



**CIVIL SERVICE FAMILY PROTECTION SCHEME BOARD**

# ANNUAL REPORT

**1 January 2016 – 30 June 2017**



*MS ISO 9001 : 2008 certified*

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## **VISION & MISSION STATEMENTS**

### **Vision Statement**

“To be among the best performing customer oriented organizations in the financial sector.”

### **Mission Statement**

“We manage a Protection Scheme that enhances the quality of life of our customers. Through our shared commitment to those we serve we shall deliver the highest quality service and performance.

We recognize the dedication of our people who are proud and eager to work here”.

### **Quality Policy**

The Civil Service Family Protection Scheme Board shall always strive to provide a service of the highest quality to its customers and in doing so shall always abide to customer, legal, regulatory and statutory requirements. We shall ensure that payment of pension and refund of contributions is done in a timely manner. Furthermore the organization shall continually strive to improve the service being provided.

The achievement of this shall be ensured by providing the most conducive infrastructural and working environment and the Quality Management System will be reviewed continually for its suitability, adequacy and effectiveness.

### **Quality Objective - (Service Standards)**

The core activity of the Civil Service Family Protection Scheme Board is to provide protection to dependents of deceased contributors by way of a monthly surviving spouse's pension and/or children's pension. A refund of contribution is made where no pension is payable.

All new applications for both pension and refund of contributions received in any month are processed within the same month provided all relevant documents are submitted and payment is effected in the following month on pay day.

CIVIL SERVICE FAMILY PROTECTION SCHEME BOARD

25 May 2018

The Prime Minister,

Minister of Home Affairs, External Communications and National Development Unit,

Minister of Finance and Economic Development

Ministry of Finance and Economic Development

Government Centre

Port Louis

Dear Sir,

In accordance with Section 9 (1) of the Statutory Bodies (Accounts and Audit) Act 1972, as subsequently amended, I have the honour to submit the audited Annual Report of the Civil Service Family Protection Scheme Board for the 18 month period ending 30 June 2017.

Yours Faithfully,



C.Meetun

General Manager

## **CORPORATE INFORMATION**

### ***Registered Office:***

Civil Service Family Protection Scheme Board

2<sup>nd</sup> Floor, Mutual Aid Building 1

5, Guy Rozemont Square

Port Louis

Tel: (230) 212 1781/210 1032 /210 3503

Fax: (230) 212 5984

Website: <http://csfpsb.govmu.org>

E-mail: [csfpsmru@intnet.mu](mailto:csfpsmru@intnet.mu)

### ***Outstation:***

Rodrigues Sub Office

GSEA Building

Camp Du Roi

Rodrigues

Tel: (230) 831 0912

### ***Auditors:***

National Audit Office

Level 14

Air Mauritius Centre

Port Louis

### ***Legal Adviser:***

The Solicitor General

Attorney General's Office

Port Louis

## **CORPORATE INFORMATION**

### ***Historical background***

Family Protection Schemes in favour of public officers have been in legal existence since as far back as 1886. The Mauritius Civil Service Widows' and Orphans' Fund Association was formed by a group of civil servants on 1st April 1882 but was given legal recognition by Ordinance No. 2 of 1886 and it became known as the Widows' & Orphans' Pension Fund.

On 1st July 1969 the Widows' and Children's Pension Scheme came into operation under Act No. 16 of 1969 which superseded the Widows' and Orphans' Pension Fund.

On 1st July 1993, with the enactment of the Widows' and Children's Pension Scheme (Amendment) Act No. 28 of 1993, the Scheme was renamed the Civil Service Family Protection Scheme. This enactment was a landmark in the history of protection scheme to civil servants in that it allowed, for the first time, the participation of female officers. The Act made it mandatory for female officers to contribute to the Scheme.

Following the amendment to the CSFPS Act by the Finance (Miscellaneous Provisions) Act 2012, only public officers appointed before 1 January 2013 contribute to the Civil Service Family Protection Scheme.

As at 30 June 2017, the Scheme reckoned some 46,571 contributors.

The number of beneficiaries receiving a pension under the Scheme and Fund as at 30 June 2017 was 17,707.

### ***Organizational Set-up***

The activities of the CSFPSB are organized under three main sections, viz. Finance, Control, and IT. There is also a few supporting staff. The number of posts on the Establishment of the Board and the organization chart are as follows:

**POSTS ON ESTABLISHMENT ( 34 )**

GENERAL MANAGER (1)

ASSISTANT GENERAL MANAGER (1)

SYSTEMS ADMINISTRATOR (1)

PRINCIPAL FINANCIAL OFFICER (2)

SENIOR FINANCIAL OFFICER (3)

OFFICE MANAGEMENT ASSISTANT (1)

FINANCIAL OFFICER (3)

CONFIDENTIAL SECRETARY (1)

SYSTEMS SUPERVISOR (2)

ACCOUNTS CLERK/SENIOR ACCOUNTS CLERK (13)

MANAGEMENT SUPPORT OFFICER (2)

RECEPTIONIST/TELEPHONE OPERATOR (1)

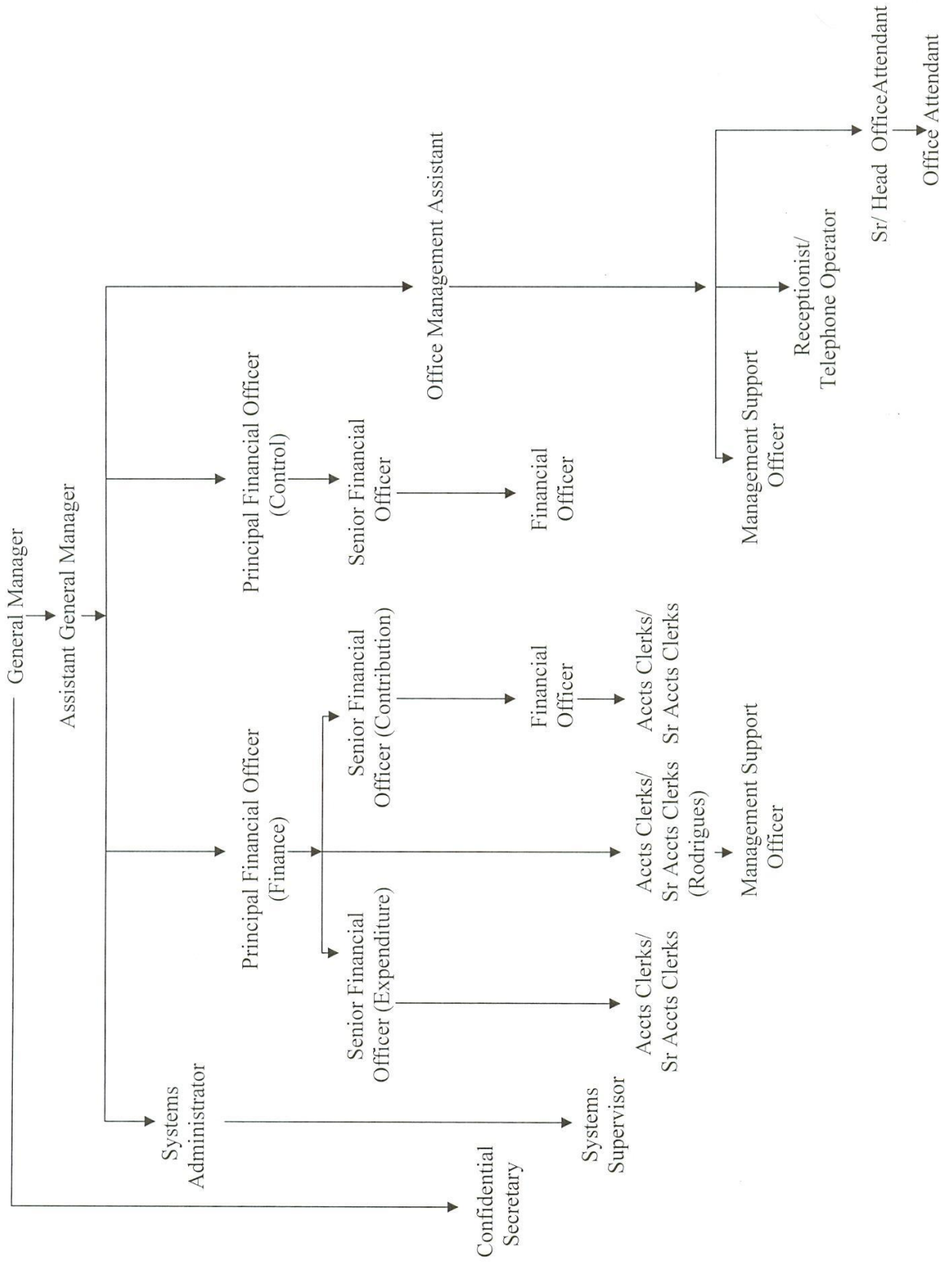
SENIOR/HEAD OFFICE ATTENDANT (1)

OFFICE ATTENDANT (2)

CIVIL SERVICE FAMILY PROTECTION SCHEME BOARD

Civil Service Family Protection Scheme Board

Organisation Chart





## **Finance**

The total revenue collected (i.e. FPS Contributions from public officers and employees from approved services who have opted to continue to contribute to the Scheme) is credited directly to the Consolidated Fund. Similarly, all expenses (pensions, refund of contributions and administrative expenses incurred by the Board) are paid out of the Consolidated Fund.

## **Administration**

### **Chief Executive**

Mr Chandrasen Meetun, the General Manager is the Chief Executive of the Civil Service Family Protection Scheme Board. He is a Fellow of the Association of Chartered Certified Accountants (FCCA) and holder of an MBA. He joined the National Audit Office as Trainee Examiner of Accounts in 1994 and was appointed as auditor in 1998. He joined the Civil Service Family Protection Scheme Board as Assistant General Manager in 2002. He was assigned the duties of General Manager in 2004 and was appointed as General Manager in 2008.

### **Senior Management Team**

1. **P.Kistomohun:** Fellow of the Association of Chartered Certified Accountants and holder of an MBA, he is currently the Assistant General Manager of the Civil Service Family Protection Scheme Board. He started as a secondary school teacher at the Thanacody College in 1978 before joining the National Audit Office in 1987 as Trainee Examiner of Accounts. He then joined the Mahatma Gandhi Institute as Senior Accounts Officer in 1992 and was appointed as internal auditor in 2003. He left MGI in 2009 before assuming his current post.

2. **S.Cowlessur:** Holder of a Degree in Computer Science. He completed his ACCA in 2009. He joined the Civil Service Family Protection Scheme Board in 1995 as Clerical Officer and was appointed as Systems Administrator in 2004.

3. **Y.Karreemun:** Holder of a BSc Degree in Financial Management. He joined the Civil Service Family Protection Scheme Board in 1983 as Clerical Officer. He has since served the Office in various capacities. He was appointed as Senior Financial Officer in 2010 and as Principal Financial Officer in 2015.

4. **G. Suggun:** She joined the Civil Service Family Protection Scheme Board in 1985 as Clerical Officer. She has since served the Office in various capacities. She was appointed as Senior Financial Officer in 2010 and as Principal Financial Officer in 2017.

## **ACTIVITIES**

The core business of the Civil Service Family Protection Scheme Board is payment of pensions and refund of contributions and its principal activities are as follows:-

- Reconciling contributors' returns with Treasury Figures.
- Updating contributors' records.
- Receiving applications for payment of pensions and/or refund of contributions.
- Recording civil status documents, affidavits and other relevant documents.
- Processing of Pension, Accrued Pension and Refund of Contribution.
- Payment of Pension and Refund of contribution.

## **Major Achievements**

The primary aim of the Civil Service Family Protection Scheme Board is to provide a quality service to its contributors and pensioners. During the 18 month period ending 30 June 2017:

- 1,163 applications for new pension and 801 applications for refund of contributions were processed and paid.
- The CSFPSB has implemented the Public Sector Anti- Corruption Framework. The Framework is meant to assist public bodies in their fight against corruption.
- Since its first ISO certification in July 2002 and in its attempt to continuously improve its service delivery, the Board has always been successful in having its certificate renewed by the Mauritius Standard Bureau.
- With a view to providing a quality service to its stakeholders, the Board is maintaining its practice of sending a Brief on the Scheme to all public officers going on retirement.
- The Board has maintained its working partnership with the Civil Status Office whereby the latter provides the Board with a weekly list of deceased persons. It is used in ensuring that timely action is taken so that overpayment of pension does not arise and the family of a deceased contributor is informed of a possible pension or refund of contribution.
- The Board has received clear audit certificates both from the National Audit Office and the Mauritius Standards Bureau.

### 3. Statement of Compliance

The National Code of Corporate Governance for Mauritius (2016) provides that "application of this Code is from the reporting year ending 30<sup>th</sup> June 2018. Earlier compliance, however, is encouraged."

Throughout the 18 month period, to the best of the Board's knowledge, the Civil Service Family Protection Scheme Board (CSFPSB), has not applied principles 1, 2 and 4 of the Code of Corporate Governance for Mauritius ("Code"). Reasons for non-application are as follows:

Principle 1- Governance Structure. A Corporate Objectives Statement(COS) has not been prepared for the financial year ending 30/06/2017. Some elements of the COS such as vision, mission, core business, major achievements (non- financial performance), etc. are already included in the Annual Report. A Board Charter and a position statement will be prepared and posted on our website.

Principle 2 - The Structure of the Board and its Committees - Given the small size of the organization, the CSFPSB does not find the need to establish a separate Audit & Risk Committee and a Corporate Governance Committee.

Principle 4 - Director Duties, Remuneration and Performance. Presently the CSFPSB does not evaluate its Board, Committees and Directors. It is expected that such evaluation will take place as from the next financial year based on the first scorecard.



M.S.I. Lalmahomed (Vice Chairperson)

## **4. The Corporate Governance Report**

The Board

Composition of the Board

Sub Committees

Attendance & Remuneration of Board Members

Auditor's Remuneration

Code of Ethics

Financial Report & Internal Control

Directors' Profile

Statement of Director's Responsibilities

## 4. The Corporate Governance Report

### 4.1. The Board

The Scheme is administered and controlled by a Board known as the Civil Service Family Protection Scheme Board.

The General Manager acts as Secretary to the Board. All policy decisions are taken by the Board and implemented by the General Manager.

### 4.2. Composition of the Board

A new Board consisting of the following members was constituted as per section 5 of the CSFPS Act 1969 with effect from August 2015:

Chairperson	...	Mr C. Romooah	- Accountant General
Vice Chairperson	...	Mr M.S.I Lalmahomed*	- Lead Analyst – MOF& ED
Members	...	Mr S. Luchoomun	- Director, HRM, MOCS & AR
	...	Mrs D.L. Bootun	- Assistant Permanent Secretary, Ministry of Gender Equality, Child Development & Family Welfare
		Miss B. Brizmohun	- General Secretary, All Employees Confederation
		Mr R. Sadien (MSK)	- Member, National Trade Union Confederation
	...	Mr N. MANTOUR	- Ex- Head Purchasing & Supply Cadre, now a pensioner
	...	Mr M.A. ZEADALLY	- Ex- PAS, now a pensioner
	Mrs C. Munoruth	- Ex- Head, Examiner of Accounts Cadre.	

\* Mr M.S.I Lalmahomed was appointed as member of the CSFPS Board with effect from April 2017 in replacement of Mr A. Acharuz (Director - Economic & Finance).

### 4.3. Subcommittees

To enable the Board to give closer attention to important issues facing the organisation, two sub committees have been set up. As required by the Code of Good Governance, the chairperson is not a member of the said committees. The two sub committees of the Board are the Finance and Staff Committees. They are currently constituted as follows:

CIVIL SERVICE FAMILY PROTECTION SCHEME BOARD

**(i) Finance Committee**

Mr M.S.I Lalmahomed\* (Chairperson)

Ms. B. Brizmohun

Mrs. C. Munoruth

Mr. N.R. Mantour

**(ii) Staff Committee**

Mr. S. Luchoomun (Chairperson)

Mr. M.A. Zeadally

Mr. R. Sadien (MSK)

Mrs D.L. Bootun

**4.4. Attendance & Remuneration of Board Members**

The fees paid to the Chairperson and other members of the Board and Sub Committees are as per the recommendations of the 2016 PRB Report. For the 18 month period ending 30 June 2017, the number of times the Board and the Sub Committees met and the total fees paid to the Chairperson and other members (both previous & current) are as follows:

SN	Name	Board	Fees(Rs)	Finance Ctee	Fees(Rs)	Staff Ctee	Fees(Rs)
1.	Mr C.Romooah	20/21	538,650	-	-	-	-
2.	Mr A.Acharuz	9/18	24,152	2/2	2,850	N/A	N/A
	Mr M.S.I Lalmahomed*	3/3*	3,360	-	-		
3.	Mr S.Luchoomun	12/21	13,440	*N/A	*N/A	7/7	9,975
4.	Miss B.Brizmohun	16/21	15,050	2/2	1,750	N/A	N/A
5.	Mr N. Mantour	20/21	22,250	2/2	2,090	N/A	N/A
6.	Mrs C. Munoruth	19/21	21,130	2/2	2,090	N/A	N/A
7.	D.L.Bootun	14/21	15,605	N/A	N/A	3/7	3,135
8.	Mr.R.Sadien (MSK)	14/21	15,605	N/A	N/A	6/7	6,270
9.	Mr M.A.Zeadally	21/21	23,370	N/A	N/A	7/7	7,315

\* Mr M.S.I Lalmahomed (Lead Analyst) was appointed as member of the CSFPS Board with effect from April 2017 in replacement of Mr A. Acharuz (Director - Economic & Finance).

#### **4.5. Auditor's Remuneration**

As per Section 11 of the Civil Service Family Protection Scheme Act, "the annual report of the Board shall be audited by the Director of Audit". The audit fees paid to the National Audit Office for the year ended 31 December 2015 was Rs 60,000.

#### **4.6. Code of Ethics**

The CSFPSB has adopted the Code of Ethics issued by the Ministry of Civil Service and Administrative Reforms. Staff and members of the Board are required to adhere to the Code of Ethics to promote ethical behavior such as objectivity, fairness, professionalism and confidentiality.

#### **4.7 Financial Report and Internal Controls**

##### ***(i) Annual Reporting***

The Board has consistently discharged its statutory obligation to timely prepare and submit its Annual Report every year both to the National Audit Office and to the Minister.

##### ***(ii) Internal Controls, Audit Committee and Corporate Governance Committee***

In the absence of its own Accounting Manual, the Board complies with the requirements of the Financial Management Manual. The Control Section ensures that the provisions of the Civil Service Family Protection Scheme Act and other financial procedures are adhered to.

Given the small size of the organization, the internal control procedure is inbuilt into the operating system. At the moment, the CSFPSB does not find the need to have a separate Audit Committee and a Corporate Governance Committee. The Chief Executive Officer is responsible for the day-to-day activities of the Board.

##### ***(iii) Risk Management***

The following strategic risks have been identified:

- Physical: Risk of Fire;
- Operational: Risk that a non-eligible person may make an application for a surviving spouse's pension or refund of contribution;
- Human Resources: Risk of staff turnover; and
- Technology: Risk of loss of data due to crash of the computer systems.

### **Strategic risk mitigation actions**

The key mitigation actions are:

- Safety Precautions and regular maintenance of Fire Extinguishers;
- Ensuring that staff are conversant with the Civil Service Family Protection Scheme Act; Supervision by senior officers; Having monthly Management Committee Meetings; Maintaining collaborative working arrangement with the Civil Status Division; Having an effective system of internal control and ensuring Compliance with the ISO Quality Manual;
- Providing a safe and proper work environment;
- Having annual Preventive & Maintenance Agreements with Hardware and Software Supplier and also ensuring proper back up on a regular basis.

### **4.8 Directors' Profile**

1. Mr. C. Romooah      Holds a Bachelor in Law (LLB) from the University of South Africa and a Master's degree in Finance from the University of Mauritius. Is a Fellow of the Association of Chartered Certified Accountants of U.K. (FCCA). Joined the Civil Service in 1985 as Trainee Examiner of Accounts at the National Audit Office and left as Senior Auditor in 1994 to join the Treasury as Assistant Accountant-General. Held the post of Deputy Accountant-General from 1999 to 2014 and was appointed Accountant-General in February 2015.
2. Mr M.S.I Lalmahomed      Is a Fellow of the Chartered Association of Certified Accountants (FCCA) and holder of a Master in Business Administration (MBA). Currently a Lead Analyst at the Ministry of Finance and Economic Development, with more than 20 years' experience in fields such as Public Financial Management, Budgeting, Public Enterprise Reforms, etc.
3. Mr S.Luchoomun      Holder of a Diploma in Personnel Management. HR Practitioner in the public service for over 30 years. Presently occupying the position of Director, Human Resource Management in the Ministry of Civil Service and Administrative Reforms since July 2014.
4. Mrs D.L. Bootun      Holder of an MSc in Public Sector Management. Currently holds the post of Assistant Permanent Secretary at the Ministry of Gender Equality, Child Development & Family Welfare
5. Mrs C Munoruth -      Joined the National Audit Office (NAO) in December 1971 as Extra Clerical Assistant. Except for a spell of two years at the Ministry of Health, she has served the NAO for 41 years. Held the post of Head Examiner of Accounts Cadre from 2009 until retirement in January 2015. Is now a pensioner.



## CIVIL SERVICE FAMILY PROTECTION SCHEME BOARD

- 6 Miss B.Brizmohun Currently holds the post of General Secretary of the All Employees Confederation.
7. Mr R.K.Sadien Holder of a Diploma in Trade Union Education. Currently holds the post of Chief Valuation Technician at the Valuation Division. Is a member of the National Trade Union Congress.
8. Mr N. Mantour Holder of a Certificate in Procurement & Supply Management . Former Head of Purchasing & Supply Cadre. Is now a pensioner.
9. Mr M.A.Zeadally Holder of a Diploma in Public Administration & Management. Has occupied various posts in the Civil Service from 1974 to 1980. Appointed as Assistant Secretary in 1981. Was Principal Assistant Secretary from 1996 to 2003. Is now a pensioner.


### 4.9 Board's Responsibility Statement

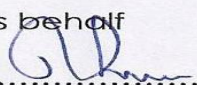
In line with the Statutory Bodies (Accounts and Audit) Act 1972, as subsequently amended, the Board shall, not later than three months after the end of every financial year, approve the Annual Report of the Civil Service Family Protection Scheme Board (CSFPSB) and submit same to the Director of Audit not later than four months after the end of that financial year.

The Board has ensured that:

- ✓ proper accounting records are maintained for the purpose of recording all the transactions relating to the undertakings, funds, activities and property of the CSFPSB;
- ✓ Suitable accounting policies are selected and applied consistently;
- ✓ Judgements and estimates made, are reasonable and prudent;
- ✓ The financial statements comply with the Financial Reporting Standards for Small Entities;
- ✓ The principles of Good Governance are adhered to the extent that it is feasible;
- ✓ Reasonable steps are taken to prevent and detect fraud and other irregularities;
- ✓ Assets are safeguarded by maintaining adequate internal control systems and procedures;

Approved by the Board of Directors and signed on its behalf

  
.....  
M.S.I. Lalmahomed  
Vice Chairperson

  
.....  
S. Luchoomun  
Board Member

## **5. THE AUDITOR'S REPORT**



# NATIONAL AUDIT OFFICE

NAO/SB/CSFPS/1/

23 May 2018

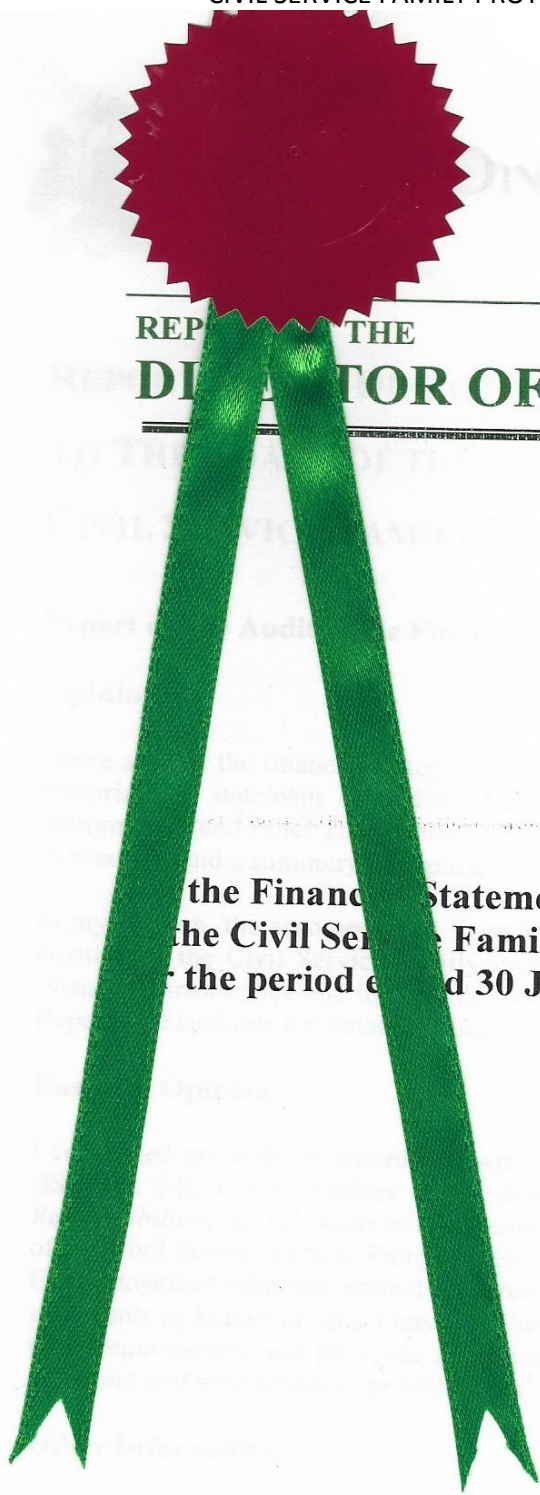
**The General Manager  
Civil Service Family Protection Scheme  
2<sup>nd</sup> Floor, Mutual Aid Building  
Guy Rozemont Square  
Port Louis**

Sir,

**Audit Report – Financial Statement for period ended 30 June 2017**

Please find enclosed the Report of the Director of Audit in respect of the audit of the Financial Statement of the Civil Service Family Protection Scheme for period ended 30 June 2017.

**(A.ABDOOL GAFFOOR)**  
for Director of Audit



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REPORT OF THE  
**DIRECTOR OF AUDIT**

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**of the Financial Statements  
of the Civil Service Family Protection Scheme Board  
for the period ended 30 June 2017**



# NATIONAL AUDIT OFFICE

## **REPORT OF THE DIRECTOR OF AUDIT TO THE BOARD OF THE CIVIL SERVICE FAMILY PROTECTION SCHEME BOARD Report on the Audit of the Financial Statements**

### **Opinion**

I have audited the financial statements of Civil Service Family Protection Scheme Board, which comprise the statement of financial position as at 30 June 2017, the statement of financial performance and other comprehensive income and the statement of cash flows for the period then ended, and a summary of significant accounting policies and other explanatory information.

In my opinion, the accompanying financial statements give a true and fair view of the financial position of the Civil Service Family Protection Scheme Board as at 30 June 2017, and of its financial performance and its cash flows for the period then ended in accordance with Financial Reporting Standards for Small Entities.

### **Basis for Opinion**

I conducted my audit in accordance with International Standards of Supreme Audit Institutions (ISSAIs). My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Civil Service Family Protection Scheme Board in accordance with the INTOSAI Code of Ethics together with the ethical requirements that are relevant to my audit of the financial statements in Mauritius, and I have fulfilled my other ethical responsibilities in accordance with these requirements and the Code of Ethics. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

### **Other Information**

Management is responsible for the other information. The other information comprises the information included in the annual report of the Civil Service Family Protection Scheme Board for the period ended 30 June 2017, but does not include the financial statements and my auditor's report thereon.

My opinion on the financial statements does not cover the other information and I do not express any form of assurance conclusion thereon.

## CIVIL SERVICE FAMILY PROTECTION SCHEME BOARD

In connection with my audit of the financial statements, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I have nothing to report in this regard.

### **Responsibilities of Management and Those Charged with Governance for the Financial Statements**

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Civil Service Family Protection Scheme Board, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Civil Service Family Protection Scheme Board's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management intends to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible of overseeing the Civil Service Family Protection Scheme Board's financial reporting process.

### **Auditor's Responsibilities for the Audit of the Financial Statements**

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISSAIs, will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISSAIs, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Civil Service Family Protection Scheme Board's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Civil Service Family Protection Scheme Board's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Civil Service Family Protection Scheme Board to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

## **Report on Other Legal and Regulatory Requirements**

### ***Management's Responsibility for Compliance***

In addition to the responsibility for the preparation and presentation of the financial statements described above, management is also responsible for ensuring that the activities, financial transactions and information reflected in the financial statements are in compliance with the laws and authorities which govern them.

### ***Auditor's Responsibility***

In addition to the responsibility to express an opinion on the financial statements described above, my responsibility includes expressing an opinion on whether the activities, financial transactions and information reflected in the financial statements are, in all material respects, in compliance with the laws and authorities which govern them. This responsibility includes performing procedures to obtain audit evidence about whether the Civil Service Family Protection Scheme Board's expenditure and income have been applied to the purposes intended

by those charged with governance. Such procedures include the assessment of the risks of material non-compliance.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

### **Opinion on Compliance**

#### ***Statutory Bodies (Accounts and Audit) Act***

I have obtained all information and explanations which to the best of my knowledge and belief were necessary for the purpose of my audit.

In my opinion, in all material respects, the activities, financial transactions and information reflected in the financial statements are in compliance with the Act.

#### ***Public Procurement Act***

The Civil Service Family Protection Scheme Board is responsible for the planning and conduct of its procurement. It is also responsible for defining and choosing the appropriate method of procurement and contract type in accordance with the provisions of the Act and relevant Regulations. My responsibility is to report on whether the provisions of Part V of the Act regarding the Bidding Process have been complied with.

In my opinion, the provisions of Part V of the Act have been complied with as far as it appears from my examination of the relevant records.



**K.C. TSE YUETSANG (MRS)**  
Director of Audit

National Audit Office  
Level 14,  
Air Mauritius Centre  
**PORT LOUIS**

23 May 2018



## **6. Financial Statements**

**(For the 18 month period ending 30 June 2017)**

Statement of Financial Position

Statements of Financial Performance and Other

Comprehensive Income

Statement of Cash Flows

Statement of Changes in Equity

Notes to the Accounts

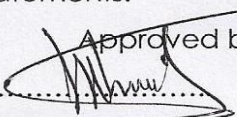
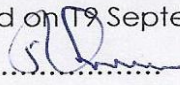
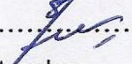
CIVIL SERVICE FAMILY PROTECTION SCHEME BOARD

Statement of Financial Position As At 30 June 2017

	Notes	30/06/17 RS	31/12/15 Restated RS
<b>ASSETS</b>			
<b><u>Non - Current Assets</u></b>			
Property, Plant and Equipment	6	825,101	1,469,870
Intangible Assets	7	216,175	864,699
Long Term Receivables	13	38,465,268	29,039,220
<b>Total Non-Current Assets</b>		<b>39,506,544</b>	<b>31,373,789</b>
<b><u>Current Assets</u></b>			
Trade and Other Receivables	14	278,880	542,240
Recurrent Grant Receivable	16	11,569,050	9,044,577
Cash at Bank		248,535	-
<b>Total Current Assets</b>		<b>12,096,465</b>	<b>9,586,817</b>
<b>Total Assets</b>		<b>51,603,009</b>	<b>40,960,606</b>
<b>Financed By Equity &amp; Liabilities</b>			
<b><u>Accumulated Fund</u></b>	4	<b>1,289,811</b>	<b>2,334,569</b>
<b>LIABILITIES</b>			
<b><u>Non Current Liabilities</u></b>			
Long Term Employee Benefits	17	9,700,000	9,288,612
Pension Liability	20	28,765,268	19,750,608
<b>Total Non-Current Liabilities</b>		<b>38,465,268</b>	<b>29,039,220</b>
<b><u>Current Liabilities</u></b>			
Employee Benefits	17	1,084,059	426,914
Accounts Payable	18	10,484,991	8,617,663
Recurrent Grant Payable	15	278,880	542,240
		<b>11,847,930</b>	<b>9,586,817</b>
<b>Total Liabilities</b>		<b>50,313,198</b>	<b>38,626,037</b>
<b>Total Equity And Liabilities</b>		<b>51,603,009</b>	<b>40,960,606</b>

The Notes to the Accounts on pages 23 to 40 form an integral part of the Financial Statements.

Approved by the Board on 19 September 2017 and signed on its behalf by:

		
M.S.H. Lalmahomed	S. Luchoomun	C. Meetun
Vice Chairperson	Board Member	General Manager

## Statements of Financial Performance and other Comprehensive Income For the 18 month period ending 30 June 2017

	Notes	01.01.2016 -30/06/2017 RS	Y/E 31/12/2015 Restated RS
<b>Revenue</b>			
Revenue Grant	3	1,874,861,677	1,210,526,325
Deferred Income	4	1,402,207	938,485
Other Income		-	10,026
<b>Total Revenue</b>		<b>1,876,263,884</b>	<b>1,211,474,836</b>
<b>Expenses</b>			
Depreciation & Amortization	8	1,402,207	938,485
Administrative Expenses	9	36,581,815	22,119,728
Refund of Contributions	10	72,350,121	41,667,538
Pension	11	1,757,011,859	1,136,207,723
<b>Total Expenses</b>		<b>1,867,346,002</b>	<b>1,200,933,474</b>
<b>Surplus / (Deficit) for the year</b>		<b>8,917,882</b>	<b>10,541,362</b>
<b>Other Comprehensive Income</b>			
Prior Year Adjustment	5	0	(4,442,499)
Items not to be reclassified to profit or loss in subsequent periods:			
Remeasurement Gain/(Loss) on Retirement Benefit Obligations	20	(8,669,347)	(6,098,863)
Net other Comprehensive Income not to be reclassified to profit or loss in subsequent periods		0	0
<b>Other Comprehensive Income for the Year</b>		<b>(8,669,347)</b>	<b>(10,541,362)</b>
<b>Total Comprehensive Income for the year</b>		<b>248,535</b>	<b>0</b>

The Notes to the Accounts on pages 23 to 40 form an integral part of the Financial Statements.

**Statement of Cash Flows For the 18 month period ending 30.06.2017**

	<b>01.01.2016- 30/06/2017</b>	<b>Y/E/31/12/2015</b>
	<b>Rs</b>	<b>Restated Rs</b>
<b>OPERATING ACTIVITIES</b>		
Surplus/(Deficit) for the year	8,917,882	10,541,362
<b>Adjustments for items not involving Cash</b>		
Remeasurement Gain/(Loss)	(8,669,347)	(6,098,863)
Prior Year Adjustment		(4,442,499)
Depreciation	1,402,207	938,485
Deferred Income	(1,402,207)	(938,485)
Change in Long Term Receivables	(9,426,048)	(3,967,966)
Change in Non- Current Liabilities	9,426,048	3,967,966
Change in Current Assets	(2,261,113)	(4,476,894)
Change in Current Liabilities	2,261,113	4,476,894
<b>Net cash flow generated from Operations</b>	<b>248,535</b>	<b>0</b>
<b>INVESTING ACTIVITIES</b>		
Purchase of PPE	(108,914)	(1,031,870)
<b>Net cash flow used in Investing Activities</b>	<b>(108,914)</b>	<b>(1,031,870)</b>
<b>FINANCING ACTIVITIES</b>		
Capital Grant	108,914	1,031,870
<b>Net cash inflow from financing activities</b>	<b>108,914</b>	<b>1,031,870</b>
<b>Increase in Cash and Cash Equivalents</b>	<b>248,535</b>	<b>0</b>
<b>Cash and Cash Equivalents at the beginning</b>	<b>0</b>	<b>0</b>
<b>Cash and Cash Equivalents at end of period</b>	<b>248,535</b>	<b>0</b>

CIVIL SERVICE FAMILY PROTECTION SCHEME BOARD  
**Statement of Changes in Equity for the 18 month period ending  
30.06.17**

	<b>01.01.2016- 30/06/17 Rs</b>	<b>Y/E/31/12/15 Restated Rs</b>
Opening Balance	2,334,569	2,241,184
Capital Grant	108,914	1,031,870
	<hr/> 2,443,483	<hr/> 3,273,054
Add: Surplus/(Deficit)	8,917,882	10,541,362
Deferred Income	(1,402,207)	(938,485)
Remeasurement Gain/(Loss) on Retirement Benefit Obligations	(8,669,347)	(6,098,863)
Prior Year Adjustment		(4,442,499)
<b>Closing Balance</b>	<hr/> <b>1,289,811</b>	<hr/> <b>2,334,569</b>

## Notes to the Accounts

Notes to and forming an integral part of the financial statements for the 18 month period ending 30 June 2017.

### 1. General Information

The Civil Service Family Protection Scheme Board is a body corporate established under the Civil Service Family Protection Scheme Act 1969. It operates under the aegis of the Ministry of Finance and Economic Development. Its objects as per the CSFPS Act are as follows:

- Section 4 of the Act provides that the Civil Service Family Protection Scheme and Fund shall be administered and controlled by the Board;
- Section 25 of the Act provides for the return of contributions to a contributor or a member of the Assembly or his legal representative where no pension is payable;
- Section 27 of the Act provides for the payment of a surviving spouse's pension and/or a children's pension on the death of a contributor.

## **2. Accounting Policies**

The principal accounting policies applied in the preparation of the financial statements are set out below. These policies have been consistently applied, unless otherwise stated.

### **2.1 Basis of Preparation**

The financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standards for Small Entities (FRSSE).

The going concern basis has been adopted.

In principle the Statement of Financial Performance is prepared on a no gain /no loss basis. Provision for payment of FPS contributions to SICOM in respect of officers appointed on or after 01 January 2013 has been made in the accounts. Capital Grant received to finance acquisition of property, plant and equipment is recognized as deferred income and is released to the Statement of Financial Performance over the expected useful economic lives of the related assets on a basis consistent with its depreciation policy. The Accumulated Fund represents capital grant received and not yet released to the Statement of Financial Performance.

### **2.2 Functional and Presentation currency**

The functional and presentation currency of the financial statements is Mauritian Rupee, rounded to the nearest rupee.

### **2.3 Government Grants**

The Board's activities are financed out of Government Grant and this income is recognized in the financial statements as follows:

Grants receivable to finance recurrent expenditure are credited to the Statement of Financial Performance and are recognized in the same period as that of expenditure.

Government Grant devoted to the acquisition of non-current assets are recorded as Capital Grant in the Statement of Financial Position and is released to the Statement of Financial Performance as deferred income over the expected useful life of the related asset on a basis consistent with its depreciation policy.

### **2.4 Expenses**

Expenses are accounted for on an accrual basis.

## 2.5 Property, Plant and Equipment

Property, Plant and Equipment are stated at historical cost less accumulated depreciation. Depreciation is calculated on the straight line basis so as to write off the depreciable amount of the assets over their expected useful economic lives. Depreciation methods, useful lives and residual values are reviewed at each reporting date. Additions during the year bear a full depreciation charge and no depreciation is provided in the year of disposal.

The annual rates of depreciation used for the purpose are as follows:

Assets	Rate of Depreciation Per Annum %
Furniture & Fittings	10
Office Equipment	20
Computer and Other Equipment	20

Cost of software for operating system when acquired with computers are included in the hardware costs and depreciated as for any computer equipment.

## 2.6 Intangible Assets

Intangible assets, consisting mainly of computer software licenses, are recorded at cost less cost amortized. Costs incurred for maintaining computer software are expensed to the Statement of Financial Performance.

### **Amortization**

Amortization is calculated on a straight-line basis to recognize the consumption of economic benefits of an asset over its useful life. The estimated useful life of Software licenses is 5 years.

Licenses paid annually in respect of anti-viruses for software are charged to the Statement of Financial Performance in the year they are incurred.

## 2.7 Accounts Receivable and Prepayments

Debtors and prepayments are stated at their nominal value.

## 2.8 Accounts Payables and Accrued Expenses

Creditors and payables are stated at cost except for the retirement benefit obligations figure which is stated as per the actuarial report.

## 2.9 Statement of Cash Flows

The Statement of Cash Flows is prepared using the indirect method.

**2.10 Events after the end of the Reporting Period**

There was no major event after the Statement of Financial Position date which requires disclosure.

**2.11 Related Party Transactions**

There was no significant transaction during the year involving the Board and the staff at top management level or their related parties outside the ordinary course of business.

**2.12 Reporting Date**

With the change in the fiscal year in 2015, the present Financial Statements have been prepared for a period of 18 months ending on 30 June 2017 compared to the previous annual basis ending on 31 December. Thereafter, the Financial Statements will be prepared on an annual basis ending on every 30 June.

**2.13 Scheme Contributions**

	<b>01.01.16- 30.06.17 Rs</b>	<b>Y/E 31.12.15 Rs</b>
From public officers	477,524,951	303,283,626
From officers transferred to approved services	49,749,344	33,777,063
<b>Total Contributions</b>	<b>527,274,295</b>	<b>337,060,689</b>

The total scheme contributions amounting to Rs 527,274,295 includes an amount of Rs 3,868,081 representing arrears of contributions from public officers in post as at 30 June 2008 and an amount of Rs 1,749,364 representing contributions from officers from approved services pertaining to the month of June 2017 but received in July 2017. FPS contributions actually received are credited directly to the Consolidated Fund.

**2.14 Car Loan**

As per the PRB Report, eligible officers of the CSFPSB are entitled to loan facilities for the purchase of a motor vehicle. The balances due by such officers to the Accountant General's Department as at 30 June 2017 and 31 December 2015 are Rs 1,900,920 and Rs 2,523,491 respectively.



CIVIL SERVICE FAMILY PROTECTION SCHEME BOARD

**3. Grants-Recurrent**

	<b>01.01.16- 30.06.17 Rs</b>	<b>Y/E 31.12.15 Restated Rs</b>
Amount received during the year	1,862,756,710	1,203,176,287
Add: Closing Recurrent Grant Receivable	11,569,050	9,044,577
Add: Closing Long Term Receivable	38,465,268	29,039,220
Add: Opening Recurrent Grant Payable	542,240	510,764
<b>Sub Total</b>	<b>1,913,333,268</b>	<b>1,241,770,848</b>
<b>Less</b>		
Amount devoted to Capital Expenditure	108,914	1,031,870
Opening Recurrent Grant Receivable	9,044,577	4,599,159
Opening Long Term Receivable	29,039,220	25,071,254
Closing Recurrent Grant Payable	278,880	542,240
<b>Sub Total</b>	<b>38,471,591</b>	<b>31,244,523</b>
<b>To the Statement of Financial Performance</b>	<b>1,874,861,677</b>	<b>1,210,526,325</b>

**4. Grants-Capital/Deferred Income**

	<b>01.01.16- 30.06.17 Rs</b>	<b>Y/E 31.12.15 Rs</b>
Opening Balance	2,334,569	2,241,184
Received during the year	108,914	1,031,870
	2,443,483	3,273,054
<b>Deferred Income to Income Statement</b>	<b>(1,402,207)</b>	<b>(938,485)</b>
Surplus	<b>248,535</b>	
<b>Closing Balance</b>	<b>1,289,811</b>	<b>2,334,569</b>

**5. Vacation leave – Prior Year Adjustment**

The Accounts have been restated to incorporate for the first time vacation leave earned by eligible officers for the accounting periods prior to 01 January 2015.

Summary of the Prior Year Accounting Impact

Prior Year Adjustment – Increase in Surplus by Rs 4,442,499.

In addition to the above disclosure, where corresponding figures have been changed, the word “Restated” has been inserted under the year heading on all relevant statement and notes.

**6. Property, Plant and Equipment**

	<b>Furniture and Fittings</b>	<b>Office Equipment</b>	<b>Computer Equipment</b>	<b>Total</b>
	<b>Rs</b>	<b>Rs</b>	<b>Rs</b>	<b>Rs</b>
<b>Cost</b>				
At 01.01.2016	<b>346,913</b>	<b>148,165</b>	<b>2,677,829</b>	<b>3,172,907</b>
Additions	54,130	7,469	47,315	108,914
Disposal	-	-	-	-
<b>At 30.06. 2017</b>	<b>401,043</b>	<b>155,634</b>	<b>2,725,144</b>	<b>3,281,821</b>
<b>Accumulated Depreciation</b>				
At 01.01.2016	<b>205,467</b>	<b>121,355</b>	<b>1,376,215</b>	<b>1,703,037</b>
Charge for the year	48,989	13,677	691,017	753,683
Disposal	-	-	-	-
<b>At 30.06. 2017</b>	<b>254,456</b>	<b>135,032</b>	<b>2,067,232</b>	<b>2,456,720</b>
<b>Net book values:</b>				
<b>At 30.06. 2017</b>	<b>146,587</b>	<b>20,602</b>	<b>657,912</b>	<b>825,101</b>
<b>At 31.12. 2015</b>	<b>141,446</b>	<b>26,810</b>	<b>1,301,614</b>	<b>1,469,870</b>

CIVIL SERVICE FAMILY PROTECTION SCHEME BOARD

**7. Intangible Assets**

	<b>01.01.16- 30.06.17 Rs.</b>	<b>Y/E 31.12.2015 Rs.</b>
<b>Opening NBV</b>	<b>864,699</b>	1,297,048
Addition	0	0
	<b>864,699</b>	<b>1,297,048</b>
Amortization	(648,524)	(432,349)
<b>Closing NBV</b>	<b>216,175</b>	<b>864,699</b>

	<b>01.01.16- 30.06.17 Rs.</b>	<b>Y/E 31.12.2015 Rs.</b>
Original Cost	2,161,746	2,161,746
Accumulated Amortization	1,945,571	1,297,047
<b>Net Book Value</b>	<b>216,175</b>	<b>864,699</b>

**8. Depreciation & Amortization**

	<b>01.01.16- 30.06.17 Rs.</b>	<b>Y/E 31.12.2015 Rs.</b>
On PPE	753,683	506,136
On Intangible Assets	648,524	432,349
<b>Total Depreciation Charge for the year</b>	<b>1,402,207</b>	<b>938,485</b>

CIVIL SERVICE FAMILY PROTECTION SCHEME BOARD

**9. Administrative Expenses**

ITEMS	Notes	01.01.16- 30.06.17 Rs	Y/E 31.12.2015  Restated Rs
<b>(a) Staff Costs</b>			
Salaries		18,309,892	11,056,865
Year End Bonus ( 1,017,132 + 515,000)		1,532,132	917,122
Travelling Expenses		2,137,524	1,352,034
Staff Pension- DBP	20	3,601,545	2,251,239
Allowances		122,181	139,418
Overtime		40,465	68,672
Passage Benefits Earned		758,730	390,846
Staff Pension- DCP		139,796	53,631
Refund of Sick Leave (600,382 + 254,000)		854,382	496,739
Uniforms		28,890	19,120
National Savings Fund		233,478	148,034
Training of Staff		106,900	142,300
Staff Welfare		31,026	25,000
Accumulated Sick Leave earned		728,534	291,689
FPS SICOM		45,949	7,023
Vacation leave earned		833,491	65,517
<b>Sub Total</b>		<b>29,504,915</b>	<b>17,425,249</b>
<b>(b) Other Operating Costs</b>			
Fees To Board Members		728,087	476,504
Rent		3,444,648	2,236,420
Electrical Charges		695,254	513,239
Printing, Stationery & Postage		387,104	309,472
Telecommunications Bills		283,246	171,547
Professional Fees		176,501	140,603
Office Expenses & Incidentals		381,481	295,855
Maintenance of Equipment & Computer Expenses		980,579	550,839
<b>Sub Total</b>		<b>7,076,900</b>	<b>4,694,479</b>
<b>To The Statement of Financial Performance</b>		<b>36,581,815</b>	<b>22,119,728</b>

**10. Refund of Contributions**

	<b>01.01.16- 31.12.2017 Rs.</b>	<b>Y/E 31.12.2015 Rs.</b>
Closing Balance Due	7,691,431	6,302,842
Add: Amount paid during the year	70,961,532	38,340,441
	<b>78,652,963</b>	<b>44,643,283</b>
Less: Opening Balance Due	6,302,842	2,975,745
<b>To the Statement of Financial Performance</b>	<b>72,350,121</b>	<b>41,667,538</b>

**11. Pension**

	<b>01.01.16- 30.06.2017 Rs</b>	<b>Y/E 31.12.2015 Rs</b>
Closing Balance Due	1,947,134	1,773,191
Add: Amount paid during the year	1,756,837,916	1,135,341,276
	<b>1,758,785,050</b>	<b>1,137,114,467</b>
Less: Opening Balance Due	1,773,191	906,744
<b>To the Statement of Financial Performance</b>	<b>1,757,011,859</b>	<b>1,136,207,723</b>

**11.1 Overseas Payment of Pensions & Refund of Contributions**

Payment of overseas pensions and refund of contributions through Mauritius High Commissions Canberra, New Delhi & UK, Mauritius Embassy in Paris and Crown Agents Bank totaled Rs 20,056,937 and 13,662,485 for the financial years 2017 and 2015 respectively. These payments were effected directly out of Consolidated Fund.

**11.2 Pension Range Analysis**

At the end of the 18 month period ending 30/06/17, 17,445 beneficiaries were receiving a pension under the Scheme while the number of beneficiaries receiving a pension under the Fund was 262. The pension paid under both the Scheme and the Fund has been analyzed and details of the Pension Range Analysis Reports are as follows:

CIVIL SERVICE FAMILY PROTECTION SCHEME BOARD

**(i) Pension Range Analysis Report: Fund Pension**

<b>Pension Range (Rs)</b>	<b>As at 30/06/ 2017</b>	<b>As at 31/12/ 2015</b>
up to 4,000	-	-
4,001 - 5,000	75	166
5,001 - 6,000	93	103
6,001 - 7,000	48	47
7,001 - 8,000	27	34
8,001 & above	19	13
<b>TOTAL NUMBER OF BENEFICIARIES</b>	<b>262</b>	<b>363</b>

CIVIL SERVICE FAMILY PROTECTION SCHEME BOARD

**(ii) Pension Range Analysis Report: Scheme Pension**

<b>Pension Range (Rs)</b>	<b>As at 30/06/2017</b>	<b>As at 31/12/2015</b>
up to 4,000	39	83
4,001 - 5,000	12,673	13,518
5,001 - 6,000	1,759	1,262
6,001 - 7,000	1,050	897
7,001 – 8,000	838	753
8,001 – 9,000	509	372
9,001 – 10,000	257	174
10,001 – 11,000	139	85
11,001 – 12,000	64	46
12,001 – 13,000	46	29
13,001 – 14,000	23	16
14,001 – 15,000	12	8
15,001 – 16,000	14	9
16,001 – 17,000	5	4
17,001 – 31,750	13	7
31,751 & above	4	2
<b>TOTAL NUMBER OF BENEFICIARIES</b>	<b>17,445</b>	<b>17,265</b>

**12. Analysis of staff costs**

	<b>01.01.16- 30.06.2017 Rs</b>	<b>Y/E 31.12.2015 Rs</b>
Wages and Salaries, Pension Costs and other Staff Expenses	33,243,931	17,359,732
The number of employees as at 31 December	34	34

**13. Long Term Receivables**

	<b>01.01.16- 30.06.2017 Rs</b>	<b>Y/E 31.12.15 Restated Rs</b>
Bank Sick leave Obligations	4,000,000	3,846,113
Passage Benefits	1,000,000	1,000,000
Pension Liability as per IAS 19 Report	28,765,268	19,750,608
Vacation Leave Obligations	4,700,000	4,442,499
<b>Total</b>	<b>38,465,268</b>	<b>29,039,220</b>

**14. Trade & Other Receivables**

	<b>01.01.16- 30.06.2017 Rs.</b>	<b>Y/E 31.12.2015 Rs.</b>
Rent	177,966	172,109
Maintenance of Equipment & Computer	99,466	363,975
Office Expenses & Incidentals	1,448	6,156
<b>Total</b>	<b>278,880</b>	<b>542,240</b>

**15. Recurrent Grant Payable**

<b>278,880</b>	<b>542,240</b>
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**16. Recurrent Grant Receivable**

	<b>01.01.16- 30.06.2017 Rs</b>	<b>Y/E 31.12.2015 Restated Rs</b>
Pension	1,947,134	1,773,191
Refund of Contribution	7,691,431	6,302,842
Sick leave( 316,772 +254,000)	570,772	496,739
Passage Benefits Obligations	486,806	361,397
FPS Payable	77,426	15,391
Training Fees Payable	0	29,500
End of Year Bonus	515,000	
Vacation Leave	280,481	65,517
	<b>11,569,050</b>	<b>9,044,577</b>

**17. Employee Benefits**

Employee benefits include sick leaves, vacation leaves and passage benefits accrued by staff and payable either on retirement or on resignation.

**Short -Term**

	<b>01.01.16- 30.06.2017 Rs</b>	<b>Y/E 31.12.2015 Restated Rs</b>
Sick Leave	316,772	
Passage Benefits	486,806	361,397
Vacation leave	280,481	65,517
<b>Total</b>	<b>1,084,059</b>	<b>426,914</b>

**Long- Term**

	<b>01.01.16- 30.06.2017 Rs</b>	<b>Y/E 31.12.2015 Restated Rs</b>
Sick Leave	4,000,000	3,846,113
Passage Benefits	1,000,000	1,000,000
Vacation leave	4,700,000	4,442,499
<b>Total</b>	<b>9,700,000</b>	<b>9,288,612</b>

**18. Accounts Payable**

	<b>01.01.16- 30.06.2017 RS</b>	<b>Y/E 31.12.2015 RS</b>
Pension	1,947,134	1,773,191
Refund of contributions	7,691,431	6,302,842
Refund of Sick leave	254,000	496,739
FPS Payable	77,426	15,391
Training Fees Payable	515,000	29,500
<b>Total</b>	<b>10,484,991</b>	<b>8,617,663</b>

**19. Contingent Liabilities**

The Civil Service Family Protection Scheme Act provides for the payment of a pension on the death of a contributor or for a refund of contribution where no pension is payable. A liability arises when a claim made by an eligible applicant is accompanied by the submission of all relevant documents.

In the absence of proper claims and the lack of relevant information at year end, it was not possible to make a reliable estimate regarding unclaimed new pensions or refund of contributions. These have not been accounted for in the financial statements.

**20. Retirement Benefits Obligations**CSFPSB Staff Pension Fund (Defined Benefit Scheme)

IAS 19 prescribes the accounting treatment to be adopted in respect of employee benefits, requiring a liability to be recognized when services have been provided in exchange for future employee benefit and an expense when the company consumes the economic benefit arising from the service.

IAS 19 Revised has eliminated the 'corridor approach' previously allowed and requires the recognition of changes in defined benefit obligations and in fair value of plan assets when they occur, thus accelerating the recognition of past service costs.

All actuarial gains and losses are recognized immediately through other comprehensive income so that the net pension assets or liability recognized in the statements of financial position reflect the full value of the plan deficit or surplus.

CIVIL SERVICE FAMILY PROTECTION SCHEME BOARD

The Civil Service Family Protection Scheme Staff Pension Fund is a defined benefit plan and its assets are managed by the State Insurance Company of Mauritius (SICOM) Ltd. The actuarial valuation of plan assets and the present value of the defined benefit obligations for the 18 month period ending 30 June 2017 were as follows:

	<b>01.01.16- 30/06/17</b>	<b>Y/E 31/12/15</b>
	<b>Rs</b>	<b>Rs</b>
<b>Amounts recognized in Balance Sheet at end of year:</b>		
Defined benefit obligations	79,128,392	67,516,557
Fair value of plan assets	(50,363,124)	(47,765,949)
<b>Liability recognized in Balance sheet at end of year</b>	<b>28,765,268</b>	<b>19,750,608</b>
<b>Amount recognized in Income Statement:</b>		
Service cost:		
Current service cost	2,553,396	1,561,410
Past service cost	0	0
Employee Contributions	(1,028,284)	(636,777)
Fund expenses	85,690	53,062
Net Interest Expense/(Income)	1,990,744	1,273,544
P & L Charge	<b>3,601,546</b>	<b>2,251,239</b>
<b>Remeasurement:</b>		
Liability(gain)/Loss	8,008,969	3,331,698
Assets(gain)/Loss	660,378	2,767,165
<b>Total, other comprehensive Income(OCI) recognized</b>	<b>8,669,347</b>	<b>6,098,863</b>
<b>Total</b>	<b>12,270,893</b>	<b>8,350,102</b>
<b>Movements in liability recognized in balance sheet:</b>		
At start of year	19,750,608	20,516,830
Amount recognized in P&L	3,601,546	2,251,239
Actuarial Reserves transferred in	0	0
Special Contributions	0	(7,100,000)
Contributions paid by employer	(3,256,233)	(2,016,324)
Amount recognized in OCI	8,669,347	6,098,863
At end of year	<b>28,765,268</b>	<b>19,750,608</b>
Actual return on plan assets:	3,931,741	512,699

The plan is a defined benefit arrangement for the employees and it is funded. The assets of the funded plan are held independently and administered by State Insurance Company of Mauritius Ltd.

CIVIL SERVICE FAMILY PROTECTION SCHEME BOARD

	<b>01.01.2016- 30/06/17</b>	<b>Y/E 31/12/2015</b>
	<b>Rs</b>	<b>Rs</b>
<b>Reconciliation of the present value of defined benefit obligation</b>		
Present value of obligation at start of period	67,516,557	60,698,602
Current service cost	2,553,396	1,561,410
Interest cost	6,582,864	4,552,395
Benefits paid	(5,533,394)	(2,627,548)
Liability (gain)/loss	8,008,969	3,331,698
Present value of obligation at end of period	<b>79,128,392</b>	<b>67,516,557</b>
<b>Reconciliation of fair value of plan assets</b>		
Fair value of plan assets at start of period	47,765,949	40,181,772
Expected return on plan assets	4,592,120	3,278,851
Employer contributions	3,256,233	2,016,324
Employee contributions	1,028,284	636,777
Special Contributions	0	7,100,000
Actuarial Reserves transferred in	0	0
Benefits paid+ other outgo	(5,619,084)	(2,680,610)
Asset gain/(loss)	(660,378)	(2,767,165)
Fair value of plan assets at end of period	<b>50,363,124</b>	<b>47,765,949</b>
<b>Distribution of plan assets at end of period</b>		
<i>Percentage of assets at end of year</i>	<b>30.06.17</b>	<b>31.12.15</b>
Government securities and cash	56.6%	58.1%
Loans	4.4%	4.3%
Local equities	15.8%	15.9%
Overseas bonds and equities	22.6%	21.0%
Property	0.6%	0.7%
Total	100%	100%
<b>Additional disclosure on assets issued or used by the reporting entity</b>		
<i>Percentage of assets at end of year</i>	<b>30.06.17</b>	<b>31.12.15</b>
	(%)	(%)
Assets held in the entity's own financial instruments	0	0
Property occupied by the entity	0	0
Other assets used by the entity	0	0
<b>Components of the amount recognized in OCI</b>		
Year	<b>30.06.17</b>	<b>31.12.15</b>
	<b>Rs</b>	<b>Rs</b>
Asset experience gain/(Loss) during the period	(660,378)	(2,767,165)
Liability experience gain/(Loss) during the period	(8,008,969)	(3,331,698)
Surplus/(deficit)	<b>(8,669,347)</b>	<b>(6,098,863)</b>

The plan is exposed to **actuarial risks** such as: investment risk, interest rate risk, longevity risk and salary risk. The risk relating to death in service benefits is re-insured. The cost of providing the benefits is determined using the Projected Unit Method.

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The **principal assumptions** used for the purpose of the actuarial valuation were as follows:

	<b>01.01.16- 30.06.17</b>	<b>Y/E 30.12.2015</b>
Discount rate	6.50%	7.50%
Future salary increases	4.00%	5.00%
Future pension increases	3.00%	3.00%
Mortality before retirement	A6770 Ultimate Tables	
Mortality in retirement	PA (90) Tables rated down by 2 years	
Retirement Age	As per second Schedule II of the Statutory Bodies Pension Funds Act	

The discount rate is determined by reference to market yields on bonds.

Significant actuarial assumptions for determination of the defined benefit obligation are discount rate, expected salary increase, and mortality rate. The sensitivity analyses below have been determined based reasonably on possible changes of the assumptions occurring at the end of the reporting period.

- If the discount rate would be 100 basis points (one percent) higher/lower, the defined benefit obligation would decrease by Rs 8.7 M (increase by Rs 10.6 M) if all other assumptions were held unchanged.
- If the expected salary growth would increase (decrease) by 1%, the defined benefit obligation would increase by Rs 3.4 M (decrease by Rs 3.0 M) if all assumptions were held unchanged.
- If life expectancy would increase (decrease) by one year, the defined benefit obligation would increase by Rs 2.1M (decrease by Rs 2.1M) if all assumptions were held unchanged.

In reality one might expect interrelationships between the assumptions, especially between discount rate and expected salary increases, given that both depend to a certain extent on expected inflation rates. The analysis above abstracts from these interdependence between the assumptions.

## **21. Public Pensions Defined Contribution Pension Scheme (PPDCPS)**

With the recommendations of the 2013 PRB Report and the subsequent amendment to the Statutory Bodies Pension Funds Act, a Public Pensions Defined Contribution Pension Scheme (PPDCPS) has been set up by SICOM Ltd. All new entrants as from 01/01/2013 shall join the new PPDCPS. The 12% employer's contributions to the PPDCPS are charged to the Statement of Financial performance in the year they are incurred.

## **22. Risk Management Policies**

### **Financial Risks**

The Civil Service Family Protection Scheme Board, as a corporate entity, is not much exposed to financial risks. The Board does not use derivative financial instruments to hedge risk exposures.

### **Credit Risk**

The Civil Service Family Protection Scheme Board is not exposed to any credit risk.

### **Currency Risk**

The Civil Service Family Protection Scheme Board is not exposed to any currency risk.

### **Interest Rate Risk**

The Civil Service Family Protection Scheme Board is not exposed to any Interest Rate risk.

## **23. Employee Disclosure**

As at 30 June 2017, the CSFPS Board had 34 full time employees, out of which 3 were manual staff.

## **24. Key Management Personnel**

The Key Management Personnel of the CSFPSB comprises a General Manager, an Assistant General Manager and three Heads of Sections. The aggregate remuneration of the key management personnel was Rs 6.24 million for the 18 month period ending 30/06/2017.

CIVIL SERVICE FAMILY PROTECTION SCHEME BOARD

**25. Statement of Budget, Actual Cash & Accrued Based Amounts**

**For the 18 month period ending 30 June 2017**

	Original Budget	Revised Budget	Actual Received & Paid	Financial Statements
	Rs	Rs	Rs	Rs
Government Grant	<b>1,884,054,000</b>	<b>1,912,950,000</b>	<b>1,862,756,710</b>	<b>1,878,600,693</b>
Overtime	100,000	60,000	40,465	40,465
Salaries	17,123,000	18,618,000	18,286,570	18,309,892
Year End Bonus	974,000	1,018,000	1,017,132	1,532,132
Fees To Board Members	805,000	745,000	728,087	728,087
Allowances	180,000	180,000	122,181	122,181
Rent	3,450,000	3,458,000	3,450,505	3,444,648
Electrical Charges	945,000	762,000	695,254	695,254
Printing & Stationery & Postage	375,000	390,000	387,104	387,104
Uniforms	50,000	50,000	28,890	28,890
Maintenance Of Equipment & Comp.	700,000	787,000	716,070	980,579
Office Expenses & Incidentals	600,000	600,000	376,773	381,481
Travelling Expenses	2,100,000	2,210,000	2,137,524	2,137,524
Telecommunications Bills	290,000	290,000	283,246	283,246
Professional Fees	135,000	200,000	176,501	176,501
Passage Benefits	450,000	650,000	633,321	758,730
Defined Benefits Scheme	3,277,000	3,282,000	3,256,233	3,601,546
Defined Contributions Scheme	28,000	145,000	139,796	139,796
Contribution to SICOM FPS	39,000	31,000	7,236	45,949
Pension To Beneficiaries	1,780,787,000	1,786,010,000	1,756,837,916	1,757,011,859
Refund Of Contribution	69,000,000	90,947,000	70,961,532	72,350,121
National Savings Fund	242,000	252,000	233,478	233,478
Cash in lieu of vacation leave	552,000	370,000	361,025	833,491
Office Equipment & Furniture	350,000	250,000		
Refund Of Sick Leave	1,017,000	1,360,000	1,354,996	854,382
Accumulated Sick Leave Earned				728,534
Training Of Staff	450,000	250,000	136,400	106,900
Staff Welfare	35,000	35,000	31,026	31,026
<b>Total Recurrent Expenditure</b>	<b>1,884,054,000</b>	<b>1,912,950,000</b>	<b>1,862,399,260</b>	<b>1,865,943,795</b>
Furniture & Fittings			<b>54,130</b>	
Office Equipment			7,469	
Computer Equipment			47,315	
<b>Total Expenditure Capitalized</b>			<b>108,914</b>	
<b>Total Expenditure</b>	<b>1,884,054,000</b>	<b>1,912,950,000</b>	<b>1,862,508,175</b>	
Overseas Pension & Refund Paid out of Consolidated Fund			<b>20,150,114</b>	
<b>Total as per Treasury Abstract</b>	<b>1,884,054,000</b>	<b>1,912,950,000</b>	<b>1,882,658,288</b>	



CIVIL SERVICE FAMILY PROTECTION SCHEME BOARD

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