers	13.07.18 ; 25.08.17 ; 22.09.17 ; 27.10.17 ; 13.12.17 ; 20.12.17 ; 09.02.18 ; 23.02.18 ; 14.03.18 ; 06.04.18 ; 23.04.18; 25.05.18 ; 22.06.18	13/13
14	Mr Pranjeewan RAMJUTTUN		13.07.18 ; 25.08.17 ; 22.09.17 ; 27.10.17 ; 13.12.17 ; 20.12.17 ; 09.02.18 ; 23.02.18 ; 14.03.18 ; 06.04.18 ; 23.04.18; 25.05.18 ; 22.06.18	13/13
15	Mr Vidyanand JEETOOA		13.07.18 ; 25.08.17 ; 22.09.17 ; 27.10.17 ; 13.12.17 ; 20.12.17 ; 09.02.18 ; 23.02.18 ; 14.03.18 ; 06.04.18 ; 23.04.18; 25.05.18 ; 22.06.18	13/13
16	Mr Renganaden CHENGABROYEN	Representative of retired workers (<i>formerly employed in the Port</i>)	-	-

SN	Name	Composition of the SILWF Main Committee	Meetings attended on	No. of SILWF Main Committee Meetings attended
17	Mr Nemnarain AUBEELACK	Representative of Grand Port District Council	25.08.18;20.12.18;23.02.18	3/13
18	Mr Bizall MOHES	Representative of Riviere du Rempart District Council	13.07.18 ; 25.08.17 ; 27.10.17 ; 13.12.17 ; 20.12.17 ; 09.02.18 ; 23.02.18 ; 14.03.18 ; 06.04.18 ; 25.05.18 ; 22.06.18	11/13
19	Mr Vijaye BUSAWON	Representative of Moka District Council	25.08.17 ; 22.09.17 ; 27.10.17 ; 13.12.17 ; 23.02.18 ; 23.04.18; 22.06.18	7/13
20	Mr Andre Gilbert Steeve MAGDELEINE	Representative of Black River District Council	13.07.18 ; 25.08.17 ; 27.10.17 ; 13.12.17 ; 20.12.17 ; 09.02.18 ; 23.04.18; 25.05.18 ; 22.06.18	9/13
21	Mr Shardhanand BEEHARRY	Representative of Fund's Employees (Appointed as from 18 August 2017)	22.09.17 ; 27.10.17 ; 13.12.17 ; 20.12.17 ; 09.02.18 ; 23.02.18 ; 14.03.18 ; 06.04.18 ; 23.04.18; 25.05.18 ; 22.06.18	11/13
22	Mr Sateedanand JEEWOOTH		22.09.17 ; 27.10.17 ; 13.12.17 ; 20.12.17 ; 09.02.18 ; 23.02.18 ; 14.03.18 ; 06.04.18 ; 23.04.18; 25.05.18 ; 22.06.18	11/13

2. SILWF SUB - COMMITTEES

▪ SILWF STAFF SUB – COMMITTEE

No. of SILWF Staff Sub – Committee Meetings held: 5
(23.10.17 ; 30.10.17 ; 06.11.17 ; 15.02.18 ; 09.05.18)

SN	Name	Composition of the SILWF Staff Sub-Committee	Meetings attended on	No. of SILWF Staff Sub - Committee Meetings attended
1	Ms Assa BUDDOO	Representative of Parent Minister (<i>Chairperson</i>)	23.10.17; 30.10.17; 06.11.17;15.02.18; 09.05.18	5/5
2	Mr Swaraj RAMASAWMY	Representative of the Minister to whom responsibility for the subject of co-operatives is assigned	23.10.17; 30.10.17; 06.11.17;15.02.18; 09.05.18	5/5
3	Mr Lall DEWNATH	Representative of Artisans	23.10.17; 30.10.17; 06.11.17;15.02.18; 09.05.18	5/5
4	Mr. Shardhanand BEEHARRY	Representative of Fund's Employees	23.10.17; 30.10.17; 06.11.17; 09.05.18	4/5
5	Mr. Sateedanand JEEWOOTH	Representative of Fund's Employees	23.10.17; 30.10.17; 06.11.17;15.02.18; 09.05.18	5/5

▪ **SILWF FINANCE SUB - COMMITTEE**

No. of SILWF Finance Sub – Committee Meetings held: 2
(27.11.17 ; 19.02.18)

SN	Name	Composition of the SILWF Finance Sub-Committee	Meetings attended on	No. of SILWF Finance Sub - Committee Meetings attended
1	Mrs Priyasy BHANTOOA	Representative of the Minister to whom responsibility for the subject of finance is assigned (<i>Chairperson</i>)	27.11.17 ; 19.02.18	2/2
2	Mr Swaraj RAMASAWMY	Representative of the Minister to whom responsibility for the subject of co-operatives is assigned	27.11.17 ; 19.02.18	2/2
3	Mrs Beejauntee Mala GUYA	Deputy Chairperson of SILWF Committee	27.11.17 ; 19.02.18	2/2
4	Ms Assa BUDDOO	Representative of Parent Minister	27.11.17 ; 19.02.18	2/2
5	Mr Lall DEWNATH	Representative of Artisans	27.11.17 ; 19.02.18	2/2

▪ **SILWF TENDER SUB - COMMITTEE**

No. of SILWF Tender Sub – Committee Meetings held: 2
(20.10.17 ; 12.04.18)

SN	Name	Composition of the SILWF Tender Sub-Committee	Meeting attended on	No. of SILWF Tender Sub - Committee Meeting attended
1	Mrs Mary CHING KEE YOUNG	Representative of the Minister to whom responsibility for the National Development Unit is assigned <i>(Chairperson)</i>	20.10.17; 12.04.18	2/2
2	Mrs Beejauntee Mala GUYA	Deputy Chairperson of SILWF Committee	20.10.17; 12.04.18	2/2
3	Ms Assa BUDDOO	Representative of Parent Minister	20.10.17; 12.04.18	2/2
4	Mrs Kumari CAHOOLESSUR	Representative of the Mauritius Cane Industry Authority <i>(formerly Mauritius Sugar Authority)</i>	20.10.17; 12.04.18	2/2

● **STATEMENT OF DIRECTORS' RESPONSIBILITIES**

- The Directors of the Sugar Industry Labour Welfare Fund Committee acknowledge responsibilities for :
- disclosing accounting records and maintenance of effective internal control systems;
 - the Financial Statements which fairly disclose the state of affairs of the Fund as at the end of the period ending 30 June 2018 and the results of its operation and the cash flows for that period are prepared in compliance with International Public Sector Accounting Standards (IPSAS); and
 - the adoption of appropriate accounting policies reasonably and prudently
- The Directors report that :
- adequate accounting records and an effective system of internal controls have been maintained;
 - appropriate accounting policies supported by reasonable and prudent judgement and estimates have been used consistently;
 - applicable accounting standards have been adhered to; and
 - the disclosures are consistent with the requirements of the Code of Corporate Governance of Mauritius ('Code') as applicable

The External Auditor (i.e the Director of Audit, National Audit Office) is responsible for reporting on whether the Financial Statements are fairly presented and whether the disclosures in the Corporate Governance Report are consistent with the requirements of the 'Code'.

Signed on behalf of the SILWF Committee

.....
Mr. Nazir Mohamad Ameen Junggee
Chairperson
Deputy Chairperson

.....
Mrs. Beejauntee Mala Guya

● **STATEMENT OF REMUNERATION OF COMMITTEE MEMBERS**

The remuneration of the Committee Members and Staff of the SILWF are determined by the Pay Research Bureau.

The Chairperson of the SILWF Committee is entitled to a monthly allowance of Rs 29,925. All other Committee members are paid a fee of Rs 890 per sitting.

Besides, the Chairperson of a Sub-Committee of the SILWF is paid a fee of Rs 1,120 per sitting and any other members of a Sub-Committee are paid a fee of Rs 815 per sitting.

The total remuneration paid to the Chairperson and other members of the Committee for the period 01 July 2017 to 30 June 2018 amounted to Rs 708,005

● **REMUNERATION OF KEY MANAGEMENT**

The total remuneration of the key Management team of the Fund for the period 1 July 2017 to 30 June 2018 is Rs. 4,057,262.00.

S.N.	Management Team	Post Held	With effect from	Total Amount Rs.
1.	Mr. Ram Bhungee	Deputy General Manager <i>(acting as General Manager)</i>	July 2017 to June 2018	1,322,160.00
2.	Mr. Vishwadeo Jodhoa	Commissioner, Community Development <i>(acting as Deputy General Manager)</i>	July 2017 to June 2018	985,410.00
3.	Mr. Vidyavrath Jaunkeypersad	Deputy Commissioner, Community Development	July 2017 to June 2018	705,797.00
5.	Mr. Sanjay Gaoneadry	Human Resource Management Officer <i>(acting, as Secretary)</i>	July 2017 to June 2018	670,710.00
6	Mrs Mohadeb Etwaroo Vaneena Luxmi	Assistant Finance Administrator	July 2017 to June 2018	373,185.00
TOTAL				4,057,262.00

Note : The above figures exclude payment of End of Year Bonus.

● RISK MANAGEMENT

1. Operational Risk Management:

Operational risks arise due to the execution of the functions of the organisation. These risks have to be assessed and action plans have to be made to mitigate the impact of risk. At the primary level, operational risk management deals with technical failures and human errors like:

- Mistakes in execution
- System failures
- Policy violations
- Legal infringements
- Rules breaches
- Indirect and direct additional risk taking

2. Financial Risk

Financial Risks factors comprise of Credit and Legal Risks as explained in the notes to the Financial Statements as follows :

(i)Credit Risks

The Fund's credit risks are mainly attributable to its loan refund. The Fund had put in place two major loan granting schemes. Loans are also given to employees for purchase of motor vehicles etc.

Loans granted are properly scrutinised and approved, so that the risk of default is minimised.

The loan for construction purposes is guaranteed by the inscription of a mortgage on the property concerned while the borrowers are required to contract a « Diminishing Term Assurance » to cover the loan amount.

Repayment is made thorough the 'Check Off' System and/or Standing Order with commercial banks.

At Financial Position date, the Fund did not recognise any provision for non refund of loan granted.

Since December 2008 the Housing and the Soft Loan Schemes have been kept in abeyance.

(ii)Legal Risk

Legal Risk is the risk that the Fund's activities could have unintended or unexpected legal consequences. It includes risk arising from actual or potential violations of Law or Regulations (including activity unauthorised for a Body Corporate and which may attract a civil or criminal fine or penalty).

The Fund identifies and manages legal risk through effective use of external Legal Advisers.

● **BENEFICIARIES**

- Sugar Workers and their families in line with provisions in SILWF Act (Act No. 47 of 1974) and as subsequently amended.
- Retired Sugar and Ex. Dock Workers and their families as per provisions in SILWF Act (Act No. 47 of 1974) and as subsequently amended.
- General Public.

● **PARTNERS**

- Government
- Ministries/Departments/Parastatal Bodies
- Local Authorities
- Non-Governmental Organisations, Voluntary Organisations, Community Development Associations
- Private Organisations
- The International Association for Community Development

● **CODE OF ETHICS**

- ❖ The employees of the Fund are required to fulfil their official duties and obligations with professionalism, integrity, loyalty and in transparency.
- ❖ The Fund's employees working at Head Office, in the Social Welfare Centres, Community Centres and other outstations, as appropriate, do their level best to provide quality and timely services to the members of the public.
- ❖ The Fund's employees have to deal with the members of the public and in the exercise of their duties they show their sense of diligence, objectivity, impartiality, honesty, righteousness, accountability and fairness in inference.
- ❖ Team spirit prevails among all categories of employees and there is the yearning for excellence in the delivery of services.

● **SENIOR MANAGEMENT TEAM & PROFILES**

NAME	: Mr. Ram BHUNGEE
POST	: Deputy General Manager as from April 1994 and Acting General Manager since October 2003
AGE	: 63 years
QUALIFICATIONS	: BA (Punjab University, India) & Diploma in Journalism and Professional Writing (U.K.)
DATE JOINED SERVICE	: September 1984 as Secretary

NAME	: Mr. Vishwadeo JODHOA
POST	: Commissioner, Community Development as from January 2011 and Acting Deputy General Manager as from August 2013
AGE	: 53 years
QUALIFICATIONS	: Diploma in Social Work (University of Mauritius) Bachelor of Business Administration (MANCOSA) South Africa Master in Business Administration (MANCOSA) South Africa
DATE JOINED SERVICE	: September 1989 as Trainee Community Development Officer

NAME	: Mr. Vidyavrat JAUNKEYPERSAD
POST	: Deputy Commissioner, Community Development (as from 30 September 2014)
AGE	: 59 years
QUALIFICATIONS	: Diploma in Social Work
DATE JOINED SERVICE	: June 1988 as Clerical Officer

NAME	: Mr. Sanjay GAONEADRY
POST	: Personnel Officer (<i>restyled as Human Resource Officer/ Senior Human Resource Officer</i>) as from December 2005 :Appointed as Human Resource Management Officer as from April 2014 and assigned duties of Secretary with effect from May 2014
AGE	: 50 years
QUALIFICATIONS	: BSc. (Hons.) Management with specialisation in Human Resource Management (University of Mauritius) and Master of Business Administration (University of Technology, Mauritius)
DATE JOINED SERVICE	: October 1989 as Clerical Officer

NAME	: Mrs. Vaneena Luxmi MOHADEB-ETWAROO
POST	: Assistant Finance Administrator appointed as from February 2017
AGE	: 30 years
QUALIFICATIONS	: (i) Member of the Association of Chartered & Certified Accountants (ACCA) (ii) Member of the Mauritius Institute of Professional Accountants (MIPA)
DATE JOINED SERVICE	: April 2009 as Account Officer at University of Technology, Mauritius

ADMINISTRATION

Section 5 of the SILWF Act (Act No. 47 of 1974) and as subsequently amended provides that “*there is established for the purposes of this Act a Sugar Industry Labour Welfare Fund Committee which shall be a body corporate*”.

The Fund is administered by a Committee consisting of a Chairperson, a Deputy Chairperson and 20 members all appointed by the Parent Minister. The SILWF is operating under the aegis of the Ministry of Gender Equality, Child Development and Family Welfare as from January 2016. Before that it was operating under the aegis of the Ministry of Social Security, National Solidarity and Reform Institutions.

▪ **General Manager**

In accordance of the SILWF Act (Act No. 47 of 1974) and as subsequently amended:

- *the General Manager shall be the Chief Executive Officer of the Committee.*
- *every officer and servant shall be under the administrative control of the General Manager.*

For the execution of the decisions of the SILWF Committee and for the control and management of its day to day business, the Fund has the following main Divisions:

- Secretariat
- Human Resources
- Finance
- Community Development
- Housing & Lands
- Internal Control
- Safety and Health

Major decisions taken by the SILWF Committee require, as appropriate, approval of the Parent Minister before they can be implemented.

The organizational Chart of the Fund is given at **Appendix I**.

● MAIN DIVISIONS

❖ SECRETARIAT

The Secretary is directly responsible for the general administration and acts, inter alia, as Secretary to the Board.

❖ HUMAN RESOURCES DIVISION

As at 30 June 2018, the SILWF had a staff size of 764 employees (full time: 746, part time: 18). They are posted at Head Office, Community Centres and Social Welfare Centres located throughout the island. A few of the Fund's staff has been seconded for duty to other Departments/Ministries.

The Fund is a labour intensive organization and relies highly on its motivated and committed workforce to achieve its objectives in an effective and efficient manner

Appointment of staff

For the period 01 July 2017 to 30 June 2018, one (1) post of Community Support Officer, four (4) posts of Community Support Assistant and one (1) post of Warden/Community Activities Assistant were filled through a selection exercise. Moreover, one (1) employee in the grade of Security Guard has been redeployed on 23 April 2018 from the Small and Medium Enterprises Mauritius (SME Mauritius).

Retirement

The below-named employees have retired from the services of the Fund for the period of 1 July 2017 to 30 June 2018 :

Sn	Name	Post Held	Date
1	Mr Koomarduth KASORY	Office Attendant	27.07.17
2	Mrs Dropatee DOMAN	Community Support Officer	07.08.17
3	Mr Manilall Maunick	General Worker	01.10.17
4	Mr Sutianand Goomany	Warden/Community Activities Assistant	01.11.17
5	Mr Priyaduth Sumroo	Caretaker/Gardener	28.11.17
6	Mr Rajput Raghoo	Caretaker/Gardener	14.12.17
7	Mr Jeewan Gajadar	Warden/Community Activities Assistant	01.01.18
8	Mr Mohammad Iqbal Foondun	Principal Social Welfare Officer	05.02.18
9	Mr Manfraise Ramalingum	Caretaker/Gardener	01.03.18
10	Mr Pritivinath Gulab	Warden/Community Activities Assistant	01.03.18
11	Mr Narainduth Chummun	Caretaker/Gardener	01.03.18
12	Mr Mahapragassen Mootoamin	Warden/Community Activities Assistant	01.03.18

Sn	Name	Post Held	Date
13	Mr Manoobye Narroo	Community Support Officer	19.03.18
14	Mr Deepak Benydin	Senior Community Development Officer	01.04.18
15	Mr Amarkant Domee	Caretaker/Gardener	12.04.18
16	Mr Lutchmanah Rahou Pydannah	Management Support Officer	24.04.18
17	Mr Satyawon Bhujun	Warden/Community Activities Assistant	01.06.18
18	Mr Tewanay Rambhajan	General Worker	05.06.18
19	Mr Louis Gabriel Lindsay Botte	Warden/Community Activities Assistant	01.06.18
20	Mr Lallbeeharry Daby	Head Office Attendant	09.06.18
21	Mr Dhanjay Dilchand	Warden/Community Activities Assistant	22.06.18

Demise

It is with regret to inform that the below-named employees have passed away during the period 01 July 2017 to 30 June 2018:

<u>Sn</u>	<u>Name</u>	<u>Post Held</u>	<u>Date</u>
1	Mr Narainduth Gobin	Warden/Community Activities Assistant	08.09.17
2	Mr Vijay Tookaram	Caretaker/Gardener	15.10.17
3	Mr Amarnath Jhooreea	Warden/Community Activities Assistant	25.10.17
4	Mr Premlall Lodah	Caretaker/Gardener	25.11.17

Resignation

No employee resigned from office during the period 01 July 2017 to 30 June 2018.

Leave without pay

During the period 01 July 2017 to 30 June 2018, Mrs Hansa Devi Adhin, Community Support Officer, proceeded on approved leave without pay for period 28 July 2017 to 01 October 2018.

Total number of employees on the Establishment of the Fund as at 30 June 2018 stands to:

Full Time:	746
Part Time:	18
	=====
	764
	=====

Training

During the period 01 July 2017 to 30 June 2018, our officers had the opportunity to follow training courses run by the Civil Service College, Mauritius which were directly relevant to their field of work and the costs thereof were born by the Fund as follows:

Sn	Name of Officer	Course	Duration	
1	Mrs Marie Pierrette Desirella Rama Bottine	Becoming an Effective Master of Ceremony	28 April 2017	
2	Mrs Jyoti Jagatpal	Advanced Secretarial Course	8 Months wef 11.04.18	in collaboration with Open University of Mauritius
3	Mrs Anita Puddoo	Advanced Course in Effective Office Management and Supervision Course	8 Months wef 11.04.18	
4	Mr Abdool Amine Joomun	Advanced Course in Effective Office Management and Supervision Course	8 Months wef 11.04.18	
5	Mrs Vedwantee Mathoorah	Advanced Course in Effective Office Management and Supervision Course	8 Months wef 11.04.18	
6	Mr Lutchumunduth Bhooyroo	Advanced Course in Effective Office Management and Supervision Course	8 Months wef 11.04.18	
7	Mrs Santa Bolah	Advanced Course in Effective Office Management and Supervision Course	8 Months wef 11.04.18	
8	Mrs Bhanoomatee Sannasse	Advanced Course in Effective Office Management and Supervision Course	8 Months wef 11.04.18	

In addition to the Civil Service College courses offered, some officers were selected for the Indian Technical & Economic Cooperation (ITEC) sponsored international training programme, conducted at Hyderabad, India.

1	Miss Veemi Venkamah	Empowerment of Women for Rural Development	03 July 2017 – 30 July 2017
2	Mrs Jessie Chunwan	Empowerment of Women through Entrepreneurship Development	17 July 2017 - 25 August 2017
3	Mrs Marie Pierrette Desirella Rama Bottine	Empowerment of Women through Enterprises	04 September 2017- 27 October 2017

▪ **FINANCE DIVISION**

The Finance Division is headed by Assistant Finance Administrator and is responsible, inter alia:

- (a) to keep proper accounting records which must be sufficient to disclose with reasonable accuracy, at any time, the financial position of the Fund at that time.
- (b) to enable Board Members to ensure that the Financial Statements are prepared in compliance with statutory requirements.

▪ **HOUSING & LANDS DIVISION**

The Housing & Lands Division is responsible for the implementation of policies relating to housing in general and land issues. This Division operates under the supervision of a Senior Executive Officer and assisted by an officer of the executive grade.

As at 30th June 2018, there exists loanees who are still indebted to the Fund and are refunding their loans by monthly instalments as shown in the table below;

	No. of loanees	Amount Due Rs	Remarks
4 th Housing Loan Scheme	2	22,875,95	The outstanding balance will be recuperated according to the Mortgage Deed
5 th Housing Loan Scheme	221	7,265,489.09	The Outstanding balance will be recuperated by 2029 according to Mortgage Deed

Due to unavailability of Funds, the Housing Loan Scheme has ceased since December 2008.

▪ **INTERNAL CONTROL DIVISION**

Although the posts of Senior Internal Control Officer and Internal Control Officer have not yet been filled, the Internal Control Unit is actually headed by a Senior Executive Officer who is assisted by two officers belonging to the Executive grade.

The post of Internal Control Officer will be filled very soon. However, the Internal Control Division carries out the Internal Control/audit exercises ranging from the Head Office to the 136 Community Centres which are scattered throughout the island.

Works carried out during period 01 July 2017 to 30 June 2018:

1. Auditing of cash books of all the 136 Community Centres for period 01 July 2017 to 30 June 2018
2. Daily check at cash office
3. Control over the Stores
4. Control Mechanisms over Parkings at Head office & Jemmapes Street
5. Verifying Inventories
6. Verifying Office vehicles; Odometer , petrol consumption & averages
7. Verifying Soft loans & EWF – Statements of Receipts and Payments
8. Inspections at Community Centres – Stores , Inventories, Amenities, etc
9. Verification of Housing Loans – postings & Analysis Statements
10. Checking Mortgage Protection Statements (Borrowers)
11. Verification of Individual Accounts of borrowers
12. Verifying Payment of unutilized Sick Leaves and Passage Benefits
13. Verifying Bills - Receipts & Payments
14. Verifying Books of Accounts
15. Verifying Payrolls (Salary Cards)

- **SAFETY AND HEALTH MANAGEMENT**

The Fund complies with provisions of the Occupational Safety and Health Act 2005 as amended in so far as the health, safety and welfare of its staff at work are concerned.

Works carried out by the Safety Health Officer/Senior Safety Health Officer during the period 01 July 2017 to 30 June 2018 are as follows :

1. Training of Head office staffs in event of fire breakout/ emergency evacuation.
2. Fire drill was carried out on 13.06.2018 in collaboration with Ministry of Education and Human Resources, Tertiary Education and Scientific Research, and Ministry of Gender Equality, Family Welfare and Child Development, tenants of the Fund.
3. Training sessions with staff posted at community centres.
4. Safety Audits carried out at 80 community centres.
5. Risk assessments carried out at 80 community centres.
6. Safety Audits carried out at Head office.
7. Risk Assessment carried out at Head office.
8. Safety and Health committees held on 25.07.2017, 24.10.2017 and 20.02.2018.
9. Enquiring into complaints made by staff, and report thereof submitted to Management.

- **COMMUNITY DEVELOPMENT DIVISION**

The Community Development Scheme was introduced in 1972 with the object of mobilizing local participation in the process of improving the living conditions of people residing on the peripheral regions falling outside the catchment areas of Community Centres.

Over the past years, the SILWF has played a crucial role in providing welfare programmes to the most vulnerable groups through the Community Centres. The role of the Community Development Division is paramount in mobilizing the local participation in the process of enhancing the living conditions of people at grass-roots level. Moreover, the Community Development Programmes include other aspects relating to economic empowerment, civic service, solidarity initiatives, diversity at grass-roots level, elderly care, recreational activities, sports and other welfare activities.

For the period under review, there are 136 Community Centres under the direct control of the Fund. The Community Development Division is headed by the Commissioner, Community Development.

A list of 136 Community Centres in operation is given at **Appendix II**.

Moreover, as part of our innovative strategies, various activities have been revised and reviewed to meet the changing needs and aspiration of the public at large.

VII. REPORT ON OUTCOME AND OUTPUTS

▪ **COMMUNITY DEVELOPMENT ACTIVITIES/ PROGRAMMES**

(a) Non formal Education Programmes in the Community

- Talks, Seminars, Forums, Film shows, Debates on a variety of issues, Health, Human Values, Safety, Leadership, Human Rights and others.

Objectives/Outcomes

- Achieving responsible citizenship and community.
- Consolidating Family and Community Unity and Harmony.

Output

- About 55,000 persons were sensitized.

(b) Community Prevention Programme on Substance Abuse

- Sensitization Programmes on ill-effects of alcohol, cigarettes and drugs

Objectives/Outcomes

- To achieve a drug-free, smoking-free and alcohol-free citizenship.

Output

- About 50,000 persons were sensitized.

(c) Community Civic Service Programme

- Encourage individuals to undertake voluntary work at Community Centres
- Develop a sense of civic responsibilities in society
- Initiate scoutisms and related activities with support of Boys Scouts
- Nation Building activities

Objectives / Outcomes

- Develop patriotic feelings in the community
- Achieve a true Mauritian Nation

Output

- About 9000 participants were encouraged in voluntary work.

(d) Economic Empowerment Programmes

- Training and Initiation to income - generating activities.
- Educating and Training on small scale businesses.
- Grouping in co-operatives for better results.

Objectives/Outcome

- Developing a culture of entrepreneurship.
- Encouraging self-employment.

Output

- About 1500 persons were trained and 100 trainees have started their enterprises.

(e) Food Security Programmes at Community Centres

- Campaign on “Retour à La Terre”.
- Initiation to and training in kitchen/backyard gardening.
- Training on Roof-top Cultivation.
- Provision of seeds and seedlings to individuals.

Objectives/Outcome

- Encouraging Community to produce part of their foodstuffs and become self-sufficient

Output

- About 5500 persons participated in these programmes

(f) Environmental and sustainable Development Programmes

- Educational activities on Environmental Protection and sustainable Development.
- Cleanliness Campaigns.
- Conserving and saving energy initiatives.

Objectives/Outcome

- Popularising « Maurice – Ile Durable » (MID) concept in the community.
- To attain preservation of rare species.
- To keep Mauritius clean, green and Eco friendly.
- To stop environmental diseases.

Output

- About 30,000 persons were sensitized.

(g) ICT Literacy Programmes

- Training in ICT for the community with supporting agencies.
- Provision of WIFIs at Community Centres.
- Free Internet facilities at the Community Centres.
- Setting up of Computer Clubs.

Objectives/Outcome

- To achieve an ICT literate community.
- Contribute to make Mauritius a Cyber Island.

Output

- 125 Community Centres are used as WIFI spots.

(h) Celebrating diversity at 'grass-roots' level

- Organising Cultural Programmes, inter alia, Divali, Eid, Christmas, Social Gatherings and get-together

Objectives/Outcome

- Encouraging communication and dialogue among different cultures, religions and community groups.
- Promoting Peace, Justice, Unity and Harmony within the community and nationwide.
- To create a sense of belongingness to the Mauritian Nation.
- To achieve a peaceful and harmonious unified society.

Output

- About 120,000 were involved in these activities.

(j) Recreational, Sports and Indoor and Outdoor activities for the following community target groups

- Children
- Youth
- Women
- Elderly
- Vulnerable groups including the disabled

Objectives/Outcome

- To provide leisure and recreation to inhabitants

Outcome

About 95,000 persons participated.

(k) Implementing Community Service at Community Centres (Orders of Courts of Law)

Objectives/Outcome

- To facilitate social integration of certain criminal offenders.

Output

- 120 minor offenders performed community service at Centres.

(l) Community Centres serving as Emergency Shelters in case of natural calamities, sea- swells, torrential rainfall, floods and Cyclones.

Objectives/Outcome

- Provide temporary refuge to victims.

▪ **USE OF COMMUNITY CENTRES**

The Community Centres are also used by individuals, NGOs, Socio-Cultural Organisations, Trade-Unions, Private Sector and various Ministries and Departments for meetings, trainings, seminars, activities, gatherings and celebrations. So far a nominal fee from individuals and certain organizations for private functions is being charged.

They are also utilized to provide infrastructural facilities with basic logistics for the above purposes.

▪ **RENTING OF AMENITIES**

Amenities such as chairs and tarpaulins are available at each Centre and are rented on a ‘first come first served’ basis.

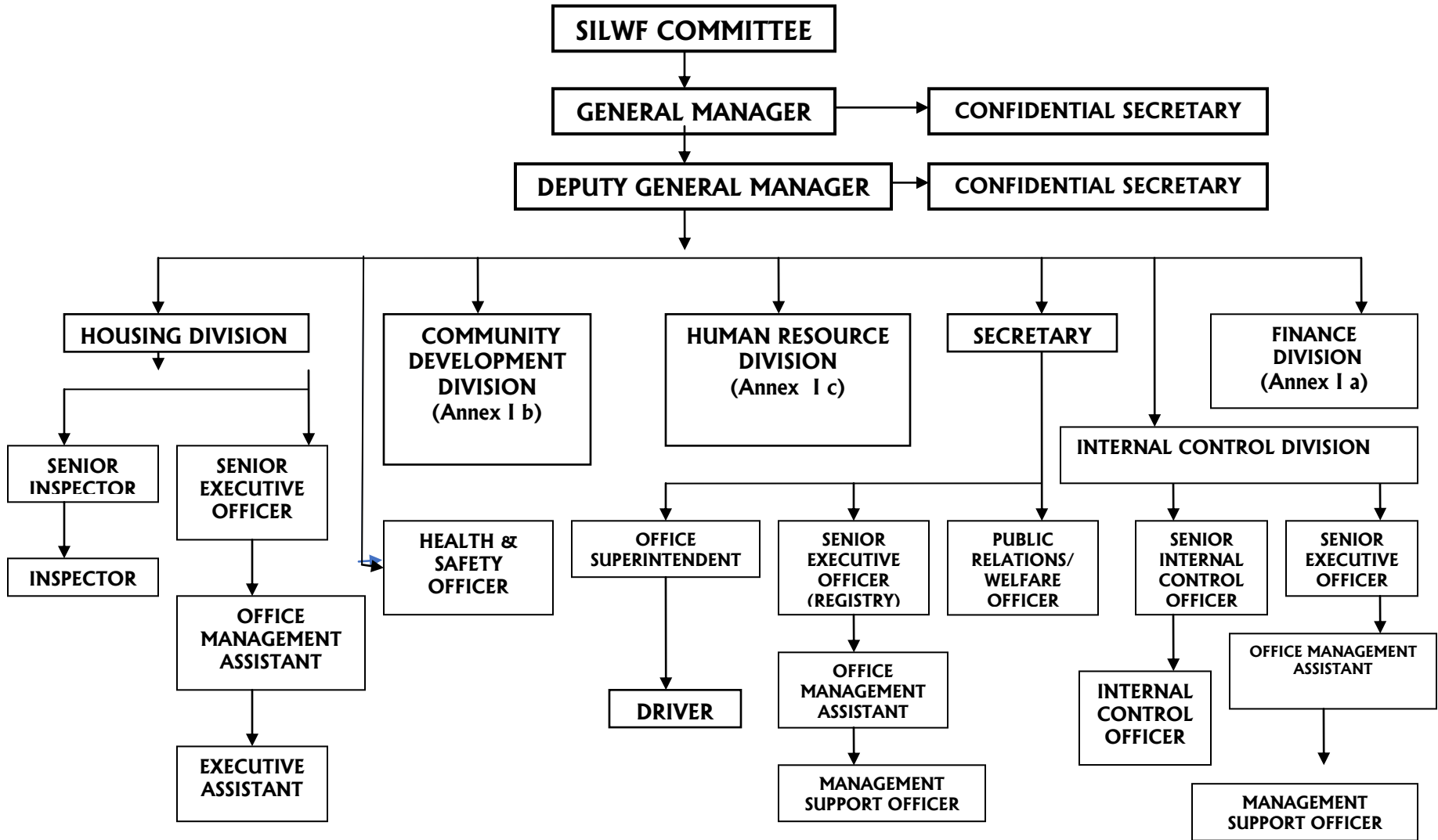
At certain Community Centres, tubular frames (1200 sq ft) for erection of tents are also available for renting.

Besides, 50 chairs, two tarpaulins and 600 sq ft of tubular frames (where available) are provided for mortality free of charge.

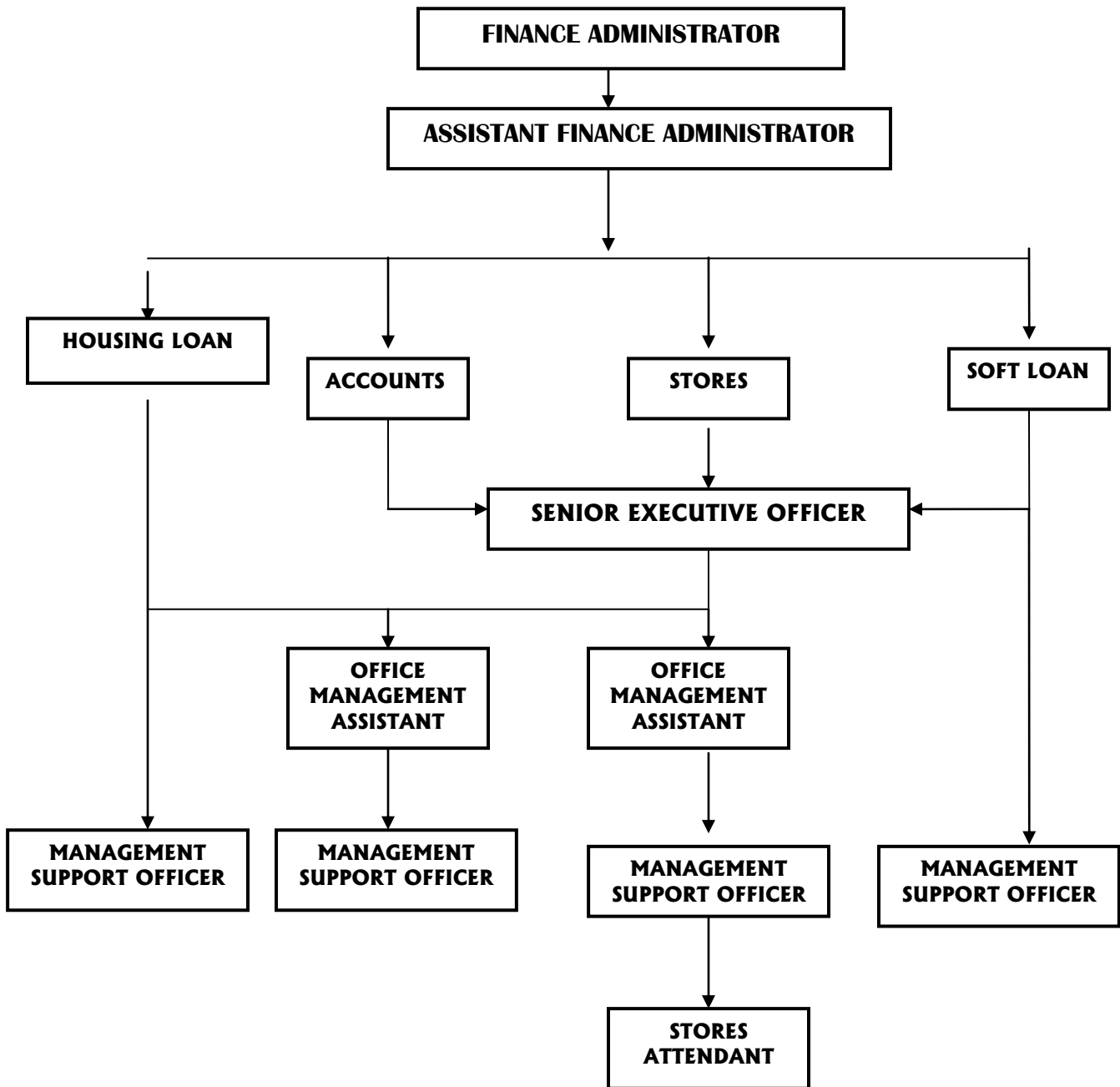
.....
Mr. Nazir Mohamad Ameen JUNGEE
Mala GUYA
Chairperson
Deputy Chairperson

.....
Mrs. Beejauntee

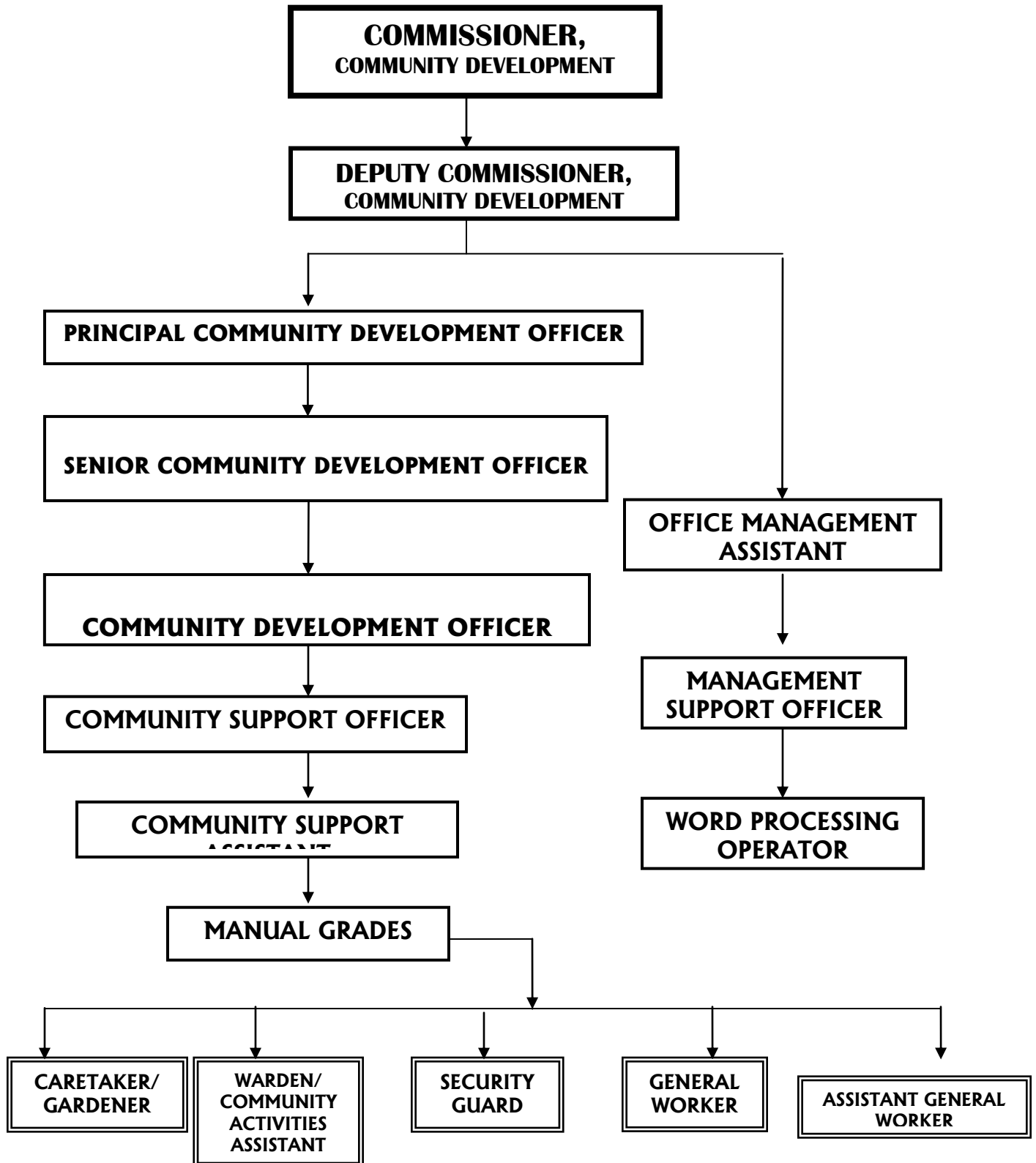
**ORGANIGRAM OF THE FUND
APPENDIX I**



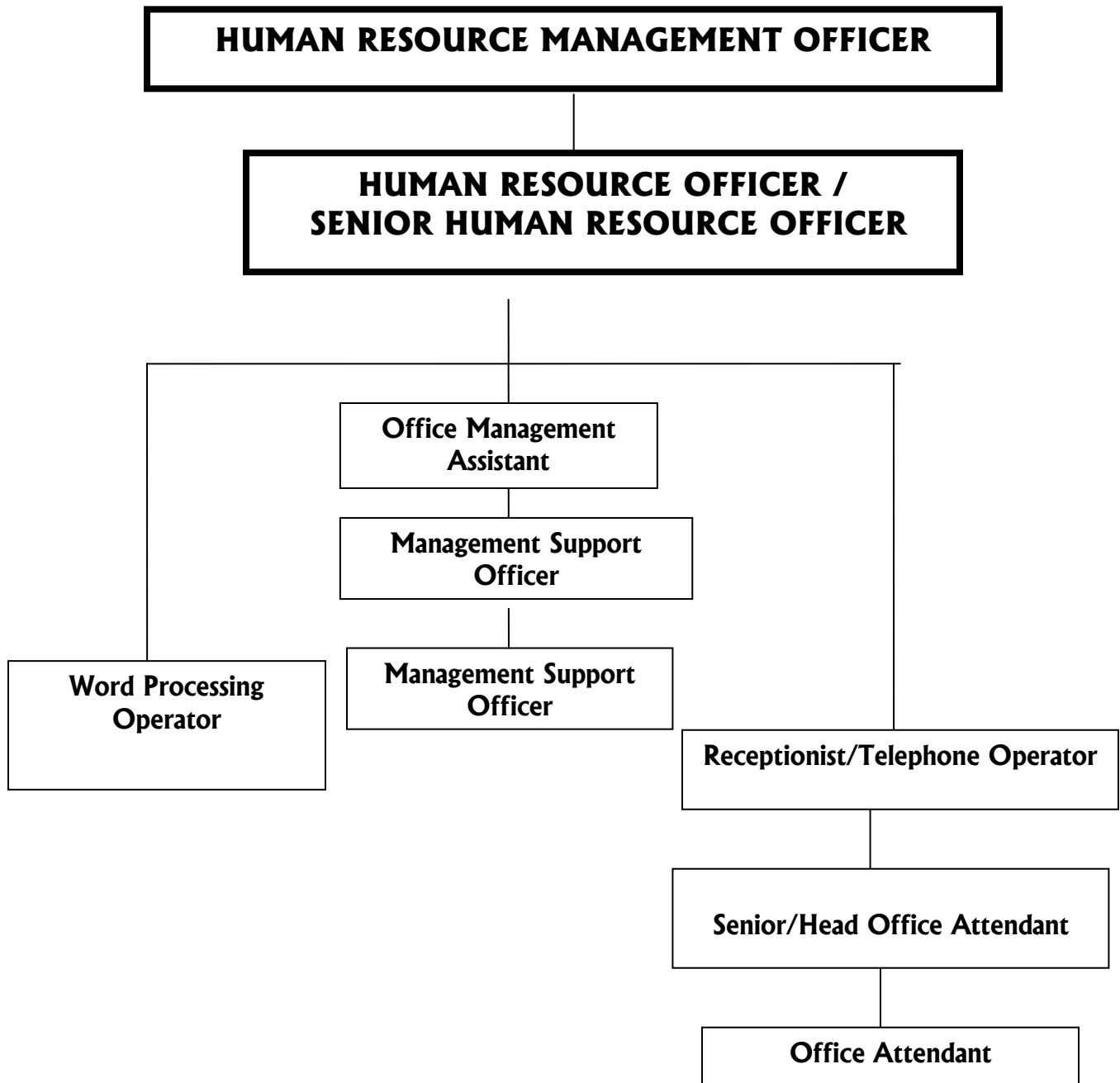
THE FINANCE DIVISION



COMMUNITY DEVELOPMENT DIVISION



HUMAN RESOURCE DIVISION



FUND'S OTHER EMPLOYEES WORKING UNDER THE ADMINISTRATIVE CONTROL OF THE SOCIAL WELFARE DIVISION

In addition, the Fund has the following grades on its Establishment but incumbents of these grades work under the administrative control of the Social Welfare Division as follows :

- Supervisor, Dressmaking and Related Craft
- Senior Dressmaking and Related Craft Teacher
- Dressmaking and Related Craft Teacher
- Craft Instructor
- Library Assistant

There are also Fund's Staff belonging to the grade of Community Support Officer, Community Support Assistant, Caretaker/Gardener, Warden/Community Activities Assistant, Security Guard and General Worker who are seconded for duty to work at the Social Welfare Centres, as appropriate.

PART TIME WORKERS AT SOCIAL WELFARE/ COMMUNITY CENTRES

- T.V Operator (2)
- Part time Caretaker/Part time Warden (1)
- Warden (4)
- General Worker (7)
- Assistant General Worker (4)

APPENDIX II

LIST OF COMMUNITY CENTRES IN OPERATION

SN	Community Centre	Tel. No.
1.	16eme Mille (*)	6645166
2.	Albion (*)	2384347
3.	Allée Brillant	2911165
4.	Amitié (*)	4128599
5.	Argy (*)	4130414
6.	Baie du Cap (*)	6228273
7.	Baie du Tombeau (*)	2471322
8.	Balisson	6270250
9.	Barlow (*)	4128598
10.	Batimaraïs (*)	6262892
11.	Batterie Cassée	2402998
12.	Beau Séjour (*)	4640983
13.	Beau Vallon (*)	6315500
14.	Beaux Songes (*)	2902577
15.	Belle Mare (*)	4151044
16.	Belle Rive	4191894
17.	Belle Rose Clemencia	4197726
18.	Bois D'Oiseaux	4181494
19.	Bois Marchand (*)	2488978
20.	Bois Pignolet (*)	2480012
21.	Bon Accueil	4185450
22.	Bonne Mère (*)	4130319
23.	Bonne Veine	4356389
24.	Britannia (*)	6262946

25.	Camp Caval	6709802
26.	Camp Chapelon (*)	2087596
27.	Camp Charlot	6226761
28.	Camp de Masque	4165315
29.	Camp Diable (*)	6262046
30.	Camp Yoloff (*)	2419678
31.	Canot (*)	2384936
32.	Carreau Esnouf (*)	6375991
33.	Chamouny (*)	2926874
34.	Cinq Arpents (*)	2909732
35.	Circonstance	4335897
36.	Cité Coeur Immaculée de Marie (CCIM)	4128838
37.	Cité Gabriel Martial (*)	2165108
38.	Cité Joachim	-
39.	Cité La Cure	2413925
40.	Clavet	4373019
41.	Cluny (*)	2909599
42.	Colonel Maingard (*)	4676609
43.	Coromandel (*)	2331559
44.	Cote D'Or	-
45.	Dubreuil (*)	6655308
46.	Eau Coulée	6973579
47.	Ernest Florent	4196733
48.	Ferney (*)	6318699

49.	Flic en Flac (*)	4538508
50.	Glen Park	6841149
51.	Gokhoola	2648260
52.	Grand Gaube (*)	2882438
53.	Grande Retraite	4182159
54.	Gris Gris (*)	6256808
55.	GRNW (*)	2101682
56.	Gros Cailloux (*)	2385650
57.	GRSE (*)	4176474
58.	Henrietta (*)	2921551
59.	Hermitage (*)	2909733
60.	Highlands	2909731
61.	Hollyrood (*)	2909730
62.	Ilot	2431318
63.	Isidore Rose	4133752
64.	Khoyratty (*)	2482551
65.	La Brasserie (*)	6750640
66.	La Caverne (*)	2907008
67.	La Gaulette (*)	4515407
68.	La Lucie Roy	9104459
69.	La Marie (*)	2901348
70.	La Mairée	-
71.	La Nourrice (Olivia)	4198129
72.	La Paix Piton	2645111
73.	La Source (*)	4253193
74.	Lapeyrousse (*)	2922859
75.	Le Morne (*)	4515423
76.	Les Mariannes	2452200
77.	Lesur	4373791
78.	Mapou (*)	2666480

79.	Mare D'Australia	4185412
80.	Medine Camp de Masque	-
81.	Mont Ida	4169207
82.	Morcellement St. Andre	2614892
83.	Nehru Road (*)	4244325
84.	Notre Dame	2450153
85.	Nouvelle France (*)	6779007
86.	Olivia	4191668
87.	Palmar	4152756
88.	Panchavati	4125750
89.	Paul Toureau	2419635
90.	Petit Bois	4198997
91.	Petite Retraite	4181306
92.	Phoolyar	4128653
93.	Plaine des Roches (*)	4128595
94.	Plaisance	6374051
95.	Plein Bois	6368415
96.	Pont Blanc	4134579
97.	Pont Lardier	4193780
98.	Pont Praslin	4182264
99.	Poste de Flacq	4139714
100.	Poudre D'Or Village (*)	2820571
101.	Providence (*)	4355481
102.	Pte aux Sables (*)	2346016
103.	Pointe des Lascars (*)	4128796
104.	Quatre Soeurs (*)	4175400
105.	Queen Victoria (*)	4135028
106.	Residence Barkly (*)	4646405
107.	Residence L'Oiseau (*)	2907099
108.	Residence Richelieu (*)	2336684

109.	Residence Vallijee (*)	2111664
110.	Reunion (*)	6863041
111.	Riambel (*)	6256692
112.	Riche Mare	4137303
113.	Riche Terre	2492103
114.	Rivière des Anguilles (*)	2920735
115.	Rivière des Galets (*)	6227057
116.	Rivière du Poste (*)	6175240
117.	Robinson (*)	6745412
118.	Roche Terre (*)	2888626
119.	Roches Noires (*)	4115363
120.	Ruisseau Rose	2453438
121.	Sebastopol	4372982
122.	Shree Nagar (Sottise) (*)	2635092

123.	St. Aubin (*)	6261490
124.	St. Hillaire (*)	6335325
125.	St. Malo	2473157
126.	Telfair	4332017
127.	Terre Rouge	2481938
128.	Trefles CC	4673967
129.	Très Bon	9503677
130.	Triangle (*)	2838631
131.	Trianon (*)	6971692
132.	Trois Boutiques (*)	6373690
133.	Trou aux Biches (*)	2655685
134.	Trou D'Eau Douce (*)	4802231
135.	Vallée des Prêtres	2166156
136.	Vallée Pitot	2426466

Note : (*) The Community Centres are also used as Emergency Shelters.

