



Annual Report for Financial Year 2024-2025

Local Government Service Commission

"Promoting Excellence in Local Government Service"





INTRODUCTION

This Annual Report of the Local Government Service Commission (LGSC) has been prepared in compliance with Section 4B of the Finance and Audit Act and in accordance with the guidelines issued by the Ministry of Finance, (MOF). It provides a comprehensive account of the activities, achievements, and performance of the Commission for the Financial Year 2024–2025.

The Report is intended to inform all stakeholders, including Government institutions, Local Authorities, employees, and the public at large, of the measures undertaken by the LGSC in fulfilling its statutory mandate. It highlights the initiatives implemented, the challenges encountered, and the progress achieved in relation to recruitment, appointment, promotion, and human resource management within the Local Government Service.

In the pursuit of its objectives, the LGSC continues to uphold the principles of transparency, fairness, and accountability. The Commission also remains dedicated to adopting innovative practices and modern management approaches with a view to strengthening institutional performance. Through the continuous improvement of systems and processes, the LGSC strives to enhance efficiency, ensure timely service delivery, and contribute to the effective functioning of Local Authorities.

STRUCTURE OF THE REPORT

- **Part I**

Part I outlines the vision, mission and objectives of the Local Government Service Commission (LGSC), its roles and functions as well as its organisational structure together with a Gender Statement.

- **Part II**

Part II describes the major achievements and challenges of the LGSC and the status on the implementation of budgetary measures during the past financial year.

- **Part III**

Part III summarizes the financial performance of the LGSC in terms of expenditure under the different Headings/Sub Headings.

- **Part IV**

Part IV analyses the trend and challenges facing the recruitment sector and defines the strategic directions of the LGSC over the next three years.

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ACRONYMS

District Council of Moka	-	DCM
District Council of Black River	-	DCBR
District Council of Pamplemousses	-	DCP
District Council of Riviere du Rempart	-	DCRR
District Council of Savanne	-	DCS
District Council of Grand Port	-	DCGP
District Council of Flacq	-	DCF
Electronic Document Management System	-	EDMS
Financial Year	-	FY
Local Authority	-	LA
Local Government Service	-	LGS
Local Government Service Commission	-	LGSC
Municipal City Council of Port Louis	-	MCCPL
Municipal Town Council of Quatre Bornes	-	MCQB
Municipal Town Council of Curepipe	-	MCC
Municipal Town Council of Vacoas -Phoenix	-	MCVP
Municipal Town Council of Beau Bassin/ Rose Hill	-	MCBR
Public Bodies Appeal Tribunal		PBAT
Treasury Accounting System	-	TAS

STATEMENT OF THE CHAIRPERSON

It gives me great pleasure to be part of the team presenting the Annual Report of the Local Government Service Commission (LGSC) for the Financial Year 2024-2025. As Chairperson since the end of March 2025, I have had to take over the challenge of steering the institution, ably supported by four dedicated Members, in order to fulfill the powers devolved upon us by law.

The year under review marks a significant milestone in the Commission's continuous journey towards institutional rehabilitation, consolidation and operational excellence. As such, the way has been paved to enable the Commission to achieve its mandate of ensuring that Local Authorities are equipped with qualified, competent, and motivated human resources.

The Commission has also consistently addressed its other fundamental role of maintaining discipline consistently in the Local Government Service as this remains key to effective delivery of public services. Local Government Officers are surely aware that they are employed to serve the public at grassroots level. The Commission will continue to enforce discipline.

On the other hand, the collective dedication and professionalism of the Secretariat staff in achieving the objectives set and to assist the Commission in its duties are commendable. On that score, I would like to express the appreciation of the Members and myself to the unwavering support of the staff of the Commission.

I also wish, in particular, to acknowledge the exemplary leadership and steadfast support of the Secretary, LGSC. His commitment, guidance, and administrative acumen have been central to the effective coordination and execution of the Commission's programmes and activities.

With continued collaboration, dedication, and public trust, the LGSC will remain committed to achieving a professional, responsive, and performance-driven local government service - one that effectively contributes to national development and the well-being of all citizens.

Dr. Sahid MAUDARBOCUS

Chairperson

Local Government Service Commission

STATEMENT OF THE SECRETARY

It is with immense pride and a deep sense of responsibility that I present the Annual Report of the Local Government Service Commission (LGSC) for the Financial Year 2024-2025. This report reflects our unwavering commitment to promoting excellence in Local Government Service and our continued pursuit of good governance, operational efficiency, and a more responsive, people-centered public service.

As highlighted in previous reports, the LGSC embarked on a major digital transformation with the implementation of the Electronic Document Management System (eDMS) in the last quarter of 2023. During the year under review, the system was successfully deployed and has since become an integral part of our daily operations. The eDMS has greatly enhanced efficiency, accountability, and service delivery, marking a significant milestone in our journey towards modern governance.

In the same spirit of reform, the Commission worked in close collaboration with the Ministry of Information Technology, Communication and Innovation for the introduction of an e-Recruitment System. The procurement process reached its final stage during the year and as such paving the way for a more transparent and streamlined recruitment framework in the near future.

While the year brought notable progress, it also presented institutional challenges. The Commission undertook an exceptional large-scale recruitment exercise. More than 150 posts were advertised, attracting over 20,000 applicants. This indeed is a clear reflection of the trust placed in the Commission's processes. The processing of these application forms has already started.

It is hoped that with the adoption of the e-Recruitment System, the analysis of applications will be more efficient and rapid.

I wish to express my sincere appreciation to all staff members of the LGSC for their unwavering dedication and professionalism, often going beyond the call of duty to meet the operational goals.

My heartfelt thanks also go to our stakeholders for their continued cooperation and support. The staff members of the Commission join me to put on record the valuable guidance and consistent encouragement of the Chairperson and Members of the Commission in the running of the affairs of the LGSC.

A. K. K. Roy JAUNKY

Secretary

Local Government Service Commission

PART I

ABOUT THE

LOCAL GOVERNMENT SERVICE COMMISSION



ROLES AND FUNCTIONS OF THE LGSC

The Local Government Service Commission (LGSC) is a body corporate established under the Local Government Service Commission Act of 1975 and became operational on 18 August 1983. As an independent institution, the Commission enjoys financial autonomy, with its expenditures being charged to the Consolidated Fund, thereby safeguarding its impartiality in the discharge of its statutory responsibilities.

In line with Section 4 of the LGSC Act, the Commission is vested with the exclusive authority to manage human resource matters within the local government service. Its primary functions include the recruitment and appointment of officers, the exercise of disciplinary control, the approval of retirements, and, where necessary, the removal of officers from service. These functions are exercised in accordance with the provisions of both the LGSC Act and the Local Government Regulations to ensure fairness, transparency, and accountability across the local government workforce.

Beyond these statutory functions, the LGSC also plays a pivotal role in modernizing human resource management practices within Local Authorities. The Commission actively promotes merit-based recruitment, continuous capacity building, and the adoption of best practices in public service management. It also works in close collaboration with key stakeholders, including the Ministry of Local Government and other oversight bodies, to strengthen governance, enhance service delivery, and support the professional development of officers.

Through its oversight and regulatory role, the LGSC ensures that Local Authorities are equipped with a skilled, disciplined, and motivated workforce, thereby contributing to the effective functioning of local democracy and the delivery of quality services to citizens.



VISION, MISSION AND OBJECTIVES

VISION



- To be recognised as an organisation aiming at establishing excellence in all matters relating to Human Resource Management and Human Resource Development in the Local Government Service.

MISSION



- To provide qualified and suitable human resources to Local Authorities in a timely manner.

OBJECTIVES



- To review the Local Government Service Commission Act and Local Government Service Commission Regulations.
- To modernise our services through digital transformation and reengineering of systems and processes, to avoid bureaucratic delays and improve processing time for applications.
- To develop more effective modes of selection and recruitment exercises.

FIGURE 1: VISION, MISSION AND OBJECTIVES OF THE LGSC



OUR CORE VALUES

The Local Government Service Commission (LGSC) is guided by a set of core values that shape its operations and decision-making processes. Honesty and integrity form the foundation of the Commission's commitment to transparency, fairness, and accountability in all its undertakings. The LGSC upholds strict confidentiality in handling sensitive matters, ensuring trust and respect among all stakeholders.

As an independent and impartial body, the Commission exercises its functions free from external influence, while maintaining the highest standards of professionalism in the delivery of its mandate. In addition, the LGSC recognises the importance of environmental sustainability and is dedicated to adopting eco-friendly practices in its operations, thereby contributing to the broader goal of sustainable development.

Together, these core values underpin the LGSC's efforts to promote excellence, integrity, and responsible governance in the Local Government Service.



FIGURE 2: CORE VALUES OF THE LGSC



ABOUT OUR PEOPLE

According to Section 5 of the Local Government Service Commission Act 1975, the Commission shall consist of a Chairperson and 4 other members appointed by the President.

COMPOSITION OF THE COMMISSION

The Commission was re-constituted on 28 March 2025 and comprises the following:

CHAIRPERSON	Dr. Sahid MAUDARBOCUS
MEMBER	Mr. Soobir Sen SEWNATH
MEMBER	Mr. Vijaye HAULDER
MEMBER	Ms. Woomadevi COOTTHEN IYEMPERMAL
MEMBER	Mr. Umeshlall BASANT RAI

SENIOR MANAGEMENT TEAM

The composition of the Senior Management team during the Financial Year 2024-2025.

Secretary, Local Government Service Commission	Mr JAUNKY A.K.K. Roy
Deputy Permanent Secretary	VACANT
Assistant Permanent Secretary	Mrs PUTTUR-BHURTUN Sooman <i>(As from 03 February 2025)</i>
Manager, Human Resources	Mr JHUGROO Ellanand
Analyst/Senior Analyst	Miss HURCHURN Trishtee Devi
Assistant Manager, Human Resources	Mrs GOPAUL Bhagwantee
Assistant Manager, Human Resources	Mrs TEEPSOO Shakuntala <i>(As from 13 June 2025)</i>
Assistant Manager, Human Resources	Ms GOPAUL Moksda
Assistant Manager, Human Resources	Mrs RAMTOHUL-LOCHUN Oomawtee <i>(As from 12 May 2025)</i>
Ag. Assistant Manager, Financial Operations	Mrs RAMNAUTH Shimmi Narvada <i>(As from 03 March 2025)</i>

TABLE 1: Senior Management Team

The officers can be contacted on:

PABX No: 674 1712

Email: lgsc@govmu.org



OUR WORKFORCE

The Secretary serves as the Responsible Supervising and Accounting Officer of the Local Government Service Commission (LGSC). In the discharge of his duties, he is supported by an Assistant Permanent Secretary, a Manager (Human Resources), four Assistant Managers (Human Resources), an Acting Assistant Manager (Financial Operations), as well as officers from the Human Resources, Procurement and Supply, Financial Operations, Information Technology, and General Services cadres.

The Secretary is entrusted with the overall administration and supervision of the Commission, ensuring the effective coordination of its activities and the smooth implementation of its mandate. As the Accounting Officer, he also bears responsibility for the sound management of public funds and the proper execution of Government policies and programmes under the purview of the Commission.

The staff number stood at 65 during the period under review.

The Human Resources and its gender distribution is as follows:

<u>Designation</u>	<u>No of Male</u>	<u>No of Female</u>	<u>Total</u>
Secretary	1	0	1
Deputy Permanent Secretary	0	0	0
Assistant Permanent Secretary	0	1	1
Manager, Human Resources	1	0	1
Ag. Assistant Manager, Financial Operations	0	1	1
Analyst/Senior Analyst	0	1	1
Assistant Manager, Human Resources	0	4	4
Assistant Systems Analyst/ Senior Assistant Systems Analyst	0	1	1
Office Management Executive	0	2	2
Senior Human Resource Executive	0	1	1
Human Resource Executive	1	3	4

<u>Designation</u>	<u>No of Male</u>	<u>No of Female</u>	<u>Total</u>
Financial Operations Officer/ Senior Financial Operations Officer	0	1	1
Office Management Assistant	1	8	9
Confidential Secretary	0	1	1
Computer Support Officer/ Senior Computer Support Officer	0	1	1
Office Supervisor	0	1	1
Assistant Procurement and Supply Officer	0	1	1
Management Support Officer	0	21	21
Word Processing Operator	0	3	3
Receptionist/ Telephone Operator	0	1	1
Head Office Auxiliary	1	0	1
Driver	1	0	1
Office Auxiliary/Senior Office Auxiliary	2	2	4
Surveillant	1	0	1
Gardener/ Nursery Attendant	1	0	1
Handy Worker	0	1	1
TOTAL	10	55	65

TABLE 2: Gender Distribution of staff at the LGSC as at 30 June 2025

The Organizational Chart of the LGSC is as follows:

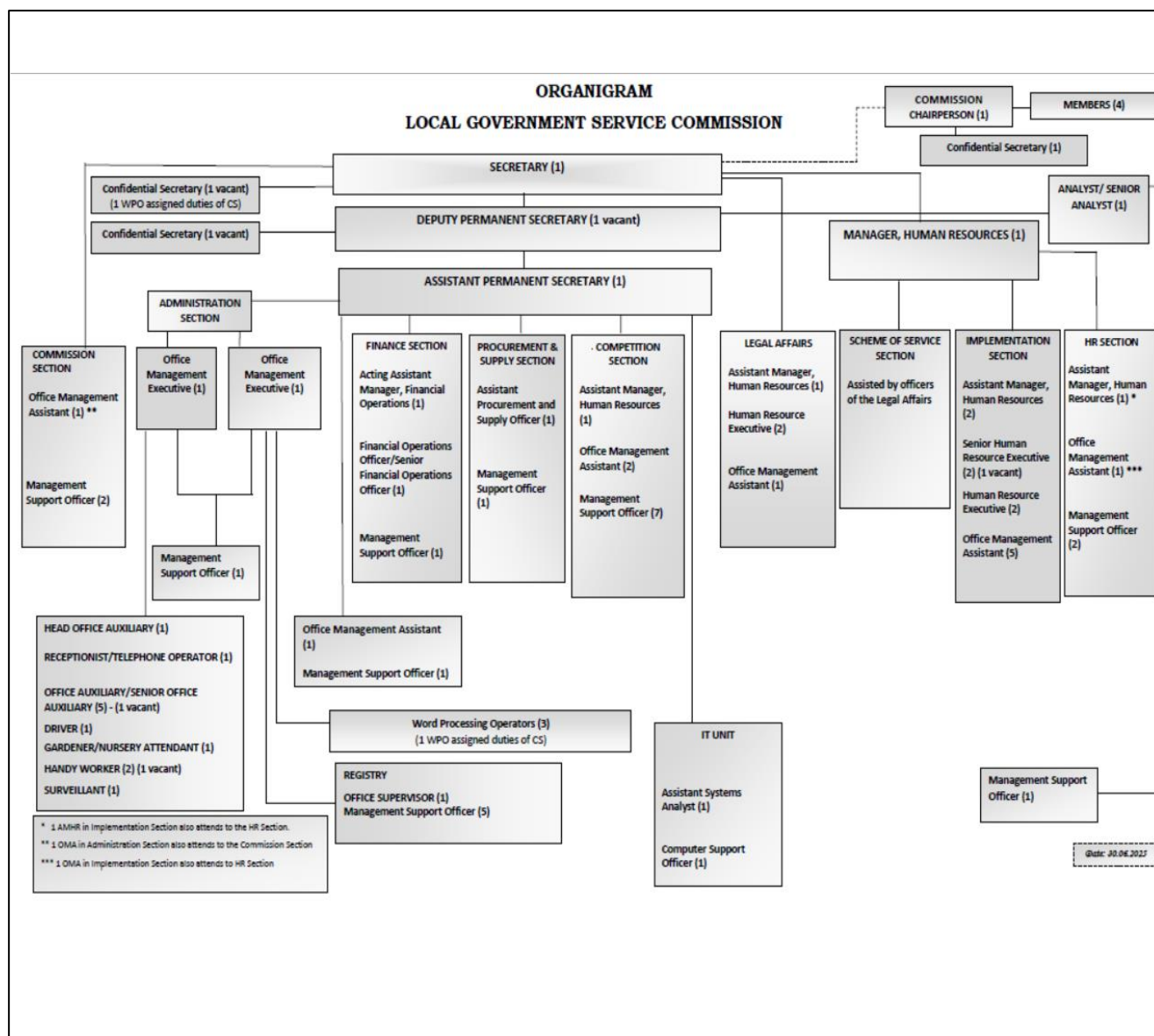


FIGURE 3: ORGANIZATIONAL CHART OF THE LGSC



GENDER POLICY STATEMENT

With regard to gender distribution at the Office of the Commission, out of 65 officers in post at the end of the Financial Year 2024-2025, there were 10 male officers, representing 15.38% and 55 female officers, representing 84.62% of the personnel as depicted in the chart below.

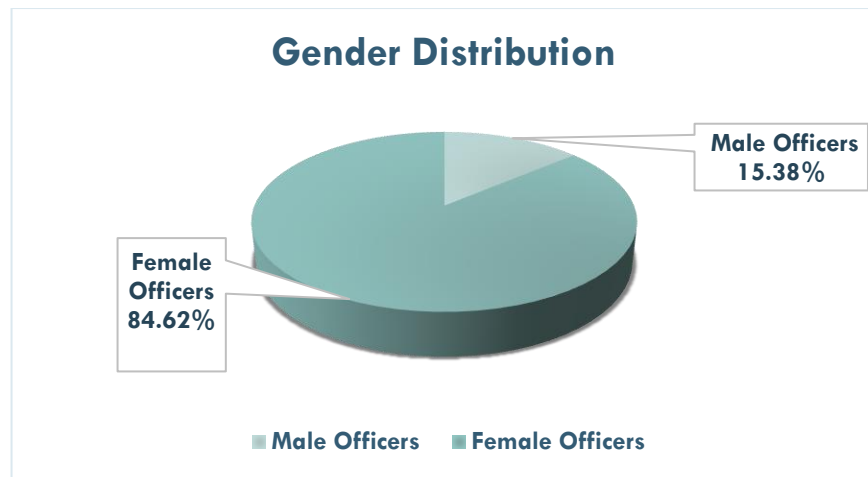


FIGURE 4: GENDER DISTRIBUTION



OUR STAKEHOLDERS

In the delivery of its services, the Commission is called upon to collaborate with many stakeholders. The main ones are the following:

A. MINISTRIES/DEPARTMENTS

Ministries/Departments - Prime Minister's Office - Attorney General's Office - Public Bodies Appeal Tribunal - Ministry of Finance - Ministry of Local Government - Ministry of Public Service and Administrative Reforms - Ministry of Labour and Industrial Relations - All other Ministries/Departments, as and when required

FIGURE 5: MINISTRIES AND DEPARTMENTS

B. LOCAL AUTHORITIES

Municipal Councils	District Councils
• Municipal City Council of Port Louis (MCCPL) • Municipal Town Council of Quatre Bornes (MCQB) • Municipal Town Council of Curepipe (MCC) • Municipal Town Council of Vacoas-Phoenix (MCVP) • Municipal Town Council of Beau Bassin/Rose Hill (MCBR)	• District Council of Moka (DCM) • District Council of Black River (DCBR) • District Council of Pamplemousses (DCP) • District Council of Riviere du Rempart (DCRR) • District Council of Savanne (DCS) • District Council of Grand Port (DCGP) • District Council of Flacq (DCF)

FIGURE 6: LOCAL AUTHORITIES



OUR POLICIES

The Local Government Service Commission (LGSC) is committed to fostering a safe, fair, and transparent workplace through the adoption of key policies and guiding principles. These include:

- a) a Health and Safety Policy to safeguard the well-being of employees;
- b) an Equal Opportunity Policy to promote fairness, inclusiveness, and non-discrimination at work;
- c) a Risk Management Policy is in place to anticipate and mitigate potential challenges; and
- d) a No-Gift Policy reinforces the Commission's stance on impartiality and integrity.

The LGSC also upholds a Code of Conduct and a robust Anti-Corruption Policy to ensure accountability and ethical behaviour across all levels. In addition, the Commission embraces an Energy Saving Policy, demonstrating its commitment to environmental sustainability and responsible use of resources. Together, these policies reflect the LGSC's dedication to high standards of governance, professionalism, and service delivery in the Local Government Service.

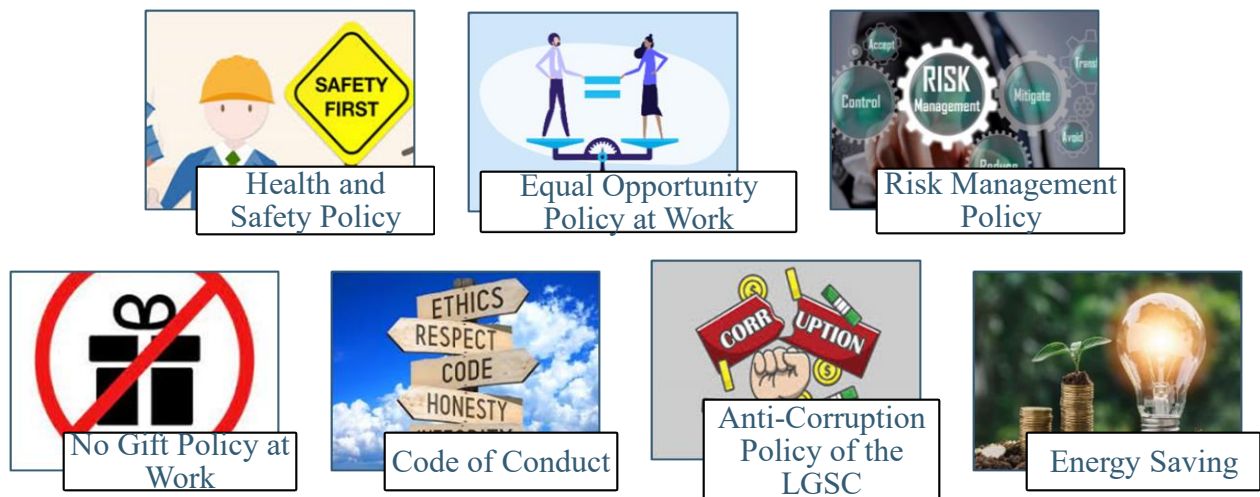


FIGURE 7: POLICIES OF THE LGSC

PART II

ACHIEVEMENTS

MAJOR ACHIEVEMENTS FOR FINANCIAL YEAR 2024-2025

Section 4 of the Local Government Service Commission Act relating to Powers of the Commission stipulates that:

- (1) Subject to the other provisions of this section and to the Local Government Act 1989, the power-
- (a) of appointment;
 - (b) to exercise disciplinary control over local government officers;
 - (c) to remove from office or approve the retirement of local government officers;
 - (d) to select candidates from among local government officers for the award of scholarships or other similar privileges, shall vest exclusively in the Commission.

The recruitment and filling of posts therefore constitute the major functions of the LGSC.

In this respect:

- 717 recommendations were processed by the Commission for decision and information; and
- 156 posts were advertised: 45 posts were open to the general public, 110 to serving employees and one (1) post was open to both the general public and employees of the Local Government Service (LGS).

No. of Posts advertised to	FY 2023-2024	FY 2024-2025
General Public	51	45
Local Authority Employees	49	80
Local Government Service Employees	21	30
Both General Public and LGS Employees	1	1
TOTAL	122	156

TABLE 3: Number of Posts Advertised to General Public, Local Authority Employees & LGS Employees

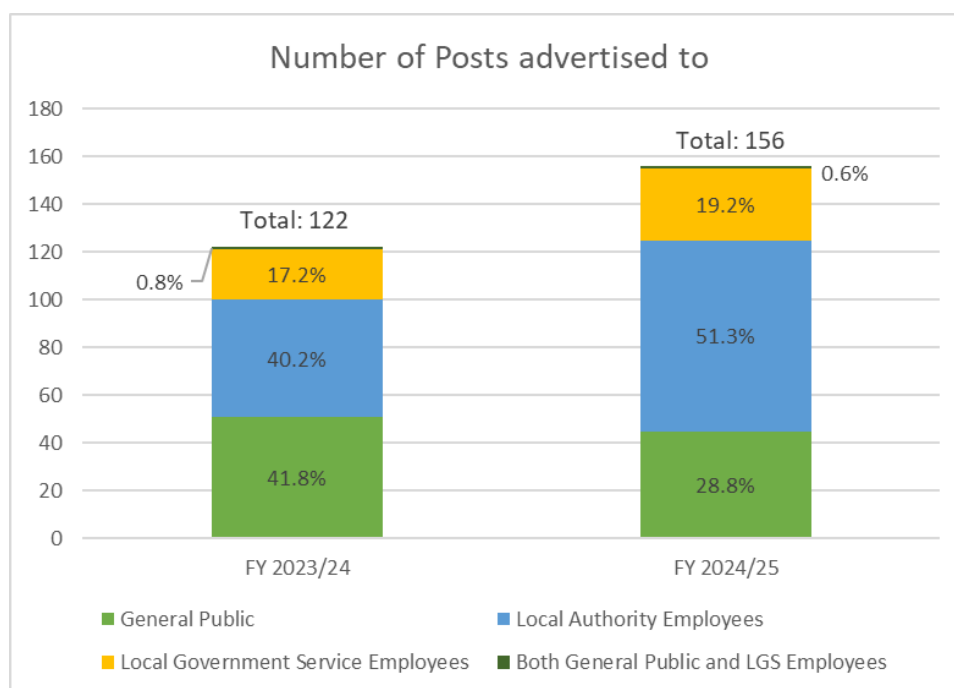


FIGURE 8: PERCENTAGE OF POSTS ADVERTISED TO THE GENERAL PUBLIC & SERVING EMPLOYEES

- The number of posts advertised per Local Authority (LA) for the Financial Year 2024-2025 was as follows:

Local Authority	General Public	Local Authority Employees (specific to one LA)	Local Government Service Employees (open to all LAs)	Both General Public and Local Government Service Employees	Total
DCBR	2	5	0	0	7
DCF	7	8	0	0	15
DCGP	7	8	2	0	17
DCM	2	3	0	0	5
DCP	1	10	4	0	15
DCRR	3	6	1	0	10
DCS	2	5	1	0	8
LGS	10	0	18	1	29
MCBR	1	5	2	0	8
MCC	2	11	1	0	14
MCPL	3	6	0	0	9
MCQB	1	7	0	0	8
MCVP	4	6	1	0	11
Grand Total	45	80	30	1	156

TABLE 4: Number of Posts Advertised per Local Authority for FY 2024-2025

- The number of posts advertised by grade per Local Authority for the Financial Year 2024-2025 was as follows:

Local Authority	General Grade	Technical Grade	Workmen's Grade	Total
DCBR	0	0	7	7
DCF	0	0	15	15
DCGP	0	0	17	17
DCM	0	0	5	5
DCP	0	0	15	15
DCRR	0	0	10	10
DCS	0	0	8	8
LGS	11	7	11	29
MCBR	1	1	6	8
MCC	0	1	13	14
MCPL	0	1	8	9
MCQB	0	0	8	8
MCVP	0	1	10	11
Grand Total	12	11	133	156

TABLE 5: Number of Posts Advertised by Grade per Local Authority for FY 2024-2025

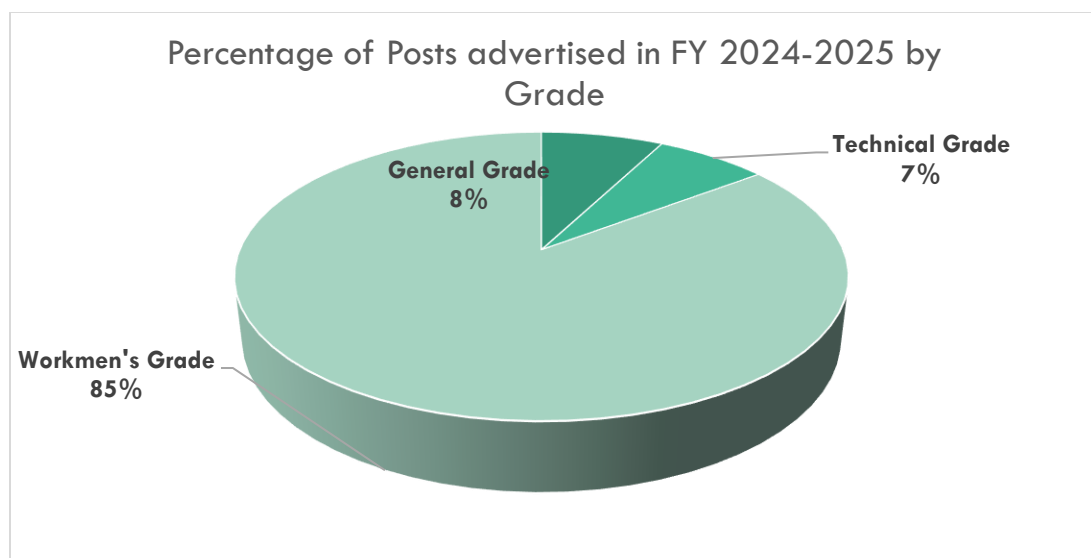


FIGURE 9: PERCENTAGE OF POSTS ADVERTISED BY GRADE TO THE GENERAL PUBLIC & SERVING EMPLOYEES

- The number applications received for advertisements published during the Financial Year 2024-2025 was as follows:

	FY 2023-2024	FY 2024-2025
Total no. of applications received for advertisements published during the Financial Year	12,317	20,370

TABLE 6: No. of applications received for advertisements published during the FY 2023-2024 vs FY 2024-2025

- 20, 370 application forms were received for the advertisements published during the Financial Year 2024-2025 as compared to 12,317 in the Financial Year 2023-2024.

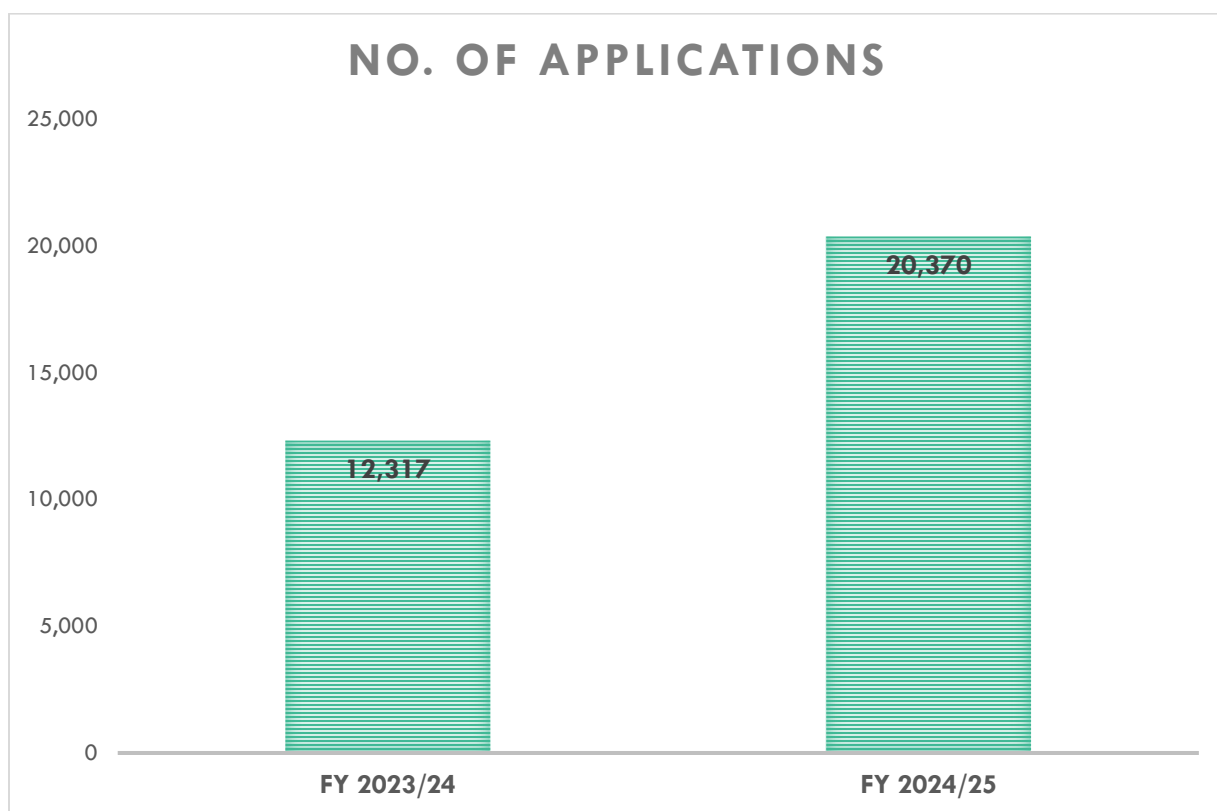


FIGURE 10: NUMBER OF APPLICATIONS RECEIVED IN FY 2023-2024 COMPARED TO FY 2024-2025

- During the period under review, interviews were conducted for 59 posts, with a total of 827 candidates convened.
- 1,197 appointments were made for 45 different posts. This figure also included posts which were advertised in the Financial Year 2023-2024 but filled in the Financial Year 2024-2025.

		FY 2023-2024	FY 2024-2025
INTERVIEW	No. of advertised posts for which interviews were conducted	59	59
	No. of candidates convened	5609	827
APPOINTMENT	No. of posts for which appointments were made following interview	44	45
	No. of appointments made	536	1197

TABLE 7: No. of vacancies filled in FY 2023-2024 vs FY 2024-2025

- The number of vacancies that were reported by the 12 Local Authorities and the number of vacancies filled by selection, promotion and change in posting are as follows:

Local Authority	No. of Vacancies reported	No. of Vacancies filled in the FY 2024-2025 by						Total number of Vacancies filled	Percentage of Vacancies filled
		Selection	Promotion	Option Exercised	Change in Posting				
					Total	effecte d by LGSC	effecte d by ULGSB		
DCBR	74	1	1	0	0	0	0	2	2.7%
DCF	395	258	0	2	1	1	0	261	66.1%
DCGP	305	198	3	0	3	0	3	204	66.9%
DCM	139	28	1	2	4	2	2	35	25.2%
DCP	320	170	1	1	7	0	7	179	55.9%
DCRR	173	78	2	1	3	3	0	84	48.6%
DCS	219	111	1	1	1	0	1	114	52.1%
MCBR	145	29	5	4	3	0	3	41	28.3%
MCC	193	51	2	6	3	2	1	62	32.1%
MCPL	276	173	2	7	4	1	3	186	67.4%
MCQB	93	32	0	6	2	0	2	40	43.0%
MCVP	256	68	7	7	3	1	2	85	33.2%
Total	2588	1197	25	37	34	10	24	1293	50.0%

TABLE 8: Details of vacancies filled in FY 2024-2025

- Out of the 2,588 vacancies reported, 1,293 (50.0%) were filled during the Financial Year 2024-2025.

	FY 2023-2024	FY 2024-2025
No. of Vacancies reported	2334	2588
No. of Vacancies filled	574	1293
• <i>by selection</i>	536	1197
• <i>by promotion</i>	28	25
• <i>by change in posting</i>	9	34
• <i>by option exercised</i>	1	37
Percentage of Vacancies filled	24.6%	50.0%

TABLE 9: % of vacancies filled in FY 2023/24 vs 2024/25

The number of appointments made in the Local Authorities during the Financial Year 2024-2025 was as follows:

1. Appointment in Temporary Capacity (made to fill a post for a limited period or to meet an urgent operational need)

Local Authority	Number of Appointments Made in a Temporary Capacity		
	Female	Male	Total
DCBR	0	1	1
DCF	38	220	258
DCGP	37	161	198
DCM	8	20	28
DCP	34	136	170
DCRR	7	71	78
DCS	14	97	111
MCBR	7	22	29
MCC	21	30	51
MCPL	56	117	173
MCQB	9	23	32
MCVP	20	48	68
Grand Total	251	946	1197

TABLE 10: No. of appointments made in a temporary capacity per Local Authority in FY 2024-2025

During the period under review, 1,197 temporary appointments were made, comprising 946 males (78.9%) and 251 females (21.1%).

2. **Appointment on Probation** (to serve in a post for a prescribed period during which the conduct, performance, and suitability of the employee for the post are assessed)

During the period under review, 35 appointments on probation were made.

Local Authority	Number of Appointments on Probation Made		
	Female	Male	Total
DCF	10	0	10
DCGP	4	0	4
DCM	5	0	5
DCRR	1	1	2
DCS	3	1	4
MCBR	5	1	6
MCC	1	0	1
MCPL	0	1	1
MCQB	1	0	1
MCVP	1	0	1
Grand Total	31	4	35

TABLE 11: No. of appointments made on probation per Local Authority in FY 2024-2025

3. **Appointment in Substantive Capacity** (confers upon the officer a legal right to hold the post on a permanent basis)

During the period under review, 85 officers were appointed in a substantive capacity.

Local Authority	Number of Appointments Made in a Substantive Capacity		
	Female	Male	Total
DCBR	3	5	8
DCF	1	4	5
DCGP	3	4	7
DCM	6	10	16
DCP	1	7	8
DCRR	3	2	5
DCS	0	5	5
MCBR	3	4	7
MCC	3	2	5
MCPL	4	4	8
MCQB	0	1	1
MCVP	2	8	10
Grand Total	29	56	85

TABLE 12: No. of appointments made in a substantive capacity per Local Authority in FY 2024-2025

4. Appointment on Casual Basis (applicable for Workmen's Grade only)

During the period under review, 83 officers were appointed on a casual basis.

Local Authority	Number of Appointments Made on a Casual Basis		
	Female	Male	Total
DCM	0	5	5
DCRR	0	4	4
MCBR	16	24	40
MCQB	0	1	1
MCVP	2	31	33
Grand Total	18	65	83

TABLE 13: No. of appointments made on a Casual Basis per Local Authority in FY 2024-2025

5. Promotion

During the period under review, 28 employees of the Local Government Service were promoted in a substantive capacity and 25 in a temporary capacity.

Local Authority	No. of Employees promoted in a Substantive Capacity			No. of Employees promoted in a Temporary Capacity		
	Female	Male	Total	Female	Male	Total
DCBR	0	1	1	1	0	1
DCF	0	3	3	0	0	0
DCGP	1	3	4	1	2	3
DCM	0	1	1	1	0	1
DCP	0	1	1	0	1	1
DCRR	0	1	1	2	0	2
DCS	1	2	3	1	0	1
LGS	0	0	0	0	1	1
MCBR	0	5	5	0	5	5
MCC	1	0	1	1	1	2
MCPL	0	2	2	1	0	1
MCQB	0	3	3	0	0	0
MCVP	0	3	3	0	7	7
Grand Total	3	25	28	8	17	25

TABLE 14: No. of employees promoted in a substantive and temporary capacity per Local Authority in FY 2024-2025

6. On transfer to the Permanent and Pensionable Establishment (Applicable to Workmen's Grade)

During the period under review, 88 employees were transferred to the Permanent and Pensionable Establishment.

Local Authority	No. of Employees transferred to the Permanent and Pensionable Establishment		
	Female	Male	Total
DCM	2	29	31
DCRR	1	3	4
MCBR	16	10	26
MCC	4	3	7
MCPL	5	7	12
MCQB		1	1
MCVP	2	5	7
Grand Total	30	58	88

TABLE 15: No. of employees transferred to the Permanent and Pensionable Establishment per Local Authority in FY 2024-2025

7. Medical Board

During the period under review, a total of 21 employees (5 females and 16 males) were referred to medical boards to assess their fitness for duty. Of these, 9 were found fit to discharge their duties, 2 were temporarily unfit, 4 were permanently unfit, and the results for 6 employees were still pending.

8. Retirement

During the period under review, 18 employees (4 females and 14 males) retired following approval of the Commission, on the grounds outlined below:

Ground of Retirement	Number of Employees		
	Female	Male	Total
Age as a special case	3	8	11
In the public interest	0	1	1
On medical grounds	0	4	4
On ground of marriage	1	0	1
On grounds of mobility of manpower	0	1	1
Grand Total	4	14	18

TABLE 16: Grounds of Retirement for FY 2024-2025

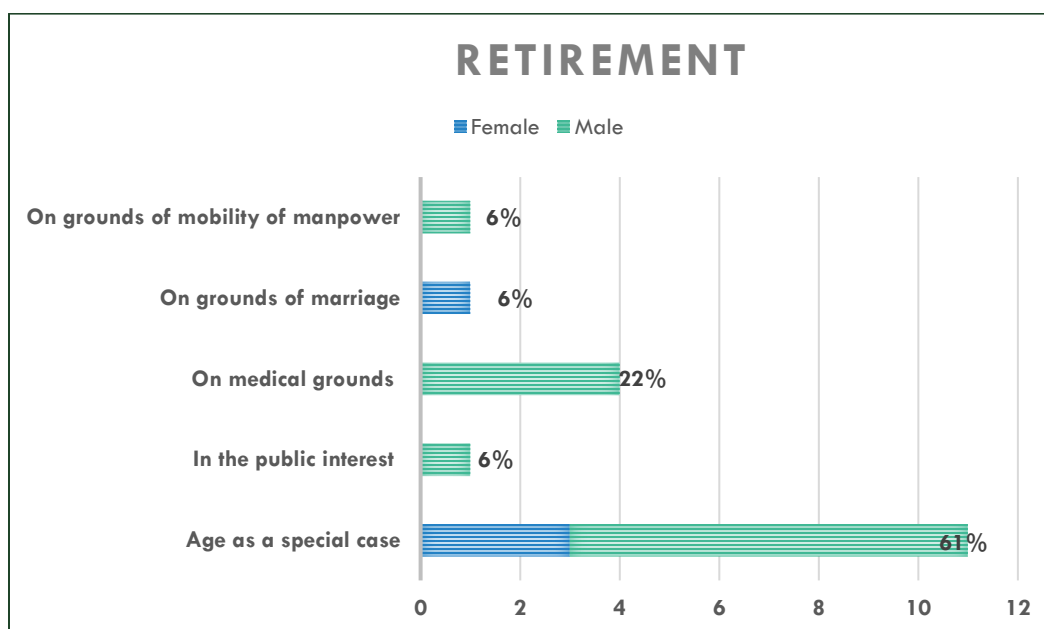


FIGURE 11: GROUNDS OF RETIREMENT FOR FY 2024-2025

9. Payment of Pension Benefits and Death Gratuity

During the period under review, 252 requests for pension and benefits were processed. Of these, 226 related to pensions following retirement and 26 to payment of death gratuity.

Grounds on which Payment of Pension Benefits/ Death Gratuity were made	No. of Requests for Payment of Pension Benefits and Death Gratuity Processed		
	Female	Male	Total
Age limit	12	100	112
Age	7	87	94
Age as a special case	1	11	12
Medical grounds	0	5	5
Mobility of Manpower	0	3	3
Death Gratuity	2	24	26
Grand Total	22	230	252

TABLE 17: No. of Requests for Payment of Pension Benefits and Death Gratuity for FY 2024-2025

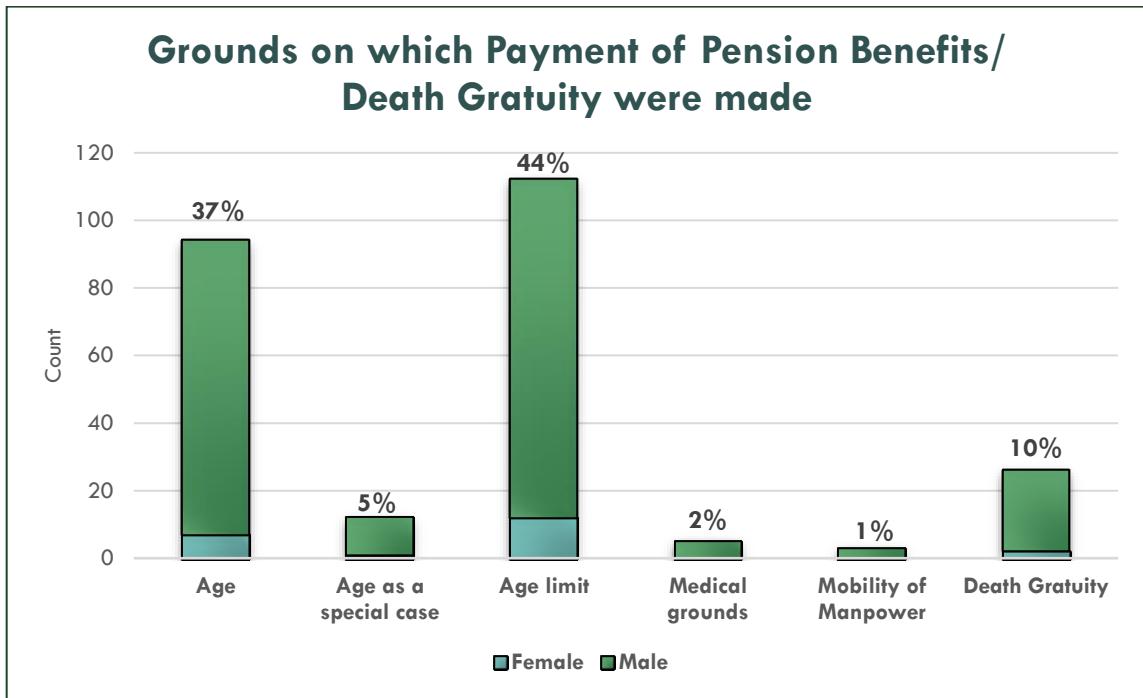


FIGURE 12: PAYMENT OF PENSION BENEFITS/DEATH GRATUITY IN FY 2024-2025

10. Discipline

During the period under review, disciplinary cases involving 32 employees (3 females and 29 males) were processed in line with Section 4(b) of the Local Government Service Commission Act. The Commission applied disciplinary actions under the Local Government Service Commission Regulations 1984 as follows:

DISCIPLINARY ACTION TAKEN	NO. OF CASES
Under Regulation 36 of the Local Government Service Commission Regulations 1984	8
(i) Dismissal	1
(ii) Reprimand	1
(iii) Retirement in the public interest	1
(iv) Severe Reprimand	3
(v) Suspension from work without pay for four days	1
(vi) Termination in the public interest	1
Under Regulation 42(1)(a)(iii)(A) of the Local Government Service Commission Regulations 1984	2
(i) Dismissal	2
Under Regulation 43(1) of the Local Government Service Commission Regulations 1984	22
(i) Post declared vacant	17
(ii) Summary Dismissal	5
GRAND TOTAL	32

TABLE 18: Disciplinary Cases for FY 2024-2025

11. Change in Posting (Workmen's Grade)

During the period under review, a total of 25 requests for change in posting were considered by the Commission, of which, 6 were approved and 19 were rejected.

13. Representations

During the period under review, a total of 35 representations were received with the majority originating from members of the public. Of these, 19 were set aside, six (6) were relayed to the Ministry of Local Government, three (3) were referred to the Financial Crimes Commission (FCC), and the remaining seven (7) were transmitted to the respective Local Authorities for necessary action.

PUBLIC BODIES APPEAL TRIBUNAL CASES

The Public Bodies Appeal Tribunal (PBAT) was set up to deal with Public Officers who want to make an appeal against a decision of the Public Service Commission (PSC) or Local Government Service Commission (LGSC) pertaining to an appointment exercise or to a disciplinary action taken against an officer.

The table below portrays the number of PBAT cases concerning the LGSC for the Financial Year 2024-2025 in comparison with the Financial Year 2023-2024.

	FY 2023-2024	FY 2024-2025
Number of cases carried forward from previous financial year	9	4
Number of new cases	14	4
Number of finalised cases	19	2
Number of cases carried forward to next financial year	4	6

TABLE 19: PBAT Cases for the period 01 July 2024 to 30 June 2025

SUPREME COURT CASES

Officers who feel aggrieved by the determinations of the Public Bodies Appeal Tribunal (PBAT) often have recourse to the Supreme Court to appeal against its decisions. The table below depicts the number of cases concerning the LGSC before the Supreme Court.

	FY 2023-2024	FY 2024-2025
Number of cases carried forward from previous financial year	5	12
Number of new cases	8	29
Number of finalised cases	1	30
Number of cases carried forward to next financial year	12	11

TABLE 20: Supreme Court Cases for the period 01 July 2024 to 30 June 2025

STATUS ON THE IMPLEMENTATION OF KEY ACTIONS

The targets achieved in respect of the Key Actions for Financial Year 2024-2025 are given below:

Key Action	Key Performance Indicator	Target	Target Achieved
Recruitment/ promotion in the Local Government Service	Average time taken to complete recruitment exercise (weeks)	15	14

TABLE 21: Status on Implementation of Key Actions

RISK MANAGEMENT, CITIZEN-ORIENTED INITIATIVES AND GOOD GOVERNANCE

Risk management, citizen-focused initiatives, and good governance remain central to the strategic orientation of the Local Government Service Commission (LGSC). In today's dynamic environment, where public institutions are expected to demonstrate resilience, accountability, and efficiency, these principles provide the foundation for sustainable performance and improved service delivery.

In the area of risk management, the LGSC, with the technical support of the Internal Control Unit of the Ministry of Finance, continues to strengthen its Risk Management Framework. This enables the Commission to systematically identify potential risks, adopt preventive measures, and enhance decision-making processes, thereby ensuring sound financial management and operational efficiency.

With regard to citizen-oriented initiatives, the LGSC is committed to enhancing accessibility and inclusiveness in its recruitment processes. Building on previous reforms, the Commission is progressively shifting from paper-based applications towards digital platforms. Work is ongoing for the introduction of an online job application system, complemented by outreach mechanisms to facilitate registration at the local level, thus ensuring greater participation and equal opportunities for all citizens.

On the good governance front, the LGSC has embraced digital transformation through the implementation of the Electronic Document Management System (EDMS) which is operational since September 2023. This initiative replaces the traditional paper-based system with a secure, task-driven digital workflow that enables real-time tracking of correspondence and automated performance reporting. Through features such as audit trails, metadata-based search, and role-based access, eDMS enhances transparency, accountability, and decision-making. It has also promoted sustainability by reducing paper use, improving office ergonomics, and supporting flexible work arrangements. The eDMS stands as a key milestone in LGSC's commitment to good governance, operational efficiency, and a more responsive, people-centric public service.

Together, these initiatives reflect the LGSC's commitment to supporting Government's reform agenda aimed at building a modern, citizen-centered, corruption-free, and digitally enabled public service.

SAFETY AND HEALTH

A Safety and Health Committee has been established by the LGSC in accordance with Section 21 of the Occupational Safety and Health Act 2005, which requires that “every employer of 50 or more employees shall establish a Safety and Health Committee.” The Committee, chaired by the Assistant Permanent Secretary, convenes every two months to review staff grievances, monitor workplace conditions, and ensure that corrective measures are implemented within defined timeframes. In addition, the Committee proactively submits recommendations for projects, initiatives, and procurement of resources under the Enhancement of Work Environment Programme (EWEP), with the objective of further promoting staff well-being and fostering a safe and supportive work environment.

Every year, on 28 April, the World Day for Safety and Health at Work is observed to highlight the importance of fostering a safe, healthy, and secure working environment for all stakeholders. For 2025, the global theme, as adopted by the International Labour Organization (ILO), was: “Revolutionising Health and Safety: The Role of Artificial Intelligence (AI) and Digitalisation at Work.”

In line with this theme, the Ministry of Public Service and Administrative Reforms organised a workshop for Chairpersons of Safety and Health Committees to mark the occasion. The LGSC was represented at this event thereby reaffirming the Commission’s commitment to continuous learning, collaboration, and the integration of innovative practices in promoting workplace safety and well-being.

TRAINING AND DEVELOPMENT

The Human Resources Section of the Local Government Service Commission (LGSC) is responsible for conducting a comprehensive training needs assessment to identify skills gaps across the organisation. This assessment takes into account the training proposals outlined in staff performance appraisal forms, ensuring that development initiatives are aligned with individual and organisational objectives. In line with the PRB Report 2021, a Training Manager has been appointed to oversee the planning, coordination, and delivery of all training activities.

For the Financial Year 2024-2025, the LGSC successfully disbursed 95.6% of its allocated training budget to enhance the skills, knowledge, and competencies of its staff. Employees at all levels were provided with a combination of general and specialised training programs, designed to equip them with the practical and technical skills required for effective performance in their day-to-day tasks. These initiatives demonstrate the Commission's continued commitment to professional development, capacity building, and fostering a culture of excellence within the Local Government Service.

During Financial Year 2024-2025, the following key training and development activities were carried out:

SN	Training Course
1	Intermediate Course for Office Management Executives (CPD UK Accredited)
2	Intermediate Course for Office Management Assistants (CPD UK Accredited)
3	Advanced Course in Effective Office Management and Supervision for OMAs
4	Foundation course for Newly Recruited Management Support Officers
5	Training in Gardening
6	Meeting with Training Managers
7	Improving Public Sector Governance through Audit Committees
8	Managing Risk at Workplace
9	Induction Course for Office Supervisors
10	Training course on OSH Management System
11	Training in First Aid
12	Induction Course for Confidential Secretaries
13	Strategic Management and Leadership for Middle Management
14	Training on Risk Management
15	Training on Capacity Building and Capability Development
16	Training on Government Asset Register
17	Training on e-Procurement System
18	Training on Risk Management on Safety and Health
19	Training Programme on "Safety and Health in the Workplace" for Management Support Officers

20	Advanced Secretarial Course for Confidential Secretaries
21	Training Programme on CompTIA Network+
22	Training Programme on Mobile Addiction and Digital Detox

TABLE 22: Training and Capacity Building Programmes held in FY 2024-25

STAFF WELFARE

The Local Government Service Commission (LGSC) places high importance on the well-being and morale of its employees. In this regard, the LGSC Staff Welfare Association, established in 2008, plays a pivotal role in promoting staff welfare and fostering a sense of unity among employees. Since its inception, the Association has been actively engaged in organising a variety of activities aimed at enhancing work-life balance, including recreational, cultural, and outdoor activities. These initiatives not only contribute to the physical and mental well-being of staff but also strengthen team spirit and collegiality within the organisation. The Commission remains supportive of all welfare initiatives as it firmly believes that a motivated and healthy workforce is essential for the effective delivery of its mandate.

During the Financial Year 2024-2025, a number of welfare activities were organised to engage staff and celebrate important occasions as portrayed hereunder:

(a) The End of Year/Team Building Activity held at Ile Aux Deux Cocos on 19 December 2024



FIGURE 13: END OF YEAR/TEAM BUILDING ACTIVITY FOR FY 2024-25

(b) Christmas Party and New Year's Eve Celebration held at the LGSC on 24 and 31 December 2024



FIGURE 14: CHRISTMAS PARTY/NEW YEAR'S EVE

(c) Independence Day Celebration on 11 March 2025



FIGURE 15: INDEPENDENCE DAY CELEBRATION

- (d) **Green Workshop Competition to mark the Earth Day on 22 April 2025 followed by a Cultural Gathering on 02 May 2025**





FIGURE 16: GREEN WORKSHOP COMPETITION/CULTURAL GATHERING

(e) Mid-Year Lunch organised on 11 June 2025





FIGURE 17: MID-YEAR LUNCH HELD ON 11 JUNE 2025.

PART III

FINANCIAL PERFORMANCE

FINANCIAL PERFORMANCE

Financial Highlights

Expenditure Vote 1-13 is under the Local Government Service Commission and the appropriation of funds to the tune of Rs 53.2 M, for the Financial Year 2024-2025 was made by the National Assembly.

Expenditure

The expenditure incurred by the Commission under the different economic categories during the Financial Year 2024-2025 is illustrated below:

LOCAL GOVERNMENT SERVICE COMMISSION - VOTE 1-13	
Expenditure	Rs
Recurrent	46,460,707
Capital	2,170,064

TABLE 23: Total Expenditure for FY 2024-2025

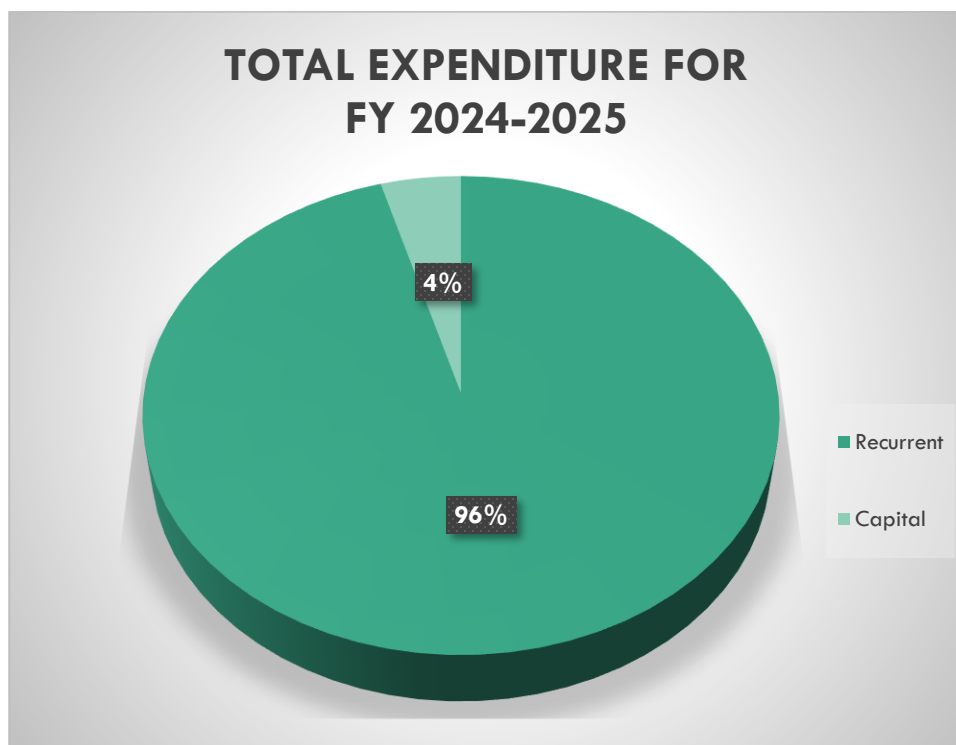


FIGURE 18: TOTAL EXPENDITURE FOR FY 2024-2025

Approximately 87% of the total expenditure was attributed to Compensation of Employees, 8% to Goods and Services and 5% to the Acquisition of Non-Financial Assets.

Expenditure	Rs
Compensation of Employees	42,456,798
Good and Services	4,003,908
Acquisition of Non-Financial Assets	2,170,064
Total	48,630,770

TABLE 24: Expenditure For FY 2024-2025

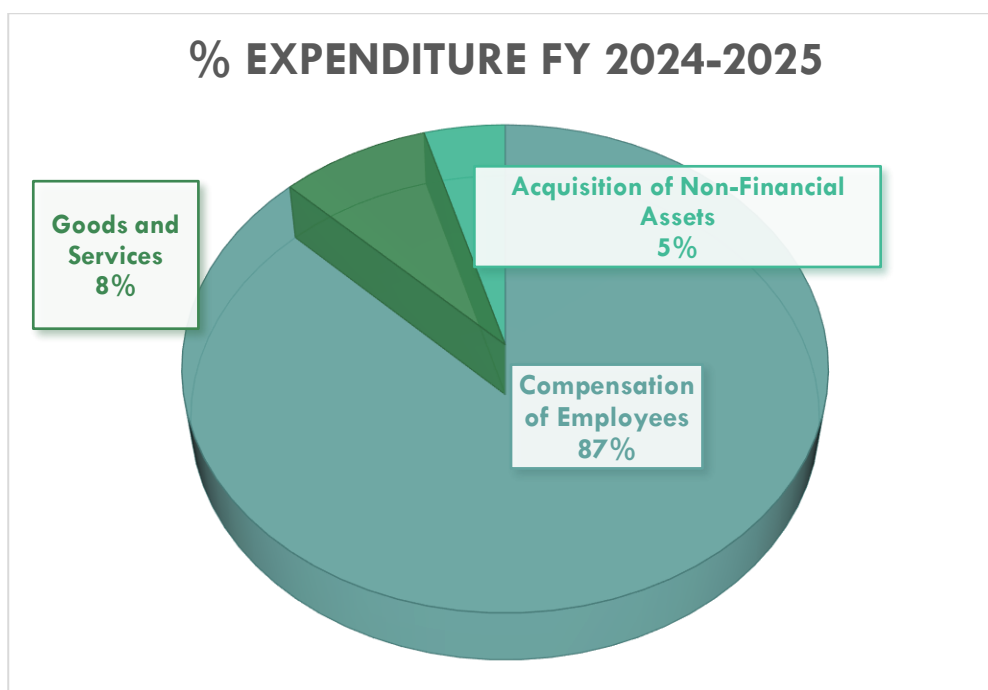


FIGURE 19: % EXPENDITURE FOR FY 2024/2025

Of note, an amount of Rs 1,475,805.94 was credited by the Ministry of Finance for the payment of the 14th Month Bonus for the year 2024.

Furthermore, the Interim Allowance was introduced in the Financial Year 2024-2025, whereby every employee received a monthly allowance equivalent to 5% of their Basic Salary of January 2024 but not exceeding Rs 2, 000.

Expenditure

The total expenditure of the LGSC for Financial Year 2023-2024 and 2024-2025 is detailed as follows:

Expenditure	FY 2023-2024 (Rs)	FY 2024-2025 (Rs)
Compensation of Employees	41,857,911	42,456,798
Goods and Services	4,009,304	4,003,908
Capital	2,983,358	2,170,064
TOTAL	48,850,573	48,630,770

TABLE 25: Expenditure Table for FY 2023-2024 vs 2024-2025

The below figure shows a comparison between the expenditure incurred by the LGSC in the Financial Year 2023-2024 and that incurred in the Financial Year 2024-2025.

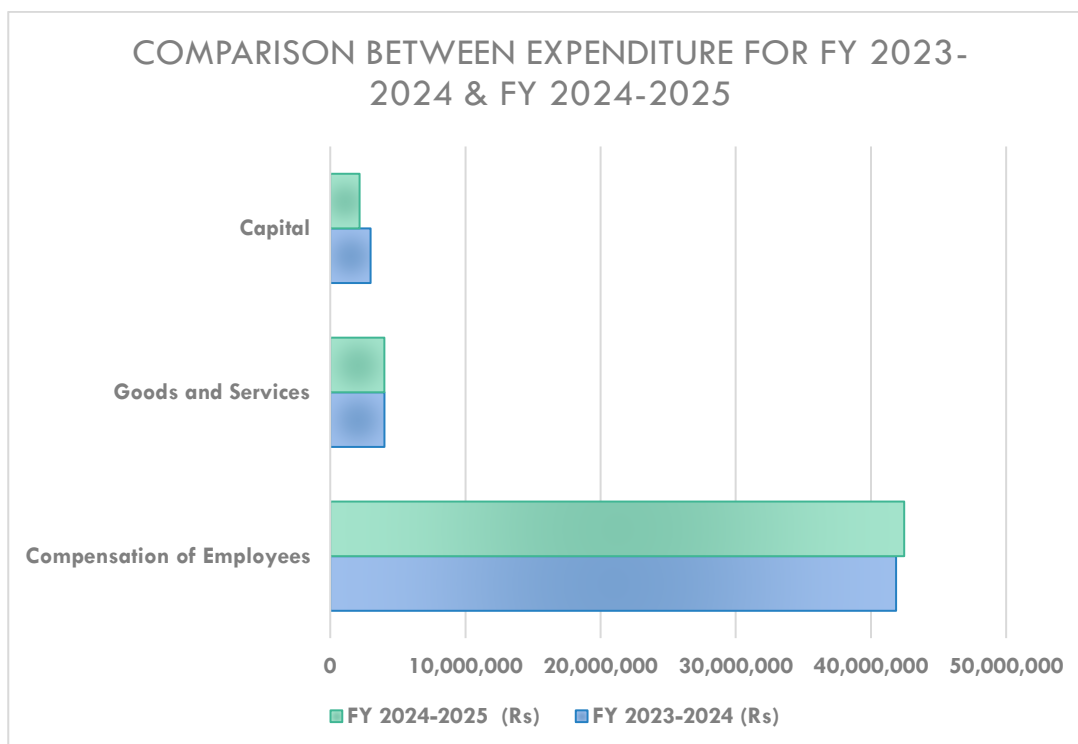


FIGURE 20: COMPARISON BETWEEN EXPENDITURE FOR FY 2023-2024 & FY 2024-2025

Statement of Expenditure

The Statement of Expenditure based on data captured from the Treasury Accounting System (TAS) was as follows:

Head/Sub-Head of Expenditure	FY 2023-2024 Actual (Rs)	FY 2024-2025 Estimates (Rs)	FY 2024-2025 Actual (Rs)
Compensation of Employees	41,857,911	44,100,000	42,456,798
Goods and Services	4,009,304	5,200,000	4,003,908
Acquisition of Non-Financial Assets	2,983,358	3,900,000	2,170,064
Total	48,850,573	53,200,000	48,630,770

TABLE 26: Expenditure under Economic Categories in FY 2023-2024 vs 2024-2025

PART IV

WAY FORWARD

STRATEGIC DIRECTION

The strategic direction and enablers of the Commission for the coming years are as follows:

Strategic Direction	Enabler
Strengthening the legal status of the Commission in line with the Government Programme 2025-2029 to allow it to operate like other Service Commissions.	Review and update the LGSC's legal framework to support the adoption of modern HR management practices, digital transformation, and compliance with evolving employment laws.
The need to review and modernise the Schemes of Service for posts in the Local Government Service.	Review and modernise Schemes of Service to align with evolving job requirements and enhance recruitment effectiveness.
Ensuring timely reporting of vacancies to facilitate filling of posts, thereby enhancing service continuity.	Provide guidance to HR personnel at Local Authorities on proper procedures and timelines for vacancy reporting.
Adoption of green strategies in the delivery of services to promote environmental sustainability.	- Leverage Information and Communication Technologies to improve efficiency, accessibility, and service quality. - Implement a Web-based Recruitment System to streamline application submissions, automate processing, reduce delays, and enhance transparency.

TABLE 27: Strategic Direction and Enablers of the LGSC for the coming years

WAY FORWARD

Following the successful implementation of the Electronic Document Management System (EDMS), the Commission has now embarked on the development of an e-Recruitment System. The tendering process for the project is currently underway, and it is anticipated that the bidding exercise will be successfully completed in the coming months.

The e-Recruitment System will represent a significant step forward in modernising the Commission's operations by digitising the end-to-end recruitment process. Once implemented, the platform will enable online submission and processing of applications, automated shortlisting, and more efficient communication with candidates and Local Authorities.

This initiative is expected to greatly enhance transparency, reduce processing time, and improve the overall efficiency and quality of recruitment exercises undertaken by the Commission.

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