

The art of success



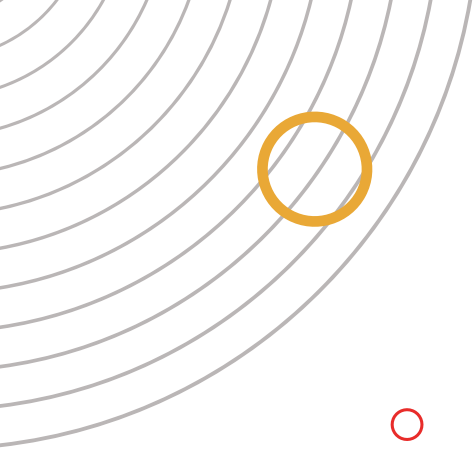
OUR VISION

To be the leader
in human capital
development in
the region and
beyond for global
employability

OUR MISSION

We provide and promote innovative and quality learning and certification services for the development of a sustainable human capital





Our
Corporate
Values

INTE
LOY
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COMM
TEAM



GRITTY.

ALTY

ONESTY

UST

SPECT

ITMENT

SPIRIT



MITD BOARD AND MANAGEMENT

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CHAIRPERSON'S MESSAGE



Mauritius “Vision 2030” will require an economic model of development that will be driven by knowledge, technology and innovation as well as being socially inclusive. TVET will be called upon to emerge as a strong pillar supporting the economy with robust growth. However, the supply of highly skilled human resource in different sectors of the economy will require reforms that will contribute to improving the quality and relevance of the present training system.

The MITD Board has been reconstituted in April 2018. As Chairperson of the Board and with the support of my Board members, I am strongly committed to drive the transformation plan of the MITD to make TVET a viable pathway to school leavers after completing grade 9 as well as establishing a continuum between education and training.

The salient features of the transformation plan at the MITD are: Upgrading and rationalisation of training centres, Review of MITD training programmes, Upgrading of equipment, Capacity building of staff, Upgrading and standardisation of instructional materials, Strengthening the quality assurance system and Rebranding of TVET.

I have the pleasure to submit the Annual Report of the Mauritius Institute of Training and Development for the twelve months ended 30 June 2018.



Harrykrishna Vydellingum
Chairperson, MITD Board

CORPORATE PROFILE

MITD is a body corporate established as per the Mauritius Institute and Development Act 2009. As per Proclamation No. 30 of 2009, the Mauritius Institute of Training and Development (MITD) came into operation as from 16 November 2009. The MITD was declared “approved service” under General Notice No. 2236 of 2009. It took over the activities of the Industrial and Vocational Training Board (IVTB) and part of the Technical School Management Trust Fund (TSMTF).

The objectives of the Institute are to:

- (a) Promote excellence in technical and vocational education and training;
- (b) Promote research and enhance knowledge in technical and vocational education and training;
- (c) Increase access to technical and vocational education and training through the setting up of training centres;
- (d) Promote exchange programmes and courses with other institutions in technical and vocational education and training;
- (e) Assist in the apprenticeship of persons who are, or will be, employed in commercial, technical and vocational fields.

The functions of the Institute are to:

- (a) Develop and conduct technical and vocational education and training programmes and courses;
- (b) Provide research and training activities in technical and vocational education and training;
- (c) Engage in research activities in technical and vocational education and training;
- (d) Provide consultancy services in the field of technical and vocational education and training;
- (e) Set up training centres for technical and vocational education and training;
- (f) Review and develop curricula in technical and vocational education and training based on national standards registered under the National Qualifications Framework;
- (g) Safeguard and market the intellectual property rights and products of the Institute;
- (h) Award certificates and diplomas, or any other technical and vocational qualifications;
- (i) Establish exchange programmes and courses with any other institution in technical and vocational education and training;
- (j) Cooperate with other institutions having objects wholly or partly similar to those of the Institute;
- (k) Advise the Minister on all matters pertaining to technical and vocational education and training.

Composition of the MITD Board:

- (a) a Chairperson, to be appointed by the Prime Minister;
- (b) a Vice-Chairperson, to be appointed by the Minister;
- (c) a representative of the Ministry;
- (d) a representative of the Ministry responsible for the subject of employment;
- (e) a representative of the Ministry responsible for the subject of finance;
- (f) two members from the private sector, to be appointed by the Minister and
- (g) two members with experience in technical and vocational education and training, to be appointed by the Minister.

As per section 10 of the Act, the Board has set up the following committees to assist the Institute in the performance of its functions and the exercise of its powers:

- (i) Assessment and Certification Committee
- (ii) Audit Committee
- (iii) Corporate Governance Committee
- (iv) Finance Committee
- (v) Human Resource Committee

CORPORATE GOVERNANCE STATEMENT

The MITD Board, management and staff of the Mauritius Institute of Training and Development fully support and are committed to the principles of business integrity, transparency and professionalism as recommended by the Code of Corporate Governance. We recognise that adhering to good governance principles is not merely compliance with a set of rules and regulations but entails aiming for the highest standards of Corporate Governance.

Further, we strive to ensure that all the activities of the organisation are conducted in such a way as to satisfy the characteristics of Good Corporate Governance, namely discipline, transparency, independence, accountability, fairness and social responsibility.

Members of the MITD Board recognise that the Code of Corporate Governance is seen as best practice and ensure that its operations are conducted in a way that displays characteristics of good governance. In order to promote corporate fairness, transparency and accountability, the MITD Board has endeavoured to formalise the concept of Corporate Governance within its activities. It has thus set up several committees to look more closely at relevant issues pertaining to the MITD.

Statement Of Compliance With The Code Of Corporate Governance

We, the Directors of Mauritius Institute of Training and Development Board (MITD) confirm that to the best of our knowledge, the MITD has complied with all of its obligations and requirements under the Code of Corporate Governance.

Harrykrishna Vydelingum

Chairperson



Audrey D'Hotman de Villiers-Desjardins

Board Member



CORPORATE GOVERNANCE

ROLES AND RESPONSIBILITIES OF THE CHAIRMAN

The Institute is administered and managed by the Mauritius Institute of Training and Development Board. The Chairperson of the Board is appointed by the Prime Minister and is responsible for the efficient functioning of the Institute. He ensures that the Board meets at least once every month and/or as often as necessary but at such time and place as he thinks fit. The Chairperson also ensures that Board members fulfill their respective roles and make a positive contribution to the operation and success of the Institute.

MEMBERS OF MITD BOARD

COMPOSITION OF BOARD FOR PERIOD JULY 2017 TO MARCH 2018

DESIGNATION

Chairperson

Vice Chairperson

Representative of Ministry of Education and Human Resources,
Tertiary Education and Scientific Research

Representative of Ministry of Finance and Economic Development

Representative of Ministry of Labour, Industrial Relations
& Employment

Representative of Private Sector

Representative of Private Sector

TVET Specialist

TVET Specialist

NAME

Mr. François de Grivel, CBE

Vacant

Mr. Ravi Meettook

Mr. Christ Paddia

Mr. Ramprakash Nowbuth

Mr. Anwar Joonas

Mr. Shashi Puddoo

Mr. Rajcoomar Auckloo

Vacant

COMPOSITION OF BOARD FOR PERIOD APRIL 2018 TO JUNE 2018

DESIGNATION

Chairperson

Vice Chairperson

Representative of Ministry of Education and Human Resources,
Tertiary Education and Scientific Research

Representative of Ministry of Finance and Economic Development

Representative of Ministry of Labour, Industrial Relations & Employment

Representative of Private Sector

Representative of Private Sector

TVET Specialist

TVET Specialist

NAME

Mr. Harrykrishna Vydelingum

Vacant

Mr. Ravi Meettook

Mr. Christ Paddia

Mr. Ramprakash Nowbuth

Ms. Ridwana Timol

Mrs. Audrey D'Hotman de Villiers-Desjardins

Mr. Rajcoomar Auckloo

Mr. Santaram Rago

ATTENDANCE OF BOARD MEMBERS FOR PERIOD JULY 2017 TO MARCH 2018

DESIGNATION	NAME	NUMBER OF MEETINGS ATTENDED
Chairperson	Mr. François de Grivel, CBE	11
Vice Chairperson	<i>Vacant</i>	-
Representative of Ministry of Education and Human Resources, Tertiary Education and Scientific Research	Mr. Ravi Meettook	11
Representative of Ministry of Finance and Economic Development	Mr. Christ Paddia	9
Representative of Ministry of Labour, Industrial Relations & Employment & Training	Mr. Ramprakash Nowbuth	5
Representative of Private Sector	Mr. Anwar Joonas	10
Representative of Private Sector	Mr. Shashi Puddoo	7
TVET Specialist	Mr. Rajcoomar Auckloo	10
TVET Specialist	<i>Vacant</i>	-

ATTENDANCE OF BOARD MEMBERS FOR PERIOD APRIL 2018 TO JUNE 2018

DESIGNATION	NAME	NUMBER OF MEETINGS ATTENDED
Chairperson	Mr. Harrykrishna Vydelingum	4
Vice Chairperson	<i>Vacant</i>	-
Representative of Ministry of Education and Human Resources, Tertiary Education and Scientific Research	Mr. Ravi Meettook Mr. M. Varaden	2 2
Representative of Ministry of Finance and Economic Development	Mr. Christ Paddia	4
Representative of Ministry of Labour, Industrial Relations & Employment & Training	Mr. Ramprakash Nowbuth	3
Representative of Private Sector	Ms. Ridwana Timol	3
Representative of Private Sector	Mrs. Audrey D'Hotman de Villiers-Desjardins	3
TVET Specialist	Mr. Rajcoomar Auckloo	4
TVET Specialist	Mr. Santaram Ragoo	4

REMUNERATION OF BOARD MEMBERS AND MEMBERS OF COMMITTEES

Fees paid to Board members for the period July 2017 – June 2018 are given in note 27 of the annual financial statements.

The Chairman of the MITD Board was paid a monthly fee of Rs 29,925/-.

All the other Board members were paid a fee of Rs 2,000/- each in respect of every sitting of the Board meetings.

Regarding the sub-committee meetings, a fee of Rs 815/- was paid per sitting to each member.

The Chairperson of each committee was paid a fee of Rs 1,500/- per sitting.

PROFILE OF MEMBERS OF MITD BOARD

MR. HARRYKRISHNA VYDELINGUM CHAIRPERSON

Mr. Harrykrishna Vydelingum holds a B.A. (Hons) Accounting and Finance from Middlesex University UK and has completed a Master in Business Administration with the University of Northampton, UK. He has also attended several professional trainings, courses, workshops and seminars on leadership, management development, project management and strategic management.

Mr. Vydelingum has worked for 15 years in the private sector where he occupied several positions including that of accountant, head of a tertiary institution and is now holding the position of a Property Manager.

MR. RAVI MEETTOOK REPRESENTATIVE OF MINISTRY OF EDUCATION AND HUMAN RESOURCES, TERTIARY EDUCATION AND SCIENTIFIC RESEARCH

Mr. Ravi Meettook holds a Diploma in Public Administration and Management (University of Mauritius), the Diplôme du Centre d'Études Financière, Economique et Bancaires – (3^{ème} Cycle) – Caisse Française de Développement (Paris) and the Diplôme d'Étude Supérieure (Management) - Université de Paris (Sorbonne).

He has also undergone Professional Training in Economic Diplomacy at the London School of Economics in the Promotion of FDI and at the Economic Development Board, Singapore and also on Government Structure and Public Administration Innovation at the China Executive Leadership Academy Pudong (Shanghai).

Mr. Meettook has been at the Ministry of Industry for 16 years and worked at the Treasury from 1980 to 1986. He is presently Permanent Secretary at the Ministry of Education and Human Resources, Tertiary Education and Scientific Research. He served as acting Permanent Secretary/Principal Assistant Secretary at the Ministry of Foreign Affairs, Regional Cooperation and International Trade during period 2004 – 2009. He has represented the Ministry on different statutory Boards and Committees. Eg Mauritius Examinations Syndicate. He has also acted as Chairperson of the Private Secondary Schools Authority Board and Mauritius Institute of Education Council.

MR. CHRIST PADDIA REPRESENTATIVE OF MINISTRY OF FINANCE AND ECONOMIC DEVELOPMENT

Mr. Christ Paddia holds a Masters Degree in Economic Development Policy from the University of Clermont-Ferrand in Auvergne, France. Mr. Paddia holds the position of Lead Analyst and has over 23 years of experience in the preparation of the national budget at the Ministry of Finance and Economic Development. He represents his Ministry on several statutory Boards including Mauritius Institute of Training and Development, Polytechnics Mauritius Ltd, National Remuneration Board, National Pension Fund/National Savings Fund Investment Committee and the National Wage Consultative Council.

MR. RAMPRAKASH NOWBUTH REPRESENTATIVE OF MINISTRY OF LABOUR, INDUSTRIAL RELATIONS & EMPLOYMENT & TRAINING

Mr. Ramprakash Nowbuth holds a Masters degree in Public Sector Management and is currently Permanent Secretary at the Ministry of Labour, Industrial Relations, Employment and Training. He has served as Chairperson of the Tea Board, Tobacco Board, Sugar Investment Trust and SICOM Ltd.

MRS. RIDWANA TIMOL

REPRESENTATIVE OF PRIVATE SECTOR

Mrs. Ridwana Timol holds a Ph.D. in Research in Psychology; Area: Applied Cognitive Science, from the University of Cape Town. She has specialised in Neuropsychology and Neurophysiology of Sleep. Since 2016 she is the Director of Somnos, diagnostic center for sleep disorders, in affiliation with Wellkin Hospital, Mauritius.

Mrs. Timol also has a Masters in Psychology from the University of Cape Town where she was a Lecturer at the Department of Psychology from 2003 to 2011. She has conducted a number of clinical and research works on sleep and the neuroscience of dreaming. She has published a wide range of articles in several specialized journals and co-authored a number of articles. She has made a number of international oral presentations on subjects related to her research interests.

In 2018, Ms. Timol was appointed Board member of the National Economic & Social Council (NES) as an independent private sector academic consultant. In the same year, she was appointed on the Board of the Mauritius Institute of Training & Development as an independent neuroscience Consultant on brain-based education.

MRS. AUDREY D'HOTMAN DE VILLIERS

REPRESENTATIVE OF PRIVATE SECTOR

Mrs. Audrey d'Hotman de Villiers-Desjardins has a Masters in Clinical Social Work from Boston College, USA. She is specialised in social policy development and has managed several NGO projects and institutions in the fields of HIV/AIDS, Drug Addiction, Education, Psychology & others. In the last decade, she has been running the Corporate Social Responsibility and Sustainability program of the Rogers Group of Companies. She has a wide range of interests and is currently serving on several boards of organisations namely the National CSR Foundation, Business Mauritius CSR Foundation, the Port Louis Development Initiative and Lovebridge Ltd.

MR. RAJCOOMAR AUCKLOO

TVET SPECIALIST

Mr. Rajcoomar Auckloo was appointed Director of the Human Resource Development Council in June 2009. He is a Fellow of the Association of Chartered Certified Accountants (UK 2000) and Fellow, Mauritius Institute of Directors (FMIoD). Mr. Auckloo holds a Master of Business Administration (1998/00), an MSc Information Technology (2004/06), Certificate in Business Studies (1982/83), a BSc (Hons) Accounting (1988/1990) and a Diploma in Accountancy (1985/87) from the University of Mauritius. He is currently studying for an MPhil/PhD in Human Resource Development at the University of Mauritius.

Mr. Auckloo joined the HRDC in 2005 as Manager-Corporate. He started his career as Officer/Executive Officer at the National Transport Authority before being promoted to Road Transport Inspector. He worked as Accounting Technician/Senior Accounting Technician, and was subsequently appointed Financial & Management Analyst, Senior Financial & Management Analyst at the Management Audit Bureau/Ministry of Finance, where he worked for 10 years.

In 2000, Mr. Auckloo was seconded for duty, as Programme Coordinator/Financial Controller, to be responsible for two IFAD funded projects, namely the Community Development & Micro Enterprise/Micro Finance Development Programme. He is presently a member of the Board of the Mauritius Institute of Training and Development (MITD) and also a member of the Board of the International Federation of Training & Development Organisations (IFTDO).

MR. SANTARAM RAGOO

TVET SPECIALIST

Mr. Santaram Ragoo holds a Bachelor of Arts in Design and Technology from Edith Cowan University, Perth, Western Australia, as well as a PGCE (Design and Technology) from the MIE. He is presently a teacher at the College du Saint Esprit where he has been working since 1994.

COMMITTEES SET UP BY THE BOARD

As per section 10 of the Act, the Board has set up the following committees to assist the Institute in the performance of its functions and the exercising of its powers:

The committees are:

1. HUMAN RESOURCE COMMITTEE

Terms of Reference

- (i) To recommend to the Board for approval of all appointments, redeployments, confirmations, and promotions, inductions of all staff and staff development;
- (ii) To consider and recommend to the Board any disciplinary action envisaged related to either performance problems or conduct;
- (iii) To consider, deliberate and recommend to the Board strategic human resource issues and policies;
- (iv) To ensure a proper working environment within the organisation, as per Occupational, Safety and Health Act;
- (v) To ensure that the relevant sections of the Employment Rights Act and Employment Relations Act are being implemented and ensure equal opportunities within the organisation.

Membership of Committee (July 2017 – March 2018)

1. Ravi Meettook	Chairperson
2. Shashi Sarawon Puddoo	Member
3. Rajcoomar Auckloo	Member

Number of meetings held from July 2017 to March 2018: **12**

Membership of Committee (April 2018 – June 2018)

1. Ravi Meettook	Chairperson
2. Rajcoomar Auckloo	Member
3. Audrey D'Hotman de Villiers-Desjardins	Member

Number of meetings held from April 2018 to June 2018: **3**

2. ASSESSMENT AND CERTIFICATION COMMITTEE

Terms of Reference

- (i) Advise the Board on policies/strategies relevant to assessment, evaluation, certification and award;
- (ii) Advise the Board on recommendation in the different award committees set up for the exams conducted by MITD;
- (iii) Examine cases of malpractice and maladministration in the conduct of examinations and make recommendations to the Board and queries on examinations;
- (iv) Advise on appeal mechanism;
- (v) Assist in the setting up of an examination/assessment and evaluation department of the MITD;
- (vi) Assist MITD in establishing links with other awarding bodies both nationally and internationally;
- (vii) Provide guidance on research, in assessment, evaluation, curriculum design and development;
- (viii) Ensure a quality assurance mechanism with a view to ensure that MITD certificates are valid, reliable and authentic;
- (ix) Advise on ways and means of improving and consolidating the assessment systems.

Membership of Committee (July 2017 – March 2018)

1. Rajcoomar Auckloo	Chairperson
2. Ramprakash Nowbuth	Member
3. Representative of MES	Co-opted member

3. CORPORATE GOVERNANCE COMMITTEE

Terms of Reference

- (i) To ensure that the MITD has policies and practices for good governance & ethical conduct;
- (ii) To consider issues relating to corporate governance and recommend related policies and procedures to the Board;
- (iii) To advise on the latest regulatory requirements, trends and guidance in corporate governance and update the Board on corporate governance issues;
- (iv) To recommend appropriate changes in corporate governance policies & practices;
- (v) To advise the MITD in ensuring compliances with the Code of Corporate Governance as per the Financial Reporting Act 2004.

Membership of Committee (July 2017 – March 2018)

1. Shashi Sarawon Puddoo	Chairperson
2. Anwar Issack Joonas	Member
3. Representative of Ministry of Financial Services and Good Governance	Member

Membership of Committee (April 2018 – June 2018)

1. Mrs. Audrey D'Hotman de Villiers-Desjardins	Chairperson
2. Mrs. Ridwana Timol	Member
3. Representative of Ministry of Financial Services and Good Governance	Member

4. FINANCE COMMITTEE

Terms of Reference

- (i) Advise the Board on all matters pertaining to Finance;
- (ii) Ensure that the financial reports are prepared on a timely basis;
- (iii) Examine the MITD's year ended accounts;
- (iv) Take cognizance of the Audit report;
- (v) Examine the MITD's budget and monitor its implementation on a quarterly basis;
- (vi) Ensure that there is proper budgetary control;
- (vii) Examine the procurement plan and recommend to the Board procurement of goods, services, consultancy and work for contracts above Rs 500,000/-;
- (viii) Ensure compliance and review of the financials procedures;
- (ix) Ensure compliance with the Public Procurement Act;
- (x) Financial evaluation of projects;
- (xi) Review current mode of financing of training and recommend to the Board;
- (xii) Assist in exploring new sources of funding of training;
- (xiii) Other financial and procurement issues.

Membership of Committee (July 2017 – March 2018)

1. Christ Paddia	Chairperson
2. Rajcoomar Auckloo	Member
3. Hemrazsing Jankee	Member
4. Anwar Issack Joonas	Member

Membership of Committee (April 2018 – June 2018)

5. Christ Paddia	Chairperson
6. Rajcoomar Auckloo	Member
7. Hemrazsing Jankee	Member
8. Ridwana Timol (Mrs)	Member

Number of meetings held from July 2017 to March 2018: **11**

Number of meetings held from April 2018 to June 2018: **3**

COMMITTEES SET UP BY THE BOARD CONTD.

5. AUDIT COMMITTEE

Terms of Reference

- (i) Advise on the procedures to be put in place for the identification, assessment and reporting of risks at the Mauritius Institute of Training and Development (MITD);
- (ii) Advise and review of internal control procedures within the MITD;
- (iii) Approve and review the terms of reference of internal audit function in relation with Human Resource, Accounting & Finance, Technical, Assessment and Certification;
- (iv) Advise on the structuring of the Internal Audit function including staff duties and responsibilities;
- (v) Examine internal audit reports and make recommendations to the Board;
- (vi) Keep under review the relationship between the external auditor and the organisation;
- (vii) Meet with the external auditors, as and when required, in connection with the scope, planning and completion of audit;
- (viii) Take cognizance of 'Management Letter', response from Management, and monitor its implementation;
- (x) Keep under review the consistency of application of accounting policies on a year to year basis;
- (xi) Review significant adjustments resulting from the year end audit of the financial statement;
- (xii) Review compliance with applicable accounting standards and existing legislations and regulations.

Membership of Committee

- | | |
|-----------------------|-----------------|
| 1. Ramprakash Nowbuth | Chairperson |
| 2. Santaram Ragoon | Member |
| 3. Rishi Deo Tulsi | Co-opted member |

Number of meetings held from July 2017 to June 2018: **1**

SCHOOL MANAGEMENT COMMITTEES

The MITD Board has set up School Management Committees (SMC) to assist training centres in meeting their objectives.

Terms of Reference

The SMC reports to the MITD Board and operates according to guidelines set by the Board. Its functions are:

- (i) Formulate training objectives/policies/strategies relevant to the sector;
- (ii) Devise a vision for the training centre;
- (iii) Provide the links and act as a forum of communication and feedback among stakeholders in the sector;
- (iv) Advise on the design and review of the curriculum for the sector;
- (v) Advise on ways and means of improving the day to day operation of the training centre;
- (vi) Promote and market the training centre at national level;
- (vii) Assist the training centre to establish educational linkages with other providers of training/education in the related sector, both nationally and internationally;
- (viii) Assist the training centre to become a centre of excellence in the region;
- (ix) Assist with industrial attachment of trainees.

MEMBERSHIP OF SCHOOL MANAGEMENT COMMITTEE OF ÉCOLE HÔTELIÈRE SIR GAËTAN DUVAL

Membership of Committee

Jean Marc Lagesse (Chairperson)

Bissoon Mungroo

Mashood Ramjaun

R Moolye

Iqbal Badulla

Genevière Dardanne (Mrs.)

Mooroogun Coopen

Jean Bernard Sadien

Nicolas Autrey

Jocelyn Kwok

Anjali Seebaluck-Issary (Mrs.)

Mevin Seebah

Jean Cyril Jullienne

Kannen Packiry Poulle

Adarsh Grewal (Mrs.)

Organisations

Exclusive Lodge

Association des Hotels de Charme

Ministry of Education & Human Resources,
Tertiary Education and Scientific Research

Ministry of Tourism & Leisure

New Mauritius Hotels Ltd

Association of Inbound Operators

Mauritius Chefs Association

Air Mauritius Ltd

Lux Group of Hotels

AHRIM

Shangri-la's Le Touessrok Resorts and Spa

Starwood Hotels – Indian Ocean

Veranda Hospitality and Leisure Group

Attitude Hotels

Constance Hotels, Resorts and Golf

**Meet
Chotee Risti,
who is
mastering**



...the art of



automotive

I felt that the work experience was the best part of the course, because it prepares you for the workplace, and gives you an idea of what to expect and what your employer is going to expect of you.

- Chootee Risti

MAJOR ACTIVITIES OF MITD

FOR THE PERIOD JULY 2017 – JUNE 2018

Award of certificates ceremonies

The MITD organised its award of certificates ceremony on 06 July 2017 at MGI, Moka. 896 trainees received their Certificates in Building Construction and Civil Engineering, Information and Communication Technology, Scaffolding, Tourism and Hospitality Management, Hairdressing, Beauty Therapy and Business Administration.

Some 852 MITD graduates received their National Certificates and Diplomas during an award of certificates ceremony held at MGI, Moka on 14 September 2017.

They graduated in the following fields; Tourism and Hospitality Management, Scaffolding, Hairdressing, Beauty Therapy, Garment Making, Building Construction, Automotive Mechanics, Mechanical Engineering, Wood trades, Printing, Jewellery.





Advanced Craft Skills for Artisans



Attendance certificates were awarded to 11 artisans who completed a 6-month course on “Advanced Craftskills for Artisans”. The ceremony was held on 24 May 2018 at SME Mauritius Ltd in Port Louis in the presence of Mr. Soomilduth Bholah, Minister of Business, Enterprise and Cooperatives, Mr. Pradeep Joosery, Director of MITD and other eminent personalities.

learning techniques designed by MITD trainers, to give artisans exposure to new know-how from drawing techniques, painting, quilling, embroidery, engraving and jewellery making to applications of ICT and packaging techniques. It was dispensed at La Tour Koenig Training Centre and at the School of Information Technology, Electronics and Communication.

The course, of a duration of 150 hours, was conducted in collaboration with SMEDA for a batch of 20 artisans from small & medium enterprises. It comprised of different

Signature of Memorandum of Understanding (MoU) with Mauritius Prisons Services



A Memorandum of Understanding was signed between the MITD and the Mauritius Prisons Service on 17 August 2017 at the MITD House.

The objective of this MOU is to set up a framework for a joint collaboration between the MITD and the Mauritius Prisons in terms of developing training programmes, securing accreditation, running courses, conducting examinations, ensuring quality assurance, providing resource persons, issuing certificates and training inmates from Mauritius Prisons.



4th African Culinary Cup 2017

This distinct competition was hosted by the Mauritius Chefs Association from 28 September to 01 October 2017 at the École Hôtelière Sir Gaëtan Duval and regrouped four African nations namely South Africa, Namibia, UEA, and Mauritius. The winning team was UEA.

The prime objective of this competition was to convene young professional culinary talents of Africa on a common interactive platform. This initiative also gave the opportunity to the African Chefs to showcase their creative and innovative works.



Visit of Botswana delegation

A 5-member delegation from the Human Resource Development Council (HRDC) of Botswana visited the MITD on 11 October 2017.

The aim of their visit was to benchmark on the funding model of HRDC (Mauritius). In this context, a presentation of the MITD was done by Mr. P. Joosery, the Director of MITD to the delegation.



MAJOR ACTIVITIES OF MITD CONTD.

FOR THE PERIOD JULY 2017 – JUNE 2018

Skills competition

A skills competition was organised by the Mahebourg Training Centre on 12 October 2017. The competition regrouped around 60 trainees of Mahebourg Training Centre who competed in various trades namely:

- Automobile Mechanics (16 trainees)
 - Servicing of a car
- Welding (13 trainees) - Gas & Arc Welding
- Electrical Installation Work (12 trainees)
 - Connection of star delta in an electric motor
- Arts & Craft (19 trainees)
 - Engraving work in mirror

The aim was to promote the importance of TVET to the youth through their participation in vocational and technical competencies. At the same time, it also enabled the establishment and strengthening of links with industries in the field of skills development.

The evaluation of the final works was done by jury members from Toyota (Mauritius) Ltd, Leal & Co. Ltd, Airports of Mauritius Ltd, Forges Tardieu Ltd, Les Gaz Industriels and SMEDA. The best trainees were given placement opportunities in these enterprises. In order to demonstrate the evolution of vehicles, Leal showcased 3 types of cars namely Thermic, Hybrid and Electric (E8). A demonstration of professional servicing was done by experts from Toyota.



Launching ceremony of Training in Electrical Installation for NEF beneficiaries

A 4-month training programme in Electrical Installation was launched for 12 beneficiaries of the National Empowerment Foundation. The ceremony was held on Monday, 18 June 2018 in the presence of the Hon. Alain Wong, M.S.K., Minister of Social Integration and Economic Empowerment.

This training programme is an initiative of the Minister of Social Integration and Economic Empowerment and the National Empowerment Foundation in collaboration with the MITD. The objective of the training is to address the issue of poverty towards skills development, consequently leading to employment.



Marketing Campaign

Open Day

About 2600 visitors (public & Prevoc, Form III, IV, SC, HSC students from 53 colleges) visited the MITD Open Day on 01 September 2017.

The event was held region-wise as follows:

Region	Venue
North	Knowledge Based Training Centre and Prof. B. S. Upadhyaya Training Centre
Centre	École Hotelière Sir Gaëtan Duval
East	Lycée Polytechnique Sir Guy Forget
South	Gymnasium, Sookdeo Bissoondoyal State College, Rose Belle

The objective was to invite students, stakeholders, and the public in general to avail of courses starting in January 2018 at the MITD in the following trades; Mechanical Engineering, Automotive, Building Construction and Allied Trades, Textile and Apparel, Printing, Jewellery, Agriculture, Landscape, Beauty Care and Hairdressing and Handicraft.

Exhibits for all the different trades were showcased at the different venues. Live demonstrations were also conducted. The visitors benefitted from guided visits to get an insight into training facilities such as workshops, machinery, practical laboratories, through visual support and explanations. Following the event, 234 applications were received on the spot.

Annual Job Fair

The MITD organised its annual job fair for some 600 trainees who completed their training programmes in November/December 2017. The event was held on 27 October 2017 for the following sectors and was centralised at the following venues:

TRAINING CENTRE	SECTORS AND NUMBER OF TRAINEES
Knowledge Based Training Centre	Building Construction (46 trainees) Mechanical Engineering (184 trainees) Electrical and Electronics Engineering (86 trainees) Beauty Care and Hairdressing (68 trainees) Agriculture (25 trainees) Landscape Maintenance (16 trainees)
Sir Rampersad Neerunjun Training Centre (East Wing)	Automotive (123 trainees) Printing (22 trainees)
Mahebourg Training Centre	Textile and Apparel (37 trainees)

A total of 389 applications were received by the 17 employers present.

The employers were as follows:

Leal & Co Ltd, ABC Motors Co. Ltd, Raouf Dummohamud & Co Ltd, Toyota (Mtius) Ltd, Quad Printers, Bahadoor Printing, Life Labels, Manser Saxon Contracting Ltd, Global Com Co Ltd, PADCO, Sotravic Ltd, PND Contracting Ltd, Zilwa Attitude (2) (Plumbing and Spa Management), Seven Colours, Saoud Coiffure, Golden Beauty and Hair Care, Esquel Mauritius Ltd (2) (Textile and Maintenance)



Annual Job Fair



MAJOR ACTIVITIES OF MITD CONTD.

FOR THE PERIOD JULY 2017 – JUNE 2018



Infotech 2017

The MITD School of IT participated in the 24th edition of Infotech 2017, held from 30 November to 03 December 2017 at the Swami Vivekananda International Convention Centre, Pailles. Some 55,000 persons visited the MITD's stand which was located in the prime 3D Design & Printing Area.

The public, in general, had the opportunity to avail of IT courses on offer at the MITD and also get an insight into the technological training equipment on display.



Job fair by the National Empowerment Foundation (NEF)

The MITD participated in the NEF job fair held at St Pierre on Saturday, 23 June 2018. The objective was to provide general information on MITD courses to the public.

Training programmes in the Hospitality & Tourism, Engineering, Hairdressing & Beauty Therapy were showcased to the public by the training centres present. Live demonstrations were carried out in Beauty Therapy.

Mauritius International University Career Expo

The MITD participated in the Mauritius International University, Career Expo at the Swami Vivekananda International Convention Centre, Pailles. The event was held from 09 to 11 February 2018 and was organised by the Rotary Club of Grand Baie.

The aim was to market various courses offered by the MITD, particularly higher-level courses in Engineering, Tourism and Hospitality Management and ICT trades targeted at SC and HSC holders and the public in general.





Admission Day

Some 2,195 visitors, mostly students accompanied by their parents visited the MITD Admission Day, held from 22 to 24 February 2018 at the Gymnasium MITD Campus, Ebène. The objective was to invite admission from SC and HSC school leavers for the programmes starting in April/May.

Talks in colleges

The MITD organised talks in secondary schools for students of Forms 4, 5 and HSC around Mauritius. The exercise was carried out in 61 public and private secondary schools to 10,129 students from mid-April to mid-June 2018.

The objectives were as follows:

- To disseminate information, through PowerPoint presentation, on various TVET training programmes in the following sectors: Tourism and Hospitality Management, Information & Communication Technology, Building Construction and

- Civil Engineering, Electrical and Electronics Engineering, Mechanical Engineering, Automotive, Printing, Textile & Apparel, Beauty Care & Hairdressing, Agriculture, Art & Craft, Professional Driving;

- To provide an overview of training facilities available at the MITD;
- To present a clear educational pathway to prospective students through TVET certification leading to higher education or direct employment.



Training and Orientation Days

The MITD organised a Training and Orientation Day for upper secondary students. The event was held on Thursday, 07 and Friday, 08 June 2018 at the MITD Ebene Campus. Some 1600 students from 39 secondary schools attended the event.

The objectives were to:

- showcase training programmes, delivered in MITD training centres, through demonstrations and exhibits to secondary students,
- disseminate information, among secondary students, regarding the TVET pathway for post-secondary education.

The following trades were showcased: Tourism and Hospitality Management, Building Construction and Civil Engineering, Electrical and Electronics Engineering, Telecommunication, Information Technology, Mechanical Engineering, Automotive, Printing, Textile and Apparel, Hairdressing and Beauty Care, Agriculture.

PROFILE OF SENIOR MANAGEMENT AT MITD

PRADEEP KUMAR JOOSERY Director

Professional Qualifications:

BA (Hons) Economics,
MA Economics with First Class

SAYADALY MAUDARBOCUS Deputy Director (Ag) - Corporate

Professional Qualifications:

Bachelor of Engineering (Civil), MSC Engineering
Project Management, Registered Professional
Engineer of Mauritius

MAHESWAR COYLAS Divisional Manager - Maintenance Division

Professional Qualifications:

B. Tech (Hons) in Civil Engineering,
MSc Engineering Project Management,
Diploma in Business Administration

DAMYANTEE JISSUREY Divisional Manager Corporate Affairs Division

Professional Qualifications:

BA (Hons) Social Sciences,
Masters in Business Administration (MBA)

BRAMDEO LOTUN Divisional Manager (Ag) Research Project And Curriculum Development Division

Professional Qualifications:

BSc (Hons) Engineering, Post Graduate Diploma in
Transport and Development, Post Graduate Diploma
in Computer Science

VEDMITRE MUNBODH Divisional Manager (Ag) - Training Delivery Division

Professional Qualifications:

BSc in Applied Mathematics,
BSc in Engineering

SANJAY JEEWAJEE Divisional Manager (Ag) - Finance Division

Professional Qualifications:

FCCA Registered Professional
Accountant of Mauritius

MR. ANASAMY KUPPAN Assistant Manager - Information Technology Division

Professional Qualifications:

Diploma in Computer Science, Bachelor of Engineering
in Computer Science and Engineering, Master of Science
in Information and Communication Technology
(Leave without pay - 15 August 2017 - 14 August 2018)

STAFFING SITUATION

AS AT 30 JUNE 2018

The number of staff at the MITD were as follows:

Category	No of staff in post as at 30 June 2018
Management cadres	17
Training cadres	405
Administrative cadres	163
Support cadres	158
Total	743

Note

Management Cadres

Director, Deputy Director (Corporate), Divisional Manager, Accountant, Internal Auditor, Training Centre Manager, Assistant Manager

Training Cadres

Training Officer, Trainer, Instructor, Coordinator, Curriculum Officer

Administrative Cadres

Human Resource Management Officer, Psychologist, System Administrator, Human Resource Assistant, Safety and Health Officer, Procurement Officer, Executive Clerk, Procurement and supply Officer, Accounting Technician, Senior Accounting Technician, Assistant Executive Clerk, Ag. Public Relations Officer, Coordinator, Ag. Library Officer Clerk/WPO, Accounts Clerk, Receptionist/Telephonist

Support Cadres

Senior General Assistant, General Assistant, Office Attendant, Driver/Messenger, Printing Assistant, Workshop Assistant, Laboratory Assistant, General Worker



OVERSEAS MISSION/COURSES IN 2017/2018

The following officers were on overseas mission/training courses:

Mr. S. Rughoonath
Training Officer – Vocational and Technical Education for
Teachers of Developing Countries
13 June 2017 to 12 July 2017 in Zhejiang Province, China.

Mr. N. Naojee
Training Officer - Vocational and Technical Education for
Teachers of Developing Countries
13 June 2017 to 12 July 2017 in Zhejiang Province, China.

UPSKILLING TRAINING AT REUNION ISLAND FROM 03 JULY TO 07 JULY 2017

The following Training officers and Instructors followed the training:

- | | |
|--|--|
| 1. Sajunraw Gunnoo, Training Officer | 11. Cleteau Meunier, Instructor |
| 2. Sachindev Sharma Sinarain, Training Officer | 12. Alain Jean-Luc Francis Sandian, Training Officer |
| 3. Khemrajsingh Rampersand, Instructor | 13. Herold Andon, Training Officer |
| 4. Mohana Soondaram Sooben, Training Officer | 14. Tejdharry Domah, Training Officer |
| 5. Dookun Ancharuz, Training Officer | 15. Coossomduth Jeetun, Training Officer |
| 6. Ramoo Yellesoo Kamudu, Training Officer | 16. Louis Robert Kersley Mallet, Training Officer |
| 7. Ronnie Waterstone, Training Officer | 17. Michael Christopher Perrine, Training Officer |
| 8. Chandraduth Buhoree, Training Officer | 18. Dhaneswar Roopnarain, Training Officer |
| 9. Vedanandsingh Jaunky, Training Officer | 19. Jean Paul Gilbert Rousselin, Instructor |
| 10. Satydeo Raddhoa, Training Officer | |

UPSKILLING TRAINING AT REUNION ISLAND FROM 23 OCTOBER TO 27 OCTOBER 2017

The following Training officers and Instructors followed the training:

1. Louis Fabio Meunier, Instructor
2. Nawaz Dilmahamood, Training Officer
3. Dharmesh Ramdhony, Instructor
4. Satyum Gookoulak, Instructor
5. Thandhayoudhabany Permall, Training Officer
6. Vikash Purgus, Training Officer
7. Bhowandev Dhunpath, Instructor
8. Upendra Kumar Geeanee, Training Officer

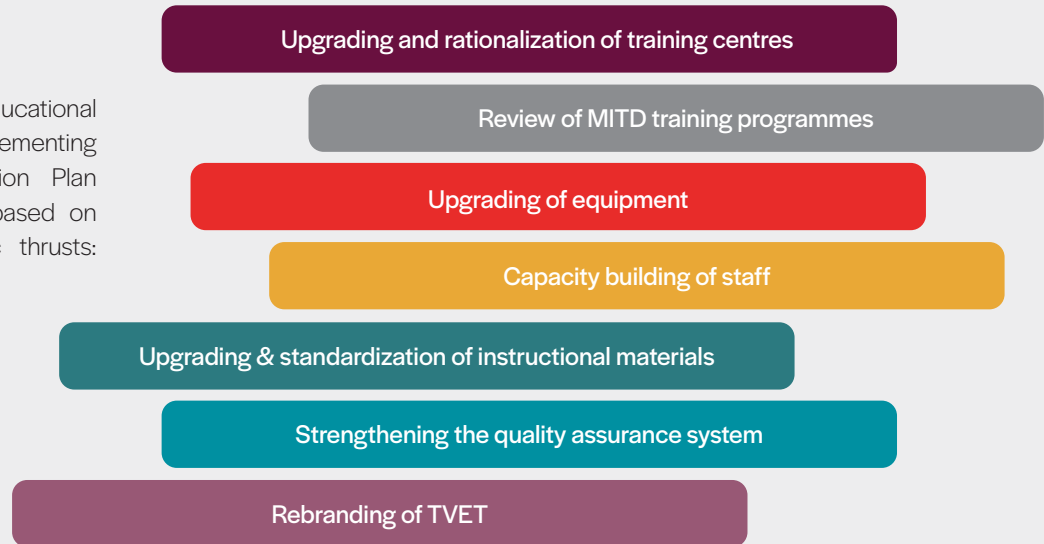
Mr. S. Maudarbocus – Ag. Deputy Director – Inter-Country Seminar on the Further Development of the Education-Training Continuum Theme – 06 to 07 November 2018 – Abidjan, Ivory Coast

Mrs. R. Awotar, Training Officer - Training of Trainers in Entrepreneurship and Skill Development – ITC/SCAAP – 22 January 2018 to 16 March 2018.

Mr. Sanjaye Lukhoo, Coordinator – The Thinking Hands Story: Role of TVET in Singapore’s Social and Economic Development – 11 to 13 June 2018 Singapore under the SCPTA/SIDSTEC Programme.

IMPLEMENTATION OF TVET REFORM AT THE MITD

In the context of the educational reform, the MITD is implementing its TVET Transformation Plan 2016-2021, which is based on the following strategic thrusts:



REVIEW OF TRAINING PROGRAMMES

About 150 experts from the industry have already participated in the review of MITD courses. Experts from the private sector are also involved in the validation of curricula and schemes of assessment developed by the MITD. Moreover, the review of the Brevet de Technicien courses offered by the Lycée Polytechnique Sir Guy Forget has been carried out in consultation with both experts from industry and the consultants from the Academie de la Réunion.

As at end of June 2018, the curricula for 33 MITD courses have already been reviewed/upgraded representing 54% of the National Award Courses offered by the MITD. This figure includes the following 8 courses developed/reviewed during the financial year 2017/2018 as follows:-

SN	Course	Level
1	Information Technology	NC4
2	Information Technology	NC5
3	Information Technology	National Diploma
4	Mécanique Automobile	Brevet de Technicien
5	Fabrication Mécanique	Brevet de Technicien
6	Bâtiment	Brevet de Technicien
7	Electro-technique	Brevet de Technicien
8	Agriculture	NC3

Capacity Building of Staff

Based on the training needs analysis conducted, a Training Plan has been developed for the continuous professional development of MITD trainers. The plan spans over the period 2017 to 2020 and the strategies comprise:

- Training to be organised in house by the MITD
- Training to be conducted by external training providers (local and/or foreign)
- Capacity building through industrial attachment of trainers

In 2017/18, a total of 97 MITD trainers/instructors have undergone training under the capacity development programme as follows.

- 29 MITD trainers have undergone pedagogical and technical training organised by the Academie de la Réunion in Réunion and in Mauritius.
- 68 MITD trainers have followed in-house training organized by the MITD.

Development/Standardization of Instructional Materials

With a view to ensuring consistency and improving quality in the delivery of training in all MITD centres, the development and production of standardised instructional materials is carried out internally by the MITD.

Reference materials have already been procured in a number of fields to facilitate the development/adaptation of instructional materials in-house by the MITD.

A total of 150 MITD trainers and 10 Centre Managers have undergone training in instructional material development. An action plan has been worked out for the development/standardisation of learning materials on a modular basis.

Modernisation of Training Equipment

Training equipments are being upgraded for the implementation of the reviewed curricula, which also includes the purchase of didactic training equipments. Training equipments have been purchased for a sum of Rs 15M for the implementation of the reviewed/ upgraded curricula. Contracts have been awarded for a value of about Rs,10M earmarked under the Nine Year Continuous Basic Education (NYCBE) budget for the acquisition of equipment for the following trades: Welding, Electrical Installation Works, Refrigeration and Air Conditioning, Automotive Mechanics and Electronics, Tractor and Heavy Vehicle Mechanics and Plumbing.

Moreover, a proposal was submitted for the upgrading of training equipment for the Engineering Machining and Tool Making course for funding by the AFD. A grant of €160,000 has already been approved by the AFD for the project. Tender has been launched for the supply and installation of training equipment.

Upgrading of Infrastructural Facilities

In line with the TVET transformation Plan 2017-2021, the MITD training centres are being rationalised and upgraded in phase. In 2017/18, the following infrastructural development works were carried out in MITD training centres.



Upgrading/Extension of Le Chou Multipurpose Training Centre (LCMTC)

As at June 2018, about 80% of construction works were completed for erecting a new block of floor area 715m² at the Le Chou Multipurpose Training Centre. The building comprises of workshops enabling expansion of training offered by the LCMTC and the implementation of higher-level NC 4 courses.

Extension of École Hôtelière Sir Gaëtan Duval

Letter of award has been issued to building contractor for the construction of a new block of floor area 1471m² at Ebene. The new building will enable expansion of training under the apprenticeship mode in hotel trades and it will provide a more conducive learning environment to apprentices enrolled on the National Apprenticeship Scheme. The expected duration of construction works is 8 months.

Upgrading of Restaurant d'Application

Renovation works have started for the upgrading of the interiors of the Restaurant D'Application of the EHSGD.

Upgrading of Sir Rampersad Neerunjun Training Complex (SRNTC)

Consultants have started works on a new layout and design for the SRNTC.

Upgrading works at Lycée Polytechnique Sir Guy Forget (LPSGF)

The reviewed curricula for the BT courses provide among others for training in computer-aided design. In this context, the drawing rooms of the LPSGF are being transformed into Computer-Aided Design Laboratories. The project is expected to be completed by December 2018.

Upgrading works at Knowledge Based Training Centre (KBTC)

The centre is being upgraded. The lighting system and ventilation of the various workshops have been upgraded.

Upgrading works at Prof. B. S. Upadhyaya Training Centre (PUTC)

The Electrical and Air conditioning and Refrigeration workshops have been renovated.

Setting up of New Training centre in Beau Vallon

A modern training centre is being set up at Beau Vallon. The selection of a project management team has been initiated.



STRATEGIC PLAN

2013 – 2017

The strategic plan for the period 2013 – 2017 was established in 2013. Its main objectives are as follows:

Objective 1

Enhance the quality and relevance of training with the view to:

- Increase the pass rate of MITD trainees/apprentices from 72.2% in 2012 to 80% in 2017
- Increase the employment rate of MITD graduates from 63.1% in 2012 to 65% in 2017.

Objective 2

Increase access to pre-employment training from 5707 in 2012 to 9600 in 2017.

Objective 3

Implement two new training projects during the next five years so as to cater for training needs in emerging sectors of the economy.

Objective 4

Strengthen the Assessment and Certification Division for providing assessment services for all courses based on the National Certificate in 2017. Piloting of competency-based assessment in 2016.

Objective 5

Implement the business plan for MITD to emerge as a Regional Training Centre by the year 2015.

Objective 6

Respond to 100% requests for consultancy services in training and development.

Objective 7

Create a more conducive work environment leading to an increase in motivation level by 2015.

Objective 8

Improve equity in the provision of TVET by increasing the percentage of female enrolment for pre-employment training from 25.1% in 2012 to 28% in 2017.

Objective 9

Improve efficiency and effectiveness in the delivery of TVET by:

- Increasing inter-efficiency of pre-employment training from 63.1% in 2011 to 68% in 2017
- Increasing combined trainee: trainer ratio for full-time and apprenticeship courses from 13:1 in 2012 to 15:1 in 2017.

**Meet
Loic
Lamarque
who is
mastering**





...the art of



welding

MITD has provided me with the opportunity to fulfill my dream. I am currently acquiring new skills and feel motivated to learn further. I have also learned discipline at work as well as how to practice safety as a worker. I wish to become a professional in the future and continue to learn new skills.



Loic Lamarque

TRAINING ACTIVITIES FOR PERIOD JULY 2017 TO JUNE 2018

TRAINING CENTRES OPERATIONAL IN 2017/2018

SN	VOCATIONAL CENTRE	RESPONSIBLE OFFICER	CONTACT NUMBER	EMAIL ADDRESS	ADDRESS
1	École Hôtelière Sir Gaëtan Duval	Mr. K. Nosib Ag. TCM	Tel: 404 7200 Adm: 404 7202 Fax: 465 8564 / 8835 Mob: 5787 4419	knosib@mitd.mu ehsgdregistry@mitd.mu	Ebène, Rose Hill
2	Knowledge Based Training Centre	Mr. S. Makhan Ag. TCM	Tel: 206 1800 / 1811 Adm: 206 1811 Fax: 216 8695 Mob: 5799 0997	smakhan@mitd.mu adminkbto@intnet.mu kbtcregistry@mitd.mu	Military Road, Port Louis
3	School of Information Technology, Electronics and Communication	Mr. N. Abdool TCM	Tel: 404 7200 Fax: 465 8690 Mob: 5910 4205	nabdool@mitd.mu	Ebène, Rose Hill
4	Sir Rampersad Neerunjun Training Centre – East Wing	Mr. J. Tanapakion TCM	Tel: 404 7200 Adm: 465 3235 / 404 7273 / 404 7287 Fax: 466 1884	manager@ srntc.intnet.mu registry@srntc.intnet.mu	Ebène, Rose Hill
5	Lycée Polytechnique Sir Guy Forget	Mr. A. K. Sembhoo Ag. TCM (up to 07 Oct 2017) Mr. V. Ramgobin Ag TCM (as from 09 Oct 2017)	Tel: 413 9262 / 2959 413 2420 Fax: 413 2938	sramgobin@mitd.mu lpsgregistry@mitd.mu	François Mitterrand Street, Flacq
6	Sir Kher Jagatsing Training Centre	Mr. I. Dowlut Ag. TCM	Tel: 4542104 / 4541058 4660361 / 467 7733 Fax: 454 8272 Mob: 59402069	idowlut@mitd.mu skjtcregistry@mitd.mu	Dr Lesur Street, Beau Bassin
7	Prof. B.S. Upadhyaya Training Centre	Mr. N. Paraouty Ag. TCM	Tel: 264 2525 / 264 8002 / 2070 Fax: 264 1595 Mob: 5792 7311	putcregistry@mitd.mu nparaouty@mitd.mu	La Paix, Piton
8	Surinam Training Centre	Mr. G. Kaniah OIC	Tel: 625 6043 / 625 8065 Fax: 625 7039 Mob: 5766 0557	stcregistry@mitd.mu gkaniah@mitd.mu	Royal Road, Surinam
9	Mahebourg Training Centre	Mr. H. K. Madhow AM	Tel: 631 3572 / 631 8664 Fax: 631 5547 Mob: 5778 6484	hmadhow@mitd.mu mtcregistry@mitd.mu	Colony Street, Mahebourg
10	La Tour Koenig Training Centre	Mr. K. Sookmoulla AM	Tel: 234 1313 / 234 3161 Fax: 234 0753 Mob: 5766 8249	ksookmoulla@mitd.mu lktcregistry@mitd.mu	Pointe aux Sables, Port Louis
11	Carreau Esnouf Educational Centre	Mr. H. K. Madhow AM	Tel/Fax: 637 7299 Mob: 5776484	hmadhow@mitd.mu registryceec@intnet.mu	Royal Road, Carreau Esnouf, Union Vale
12	New Bel Air Training Centre (centre closed in Dec 2017)	Mr. M. Munroop Ag. OIC	Tel: 419 6395 Fax: 419 8150 Mob: 5770 5288	mmunroop@mitd.mu	Royal Road, St Michel, Bel Air
13	Côte D'Or Training Centre	Mr. O. Seesaran AM	Tel: 433 1887 Fax: 433 3202 Mob: 5772 2389	oseesaran@mitd.mu cdtcregistry@mitd.mu	Royal Road, Cote D'Or
14	Professional Drivers Training Centre	Mr A. Kristnamah Ag AM up to Sep 2017 Mr P. Goreeba, Coordinator as from Sep 2017	Tel: 664 0082 664 0046 / 664 0081 Fax: 664 0060 Mob: 5758 6413	pgoreeba@mitd.mu pdtcregistry@mitd.mu	16ème Mille, Forest Side
15	Le Chou Multi Purpose Training Centre	Mr. R. Castel Ag. AM	Tel: 831 5256 / 4481 Fax: 831 5560 Mob: 5875 5687	rcastel@mitd.mu	Le Chou, Rodrigues

PREVOCATIONAL EDUCATION TRAINING CENTRES

SN	PVE TRAINING CENTRE	RESPONSIBLE OFFICER	CONTACT NUMBER	EMAIL ADDRESS	ADDRESS
1	Abercrombie Training Centre	Mr. M. Rassou OIC up to 22 June 2018 Mr. M. Munroop as from 22 June 2018	Tel: 240 9266 Mob: 5770 5288	abercrombietc@gmail.com mmunroop@mitd.mu	1, Indian Street, Cité Martial, Port Louis
2	Benares Training Centre	Mr. S. Boodhun OIC	Tel: 626 1584 Mob: 5920 0306	sboodhun@mitd.mu	Hirondel Street, Chateau Benares
3	Colonel Maingard Training Centre	Mr. K. Pertab OIC	Tel: 465 4505 Fax: 465 4505 Mob: 5784 7524	ppertab@mitd.mu admincmto@orange.mu	Colonel Maingard Street, Beau Bassin
4	Clairfonds Training Centre	Mr. P. Booputh OIC	Tel: 427 0690 Fax: 427 0693 Mob: 5794 2083	pbooputh@mitd.mu oiccltc@intnet.mu	Avenue Vivekananda, Clairfonds No. 3 Vacoas
5	Goodlands Training Centre	Mr. S. Bhujun OIC	Tel: 283 4226 Fax: 283 4226 /6693 Mob: 5732 6543	ssbhujun@mitd.mu	Route Geranium, Goodlands
6	La Gaulette Training Centre	Mr. S. Ramma OIC	Tel: 451 6079 Fax: 451 6081 Mob: 5787 5281	sramma@mitd.mu	Royal Road, La Gaulette
7	Mont Roches Training Centre	Mr. G. Beeharry Panray Ag. OIC	Tel: 465 9806 Fax: 465 9806 Mob: 5707 8107	oicmr.tc@gmail.com	Verger Bissambur, School Lane, Mont Roches
8	R. Bundhun Training Centre	Mr. L. Soopal OIC	Tel: 417 4049 Fax: 417 4059 Mob: 5753 4212	lsoopal@mitd.mu	Royal Rd Bois d'Oiseau, Grande Retraite
9	Rivière du Rempart Training Centre	Mr. R. Sunyasi OIC	Tel: 412 1029 Fax: 412 3865 Mob: 5255 6799	rsunyasi@mitd.mu	La Clemance, Behind SSS Prayag Rivière du Rempart
10	Rose Belle Training Centre	Mr. N. Gobin OIC	Tel: 627 1439 Fax: 627 1452 Mob: 5777 0499	oicrbtc@intnet.mu	Dispensary Road, Rose Belle

TCM : Training Centre Manager

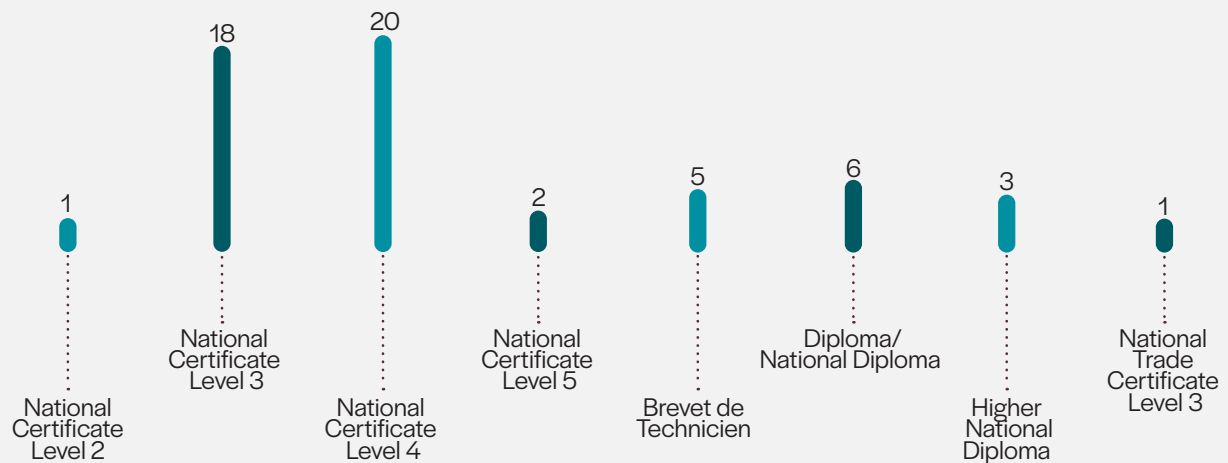
AM : Assistant Manager

OIC : Officer in Charge

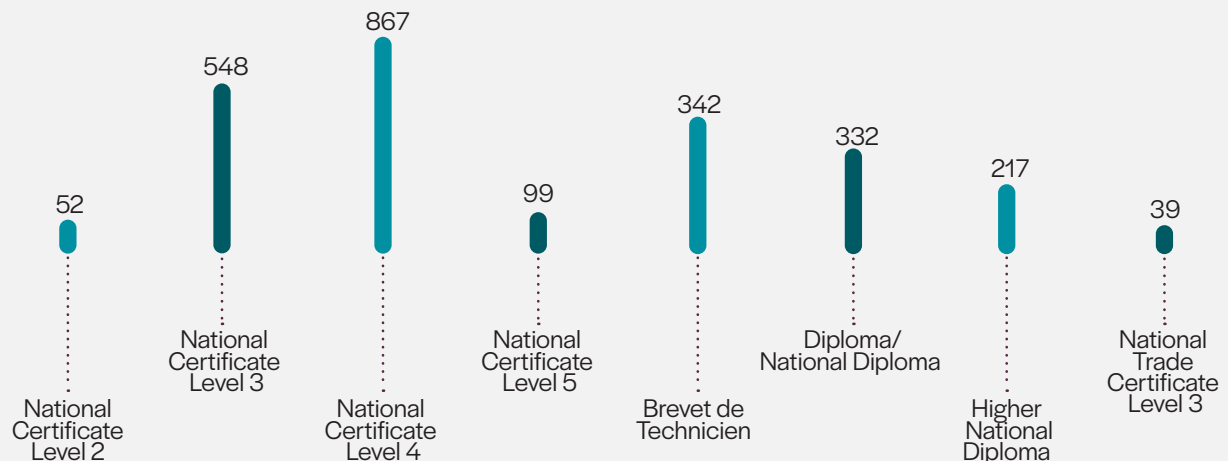
LEVEL/NUMBER OF COURSES OFFERED AND NUMBER OF PERSONS TRAINED ON FULL-TIME MODE FROM JULY 2017 TO JUNE 2018

Course Level	No. of Courses	No. of Trainees		
		Male	Female	Total
National Certificate Level 2	1	20	32	52
National Certificate Level 3	18	371	177	548
National Certificate Level 4	20	775	92	867
National Certificate Level 5	2	75	24	99
Brevet de Technicien	5	339	3	342
Diploma/National Diploma	6	211	121	332
Higher National Diploma	3	108	109	217
National Trade Certificate Level 3	1	28	11	39
TOTAL	56	1,927	569	2,496

NO. OF COURSES BY LEVEL



NO. OF TRAINEES BY LEVEL



FULL-TIME COURSES OFFERED BY LEVEL FOR THE PERIOD JULY 2017 TO JUNE 2018

A total of 56 courses were offered under the full-time mode as follows:

NATIONAL CERTIFICATE LEVEL 2

SN	Course Title
1	Art & Craft

NATIONAL CERTIFICATE LEVEL 3

2	Aluminium and UPVC Joinery
3	Automotive Mechanics
4	Beauty Therapy
5	Electrical Installation Works
6	Garment Making
7	Hairdressing
8	Leisure and Entertainment
9	Maintenance Fitting
10	Painting
11	Plate Making and Machine Printing
12	Plumbing
13	Pre-Press
14	Print Finishing
15	Refrigeration and Air Conditioning
16	Sheet Metal Fabrication
17	Tour Guiding
18	Welding
19	Wood Trades
20	Agriculture

NATIONAL CERTIFICATE LEVEL 4

21	Automotive Mechanics and Electronics
22	Communication Electronics
23	Electrical Installation Works
24	Engineering Machining and Toolmaking
25	Food Production
26	Front Office
27	Housekeeping
28	Industrial Electronics
29	Industrial Machine Maintenance
30	Information Technology

NATIONAL CERTIFICATE LEVEL 4

31	Jewellery Making
32	Pastry Production
33	Plumbing
34	Refrigeration and Air Conditioning
35	Restaurant Bar & Service
36	Textile Product Design and Manufacture
37	Tractor and Heavy Vehicle Mechanics
38	Travel and Tourism
39	Welding
40	Wood Technology

NATIONAL CERTIFICATE LEVEL 5

41	Industrial Electronics
42	Information Technology

BREVET DE TECHNICIEN

43	Fabrication Mécanique
44	Électrotechnique
45	Électronique
46	Bâtiment
47	Mécanique Automobile

NATIONAL DIPLOMA

48	Information Technology
49	Telecommunications
50	Civil Engineering
51	Building Services
52	Applied Mechanical and Electrical Engineering
53	Tourism Management

HIGHER NATIONAL DIPLOMA

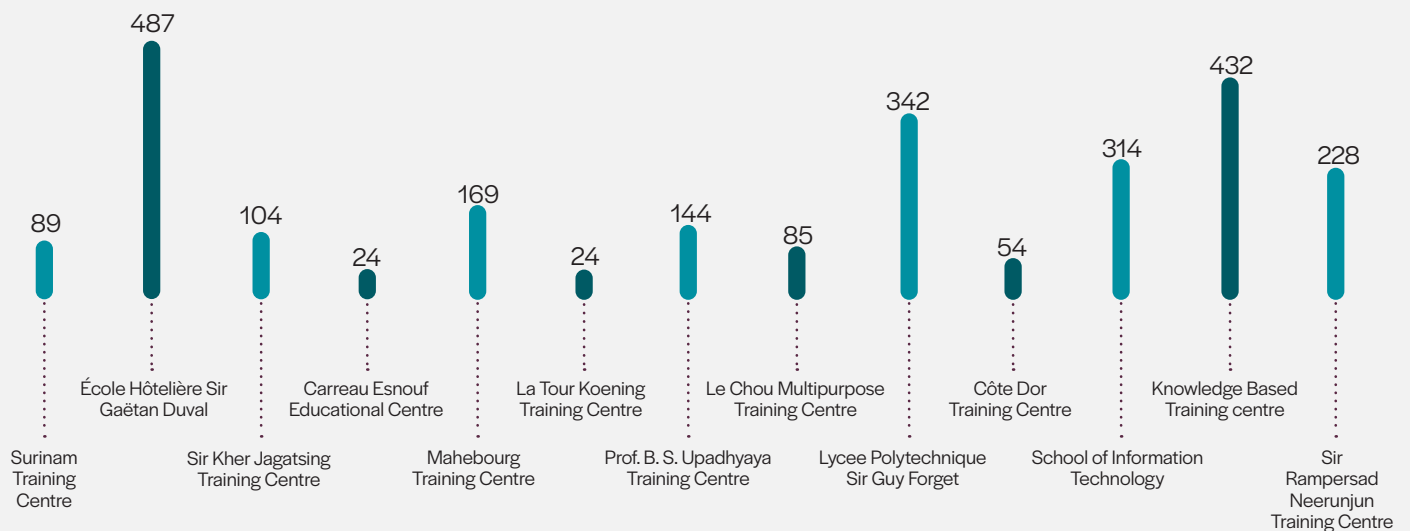
54	Hospitality Management
55	Hospitality Management - Culinary Arts
56	Electrical and Electronic Engineering



FULL-TIME ENROLMENT BY TRAINING CENTRES AND GENDER FOR THE PERIOD JULY 2017 TO JUNE 2018

Training Centre	Male	Female	Total
Surinam Training Centre	66	23	89
École Hôtelière Sir Gaëtan Duval	210	277	487
Sir Kher Jagatsing Training Centre	103	1	104
Carreau Esnouf Educational Centre	14	10	24
Mahebourg Training Centre	146	23	169
La Tour Koenig Training Centre	13	11	24
Prof. B. S. Upadhyaya Training Centre	118	26	144
Le Chou Multipurpose Training Centre	62	23	85
Lycée Polytechnique Sir Guy Forget	339	3	342
Côte D'or Training Centre	53	1	54
School of Information Technology, Electronics and Communication	245	69	314
Knowledge Based Training Centre	352	80	432
Sir Rampersad Neerunjun Training Centre - East Wing	206	22	228
TOTAL	1,927	569	2,496

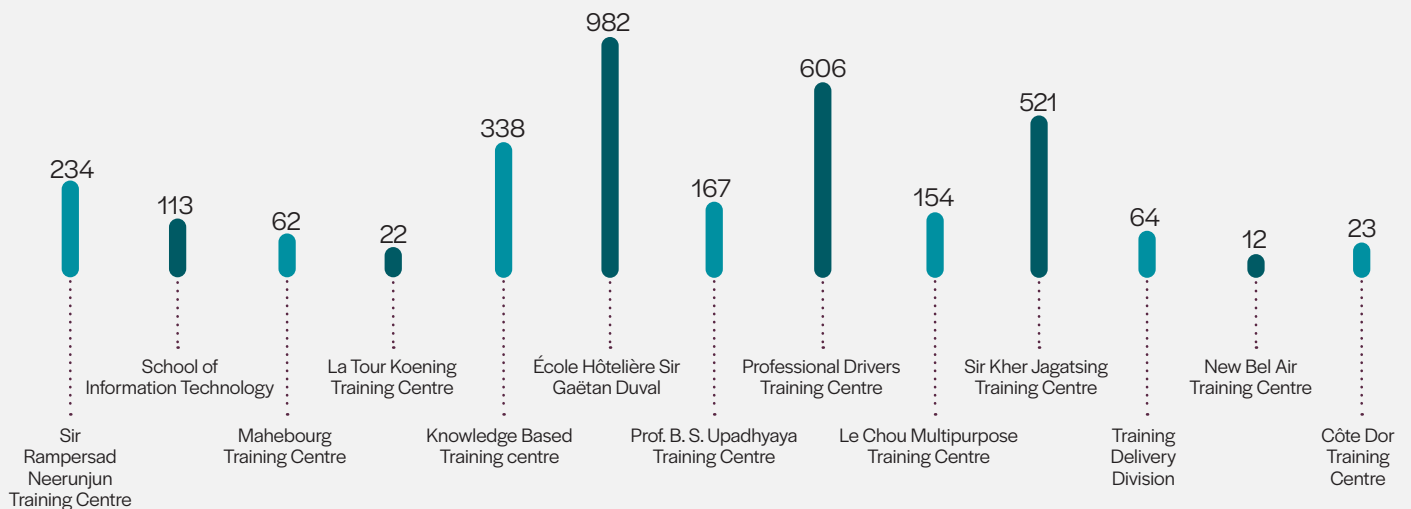
NO. OF TRAINEES BY CENTRE



ENROLMENT ON PART TIME COURSES FROM JULY 2017 – JUNE 2018

Training Centre	Male	Female	Total
Sir Rampersad Neerunjun Training Centre - East Wing	222	12	234
School of Information Technology, Electronics and Communication	113	-	113
Mahebourg Training Centre	62	-	62
La Tour Koenig Training Centre	2	20	22
Knowledge Based Training Centre	308	30	338
École Hôtelière Sir Gaëtan Duval	383	599	982
Prof. B. S. Upadhyaya Training Centre	167	-	167
Professional Drivers Training Centre	518	88	606
Le Chou Multipurpose Training Centre	91	63	154
Sir Kher Jagatsingh Training Centre	505	16	521
Training Delivery Division	31	33	64
New Bel Air Training Centre	11	1	12
Côte D'Or Training Centre	23	-	23
TOTAL	2,436	862	3,298

NO. OF TRAINEES BY CENTRE/DIVISION



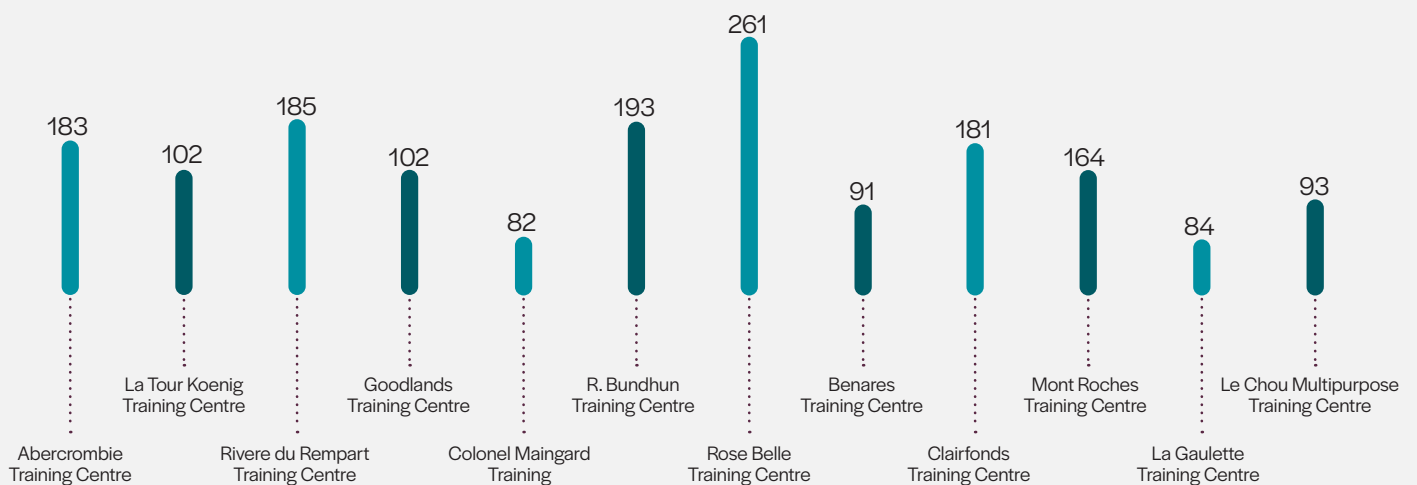
ENROLMENT ON APPRENTICESHIP COURSES FROM JULY 2017 TO JUNE 2018

Training Centre	Male	Female	Total
École Hôtelière Sir Gaëtan Duval	517	281	798
Sir Kher Jagatsingh Training Centre	20	-	20
Sir Rampersad Neerunjun Training Centre - East Wing	39	-	39
Le Chou Multipurpose Training Centre	17	37	54
Knowledge Based Training Centre	99	5	104
TOTAL	692	323	1,015

NUMBER ENROLLED ON PREVOCATIONAL EDUCATION COURSES (PVE 4) BY CENTRE AND GENDER FROM JULY 2017 TO JUNE 2018

Training Centre	Male	Female	Total
Abercrombie Training Centre	183	-	183
La Tour Koenig Training Centre	-	102	102
Riviere du Rempart Training Centre	135	50	185
Goodlands Training Centre	69	33	102
Colonel Maingard Training Centre	-	82	82
R. Bundhun Training Centre	142	51	193
Rose Belle Training Centre	193	68	261
Benares Training Centre	57	34	91
Clairfonds Training Centre	134	47	181
Mont Roches Training Centre	164	-	164
La Gaulette Training Centre	47	37	84
Le Chou Multipurpose Training Centre	61	32	93
TOTAL	1,185	536	1,721

NO. OF TRAINEES BY CENTRE



NUMBER OF CERTIFICATES/DIPLOMAS AWARDED FROM JULY 2017 TO JUNE 2018

Award courses

A total of 1927 Certificates/Diplomas were awarded for the different courses as follows:

NATIONAL CERTIFICATE LEVEL 2

Trades	No. of awardees
Art & Craft	50
Automotive Mechanics	26
Garment Making	39
Landscape	17
Total	132

NATIONAL TRADE CERTIFICATE LEVEL 3 (MITD/MES)

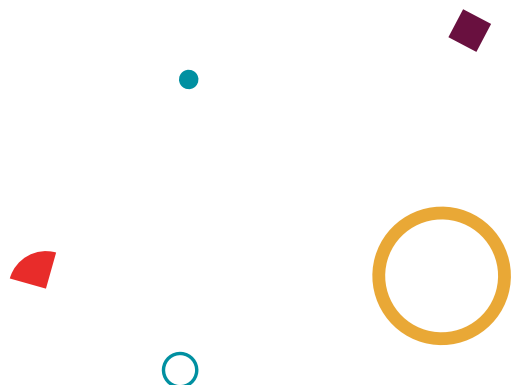
Trades	No. of awardees
Aluminium and U-PVC Opening	25
Automotive Mechanics	68
Bakery	12
Beauty Care	36
Carpentry	8
Early Childhood Education and Care	83
Electrical Installation works	77
Food Production	141
Front Office	56
Garment Making	9
Hairdressing	40
Housekeeping	59
Industrial Machine Maintenance	26
Leisure & Entertainment	25
Maintenance Fitting	3

NATIONAL TRADE CERTIFICATE LEVEL 3 (MITD/MES)

Trades	No. of awardees
Painting	4
Pastry	129
Plate making and machine printing	6
Plumbing	73
Pre Press	5
Print Finishing	10
Refrigeration and Air Conditioning	39
Restaurant & Bar Service	175
Secretarial Duties	45
Sheet Metal Fabrication	3
Spray Painting	12
Tour Guiding	24
Villa Service	11
Welding	15
Wood Trades	3
Total	1,222

NATIONAL TRADE CERTIFICATE LEVEL 3 (MITD/MES)

Trades	No. of awardees
Building maintenance	9
Agriculture (Rodrigues)	10
Agriculture (Mauritius)	6
Total	25



NUMBER OF CERTIFICATES/DIPLOMAS AWARDED FROM JULY 2017 TO JUNE 2018 CONTD.

NATIONAL CERTIFICATE LEVEL 4 (MITD)

Trades	No. of awardees
Automotive Mechanics and Electronics	24
Communication Electronics	5
Electrical Installation Works	39
Food Production	13
Front Office	12
Garment Making	-
Health Care Assistant	52
Housekeeping	14
Information Technology	47
Industrial Electronics	12
Refrigeration and Air Conditioning	12
Restaurant & Bar Services	14
Scaffolding	26
Shipping and Freight Forwarding	-
Travel & Tourism	17
Pastry	10
Welding	8
TOTAL	305

NATIONAL CERTIFICATE LEVEL 5 (MITD)

Course	No. of awardees
Information Technology	33
Industrial Electronics	19
TOTAL	52

NATIONAL DIPLOMA (MITD)

Courses	No. of awardees
Applied Mechanical Engineering	8
Building Services Engineering	18
Civil Engineering	10
Hotel Management	5
Information Technology	24
Telecommunication	7
TOTAL	72

DIPLOMA

Courses	No. of awardees
Tourism Management (MITD/Université d'Angers)	58
TOTAL	58

Higher National Diploma (BTEC PEARSON)

Courses	No. of awardees
Electrical & Electronics Engineering	12
Hospitality Management	40
Hospitality Management (Culinary Art)	9
TOTAL	61

TRADE TEST

A total of 269 candidates were examined for trade test.

RECOGNITION OF PRIOR LEARNING

Seven candidates for Recognition of Prior Learning (RPL) obtained their certificates in 2017.

National Certificate Level 4 was awarded in Computing and Scaffolding. National Certificate Level 3 was awarded in Welding and Plumbing. National Certificate Level 2 was awarded in Textile Painting.

SBM SCHOLARSHIPS

AWARDED IN 2017/2018

The SBM Foundation launched a scholarship scheme under its CSR programme for needy and meritorious students who had obtained admission on full-time courses at the MITD in the academic year 2017/2018.

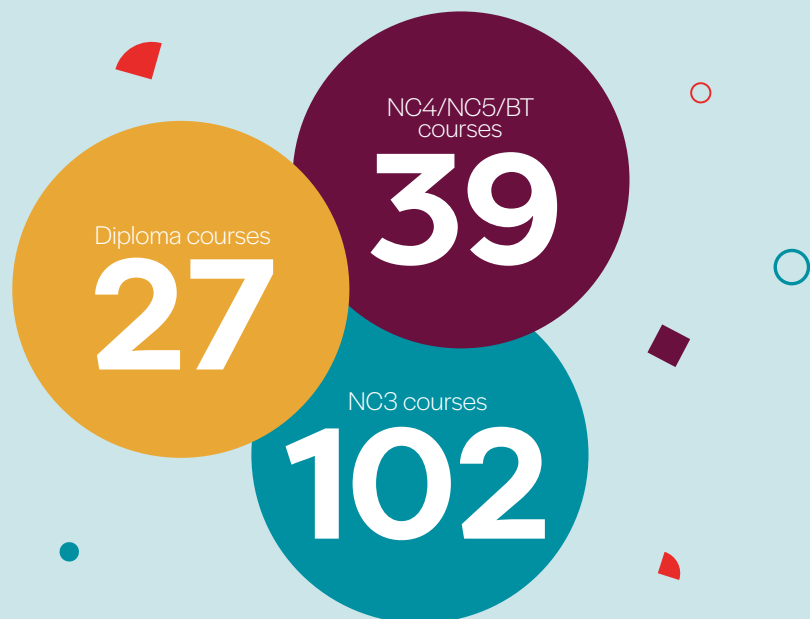
Applications were invited from trainees coming from families whose household income does not exceed Rs 15,000/- per month per family. With a view to eradicate absolute poverty in Mauritius, special consideration was also given to meritorious students who come either from a family registered under the Social Register of Mauritius or from vulnerable groups as defined by the National CSR Foundation Charter 2017. In addition, students from Rodrigues and Outer islands as well as disabled students were encouraged to apply.

One hundred and ninety-one applications were received from trainees enrolled on NC3/NC4/NC5/BT/Diploma courses.

The scholarships covered:

- (i) Course fees and examination fees, as well as a yearly stipend of Rs 12,000/- for trainees enrolled in Diploma courses.
- (ii) Course fees and examination fees for NC4/NC5/BT trainees.
- (iii) Examination fees for NC3 trainees.
- (iv) Air tickets, course fee, library fee, and examination fee for Rodriguan students enrolled on NC4/NC5/BT/City & Guilds Diploma courses at the MITD.

The number of MITD trainees who benefitted from the SBM scholarship was as follows:



**Meet
Caliste Thalia
who is
mastering**



...the art of



beauty

My academic study at MITD is to help me build a career in beauty therapy and for my personal development. After my academic education at secondary school, I willingly chose to pursue my vocational studies at MITD as I was adequately informed about the job prospects in the private sector (there is consistently a continuous demand for skilled workers in various fields). Now, in order to achieve more academically as well as professionally, I am following a National Certificate in beauty therapy at Knowledge Based Training Centre, MITD (Nicolay). My ultimate aim is to excel in both academic and personal development.

- Caliste Thalia

KEY RISKS FOR THE ORGANISATION

Internal Audit and Risk Management

The Internal Audit Section at the MITD is an independent and objective unit reporting to the Audit Committee. All activities of the MITD are potentially within the scope of works of the Internal Audit which includes the following:



All weaknesses identified are thoroughly investigated, formally discussed with management, and corrective measures recommended for implementation which are then presented to the Audit Committee.

Risk Management

At the MITD, the Audit Committee focuses on the risks deserving specific attention during the review of the scope of activities of the internal and external auditors each year.

The risks that could materially affect the activities of the MITD:

▪ Market and Competitive Risk

Due to the increasing number of training institutions delivering technical and vocational courses, there is a risk that an individual will not opt to follow such courses at the MITD.

This risk is better managed through massive advertisements in local newspapers and radio, open days organised within all the MITD's training centres, talks in secondary schools.

▪ Financial Risk

The MITD, as a public-sector entity, is exposed to financial risks to a lesser extent. The MITD does not use any derivative financial instruments to hedge risk exposures. The MITD is not exposed to credit risk, currency risk, and interest rate risk.

▪ Reputational Risk

The risk of delivering training of poor quality, thus affecting the reputation of the MITD. In order to maintain its reputation, the MITD updates its curricula and regularly provides training to its trainers. The MITD has developed standard procedures and processes so that there is consistency in training across its training centres. Through quality management system, the MITD is obliged to keep certain records that are in line with the retention policy of the National Archive.

▪ Risk Assessment

Risk Assessment at MITD was worked out for the 24 Training Centres as well as for the Head Office in November 2010. A systematic approach was used in conducting awareness sessions in the training centres so that managers could work on the risk assessment in their respective centre. The risk assessment has been verified by the Safety and Health Officer and discussed with the Manager for further action.

▪ Health, Safety and Environmental Risk

The risk that trainees are following courses in an unsafe working environment thus resulting in injuries and health hazards.

This risk is overcome through constant monitoring by and visits of the Safety and Health officer to training centres to ensure compliance with rules and regulations, insurance cover for all trainees prior to the start of courses, and providing first aid courses to employees.

▪ Information Security Risk

Loss of confidential information and disruption of processes due to unavailability of IT systems may cause financial damage. Specific risks are (a) failure of IT systems, (b) disruption of processes outsourced to shared service centres, and (c) cybercrime. These risks might be overcome by making regular backups and use of passwords to access computers to ensure confidentiality. Moreover, an ICT (Information, Communication and Technology) policy has been set up by the IT Section to ensure that ICT resources are used effectively, efficiently and in an appropriate manner.

▪ Legal Risk

The MITD is subject to the risk of litigation from its trainees, suppliers, employees and regulatory authorities in case of breach of contractual obligations or other duties. Therefore, the MITD has to ensure that trainees and employees are provided with a safe training environment and safe workplace respectively. The MITD seeks the guidance of its legal advisor which is the State Law Office (SLO).

▪ Operational Risk

The risk that potential financial losses resulting from inadequate or failed internal processes, people and systems might arise in MITD's activities. This risk is managed by rigorous internal control systems in place.

PROCUREMENT POLICIES AND PROCEDURES FOR GOODS, SERVICES AND WORKS

The procurement activities of the MITD are governed by the Public Procurement Act 2006. To ensure efficiency and proper guidance, a procurement manual has been elaborated. The manual provides for financial limits with regards to different levels of procurement activities as follows:

SN	PROCUREMENT VALUE (Pv) (Per Request) Rs	APPROVAL LEVEL
1	PV ≤ Rs 50,000	Assistant Managers (Training Centres) Officers in Charge (including Le Chou)
2	PV ≤ Rs 100,000	Divisional Managers & Training Centre Managers
3	PV ≤ Rs 200,000	Deputy Director
4	PV ≤ Rs 500,000	Director
5	PV ≤ Rs 5,000,000	Board
6	PV > Rs 50,000,000	Central Procurement Board



GREENING OF TVET

In line with UNESCO's sustainable goals, the MITD has taken the following measures for the integration of sustainable development in TVET.

Introduction of competency on awareness of environmental issues in all curricula of training programmes

Introduction of training in the installation, maintenance & servicing of photovoltaic systems

Training module on Education for Sustainable Development in the Diploma of Hotel Management Course

Training in use of Eco-Friendly Refrigerants

Collection of used engine oils for recycling

Implementation of a Green ICT Policy at MITD

Use of energy-efficient lightings in MITD buildings

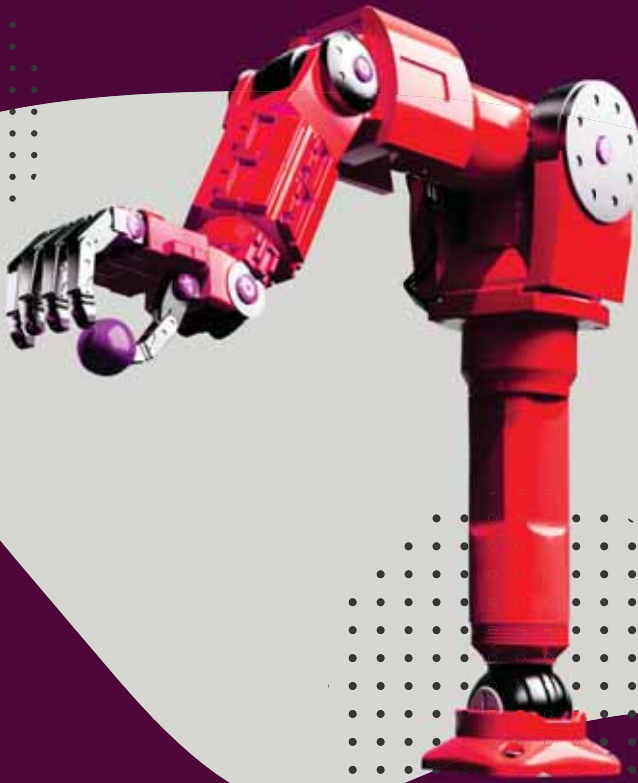
Consultancy on Green Skills

Introduction of training in Installation and Maintenance of Solar Water Heaters

**Meet
Bhaskaran
Tharoon who
is mastering**



...the art of



engineering

After my HSC, I chose to undertake my higher studies at MITD. Effectively, after my IMM NC4 course at MITD Ebene, I was offered a job at the reputed 'Rey & Lenferna Ltd'. I am currently doing my Diploma at Knowledge Based Training Centre (Nicolay) to achieve more academically as well as professionally. Studying at MITD undoubtedly helped me to grow into an independent individual, constantly trying to excel in both academic and personal pursuits.

- Bhaskaran Tharoon

SAFETY AND HEALTH POLICY STATEMENT

The Mauritius Institute of Training and Development is committed to provide a place of work where employees are confident that their safety, health and welfare at work is considered to be of the utmost importance at all times. The MITD is also committed to provide a safe and healthy working environment for others who may be affected by its activities such as trainees, contractors and visitors who are within the premises of the organisation.

In satisfying this commitment MITD aims at:



Ensuring that it is complying with current Safety & Health Legislation (Occupational Safety & Health Act 2005 and any other relevant Acts) and where possible complies to higher standards where so required.



Providing suitable training, information, instruction and supervision to maintain these standards.



Encouraging staff to report on any issue pertaining to Safety and Health and support them in promoting a safe and healthy working environment.



Instructing trainees and others in adopting a responsible attitude towards Safety and Health not only in the training institution but also in their day-to-day life activity.

Assessing the workplace through risk assessment is crucial in ensuring that these standards are maintained and are, therefore, central to all nature of activities of MITD.



Maintaining a healthy work-lifestyle through Medical Health Surveillance programmes to those exposed to substances and conditions hazardous to health.



Encouraging staff to show their personal commitment to high standards of Safety and Health by looking after themselves and by setting the right example to trainees, contractors and visitors.



STATEMENT OF BOARD'S RESPONSIBILITIES IN RESPECT OF THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 30 JUNE 2018

The Board is responsible to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Board. In preparing those financial statements, the Board is required to:

- Select suitable accounting policies and apply them considerably;
- Take reasonable steps for the prevention and detection of fraud and other irregularities and to safeguards the assets;
- Make the judgments and estimates that are reasonable and prudent;
- State whether appropriate accounting standards have been followed;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Board will continue in business.

The Board confirms that it has complied with the above requirements in preparing the financial statements in compliance with the Statutory Bodies (Accounts and Audit) Act 1982.

Internal control

The Director has an overall responsibility for taking such steps, as are reasonably available to him, to safeguard the assets of the Board and to detect fraud and other irregularities. The Board's systems have been designed to provide the Director with such reasonable assurance.

Such systems should ensure that all transactions are authorized and recorded and that any material irregularities are detected and rectified within a reasonable time frame. The Internal Audit function assists management in effectively discharging its responsibilities. Internal Audit is an independent function that reports directly to the Audit Committee.

Risk Management

The Internal Audit function identifies, assesses and reports the various issues and risks affecting the Board's activities. The Director is responsible to mitigate these risks using such measures, policies and procedures and other controls that he deems fit.

Governance

The Director endeavours to apply principles of good governance within the organisation.

This report was approved by the Board and is signed on its behalf by:



Harrykrishna Vydelingum
Chairman



Pradeep Kumar Joosery
Director



REPORT OF THE
DIRECTOR OF AUDIT

**On the Financial Statements
of the Mauritius Institute of Training and Development
for the year ended 30 June 2018**

NATIONAL AUDIT OFFICE



NATIONAL AUDIT OFFICE

REPORT OF THE DIRECTOR OF AUDIT TO THE BOARD OF THE MAURITIUS INSTITUTE OF TRAINING AND DEVELOPMENT

Report on the Audit of the Financial Statements

Opinion

I have audited the financial statements of the Mauritius Institute of Training and Development, which comprise the statement of financial position as at 30 June 2018 and the statement of financial performance, cash flow statement and the statement of comparison of budgets, actual, cash and accrued-based amounts for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In my opinion, the accompanying financial statements give a true and fair view of the financial position of the Mauritius Institute of Training and Development as at 30 June 2018, and of its financial performance, budget outturn and cash flows for the year then ended in accordance with International Public Sector Accounting Standards.

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 Mauritius Institute of Training and Development 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.

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

Key Audit Matters

Key Audit Matters are those matters that, in my professional judgment, were of most significance in my audit of the financial statements of the current period. These matters were addressed in the context of my audit of the financial statements as a whole, and in forming my opinion thereon, and I do not provide a separate opinion on these matters. I have determined that there are no key audit matters to communicate in my report.

Other Information

Management is responsible for the other information. The other information comprises the information included in the annual report of the Mauritius Institute of Training and Development, 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.

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 International Public Sector Accounting Standards, 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 Mauritius Institute of Training and Development'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 for overseeing the Mauritius Institute of Training and Development'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 Mauritius Institute of Training and Development'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 Mauritius Institute of Training and Development'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 Mauritius Institute of Training and Development 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.

I also provide those charged with governance with a statement that I have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on my independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, I determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. I describe these matters in my auditor's report unless law or regulation precludes public disclosure about the matter or, when, in extremely rare circumstances, I determine that a matter should not be communicated in my report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on Other Legal and Regulatory Requirements

Management's Responsibilities for Compliance

In addition to the responsibility for the preparation and presentation of the financial statements described above, management is also responsible to ensure that the Mauritius Institute of Training and Development's operations are conducted in accordance with the provisions of laws and regulations, including compliance with the provisions of laws and regulations that determine the reported amounts and disclosures in an entity's financial statements.

Auditor's Responsibilities

In addition to the responsibility to express an opinion on the financial statements described above, I am also responsible to report to the Board whether:

- (a) I have obtained all the information and explanations which to the best of my knowledge and belief were necessary for the purpose of the audit;
- (b) the Statutory Bodies (Accounts and Audit) Act and any directions of the Minister, in so far as they relate to the accounts, have been complied with;
- (c) in my opinion, and, as far as could be ascertained from my examination of the financial statements submitted to me, any expenditure incurred is of an extravagant or wasteful nature, judged by normal commercial practice and prudence;
- (d) in my opinion, the Mauritius Institute of Training and Development has been applying its resources and carrying out its operations fairly and economically; and
- (e) the provisions of Part V of the Public Procurement Act regarding the bidding process have been complied with.

I performed procedures, including the assessment of the risks of material non-compliance, to obtain audit evidence to discharge the above responsibilities.

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

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.

The Mauritius Institute of Training and Development has complied with the Statutory Bodies (Accounts and Audit) Act in so far as it relates to the accounts.

Based on my examination of the accounts of Mauritius Institute of Training and Development, nothing has come to my attention that indicates that:

- (a) any expenditure incurred was of an extravagant or wasteful nature, judged by normal commercial practice and prudence; and
- (b) The Institute has not applied its resources and carried out its operations fairly and economically.

Other Matters

Delay in the issue of the Audit report

The audit of the financial statements for the financial year 2017-18 started in July 2019 due to unavailability of financial information following the crash of MITD's Accounting System in January 2019. Information retrieval from the crashed system was slow, resulting into significant delays in the performance and completion of audit work.

Post Balance Sheet Event - Restructuration of Public Technical Training Education

In November 2019, Government announced the restructuring of technical training by public institutions and the taking over of five major Mauritius Institute of Training and Development (MITD) Training Centres by the Ministry of Education, Tertiary Education, Science and Technology (MOEST), and the MITD Sir Gaetan Duval Hotel Training School by the Ministry of Tourism (MOT). This would lead to a major scaling down of the operations of the MITD.

As of October 2020, a formal restructuring plan was still under preparation. MITD was continuing the operations of the aforementioned Training Centres from funds of some Rs 245.5 million and Rs 60 million that were earmarked under the budget of MOEST and MOT respectively, for the financial year 2020-21.

The restructuring is expected to reduce the assets of the MITD by some Rs 1.2 billion and operational expenditure by some Rs 390 million in the foreseeable future.

Public Procurement Act

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.



C. ROMOAH
Director of Audit

National Audit Office
Level 14,
Air Mauritius Centre
PORT LOUIS

25 September 2020

STATEMENT OF FINANCIAL POSITION AS AT JUNE 30, 2018

	Note	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16 – Jun 17 MUR
ASSETS			
Current Assets			
Cash and Cash Equivalents	4	89,979,392	78,096,926
Trade Receivables	5	22,861,955	16,139,025
Car Loan Receivable	6	8,434,556	7,852,871
Inventories	7	7,370,842	8,586,837
Held to Maturity Investments	8	40,000,000	40,000,000
Total Current Assets		168,646,745	150,675,659
Non-Current Assets			
Car Loan Receivable	6	21,971,183	21,913,531
Pension Asset	9	107,093,813	131,366,243
Property, Plant and Equipment	10	1,404,409,768	1,375,937,384
Investment Property	11	71,747,740	71,747,740
Intangible Assets	12	172,662	382,907
Total Non-Current Assets		1,605,395,166	1,601,347,805
Total Assets		1,774,041,911	1,752,023,464
EQUITY AND LIABILITIES			
Current Liabilities			
Trade and Other Payables	13	43,877,210	40,216,412
Short Term Employee Benefits	14	18,769,690	20,349,459
Short Term Car Loan	15	8,577,414	8,599,120
Total Current Liabilities		71,224,314	69,164,991
Non-Current Liabilities			
Other Long Term Employee Benefits	14	235,182,244	225,492,244
Long Term Car Loan	15	22,828,326	21,913,531
Total Non-Current Liabilities		258,010,570	247,405,775
Total Liabilities		329,234,884	316,570,766
Net Assets		1,444,807,027	1,435,452,698
Equity			
General Fund	16	622,044,268	618,471,092
Revaluation Reserve	16	814,108,272	816,981,606
Capital Fund	16	8,654,487	-
TOTAL EQUITY		1,444,807,027	1,435,452,698

The notes on pages 9 to 36 form an integral part of these Financial Statements.

Approved by MITD Board on

31 October 2018

C. Paddia
Board Member



Harrykrishna Vydellingum
Chairman



STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED JUNE 30, 2018

	Note	2017/18 Jul 17 — Jun 18 MUR	2016/17 Jan 16 — Jun 17 MUR
REVENUE FROM EXCHANGE TRANSACTIONS			
Course Fees		49,067,887	62,144,251
Rental Income		27,073,515	40,818,654
Other Income	17	18,233,656	30,960,407
		<u>94,375,058</u>	<u>133,923,312</u>
REVENUE FROM NON-EXCHANGE TRANSACTIONS			
Grants	18	542,565,710	821,700,740
TOTAL REVENUE		<u>636,940,768</u>	<u>955,624,052</u>
EXPENSES			
Employee Benefit Costs	19	(505,224,739)	(744,047,947)
Training Expenses	20	(26,853,856)	(42,465,159)
Refund to Employers - Apprenticeship Scheme	21	(6,828,930)	(14,162,422)
Depreciation and Amortisation	22	(26,412,183)	(39,787,873)
Other Expenses	23	(70,790,974)	(80,894,893)
Finance Costs	24	(133,664)	(1,666,726)
TOTAL EXPENSES		<u>(636,244,346)</u>	<u>(923,025,020)</u>
SURPLUS FOR THE YEAR/PERIOD		<u>696,422</u>	<u>32,599,032</u>

STATEMENT OF CHANGES IN NET ASSETS / EQUITY FOR THE YEAR ENDED JUNE 30, 2018

	Note	Capital Fund	General Fund	Translation Reserves	Revaluation Reserve	Retained Earnings	Total Net Assets/ Equity
		MUR	MUR	MUR	MUR	MUR	MUR
At July 01, 2017		-	618,471,092	-	816,981,606	-	1,435,452,698
Depreciation adjustment	1	-	-	-	(2,873,334)	2,873,334	-
Exchange Gain on USD Account	2	-	-	3,420	-	-	3,420
Transfer (from) / to		-	-	(3,420)	-	3,420	-
Funds received during the year	3	8,654,487	-	-	-	-	8,654,487
Surplus for the year		-	-	-	-	696,422	696,422
Transfer (from) / to		-	3,573,176	-	-	(3,573,176)	-
At June 30, 2018		8,654,487	622,044,268	-	814,108,272	-	1,444,807,027

Note:

- The difference between depreciation based on original cost and depreciation based on the last revalued carrying amount for buildings has been accounted to the Revaluation Reserve.
- The exchange gain arose on the translation of the United States dollar ("USD") Account at the exchange rate ruling at 30 June 2018.
- The unused balance of grants received to finance capital expenditure has been transferred to the Capital Fund.

STATEMENT OF CHANGES IN NET ASSETS / EQUITY FOR THE YEAR ENDED JUNE 30, 2017

	Note	General Fund	Translation Reserves	Revaluation Reserve	Retained Earnings	Total Net Assets/ Equity
		MUR	MUR	MUR	MUR	MUR
At January 01, 2016		689,143,086	-	821,291,608	-	1,510,434,694
Derecognition of Land at Forest Side	1	(21,500,000)	-	-	-	(21,500,000)
Prior year adjustments	2	(84,622,002)	-	-	-	(84,622,002)
Depreciation adjustment	3	-	-	(4,310,002)	4,310,002	-
Exchange Loss on foreign exchange transactions	4	-	(1,459,026)	-	-	(1,459,026)
Transfer (from) / to		-	1,459,026	-	(1,459,026)	-
Surplus for the period		-	-	-	32,599,032	32,599,032
Transfer (from) / to		35,450,008	-	-	(35,450,008)	-
At June 30, 2017		618,471,092	-	816,981,606	-	1,435,452,698

Note:

- The bare Land situated at Professional Drivers Training Centre, Forest Side to the extent of 1 Hectare 2,222 m2 has been retrieved by the Ministry of Housing and Lands and derecognised in the Accounts.
- Prior year adjustments have been made in respect of the following:
 - Employer contributions to the Medical and Surgical Scheme accounted for in excess in prior years.
 - Employer contributions to the Defined Benefit Pension Plan accounted for in excess in the prior year by the SICOM Ltd.
 - The Accounting Policy regarding vacation leaves was changed with effect from 1 January 2016. Full provision for vacation leaves is being made in respect of vacation leave balances of employees. The Accounts of 31 December 2015 have not been reinstated in respect of this change of policy as it was impracticable to obtain a balance of vacation leaves of employees as of 31 December 2014.
- The difference between depreciation based on original cost and depreciation based on the last revalued carrying amount for buildings has been accounted to the Revaluation Reserve.
- Exchange loss arose on the repayment of foreign loan and interest payment to the Agence Française de Développement and translation of the United States dollar ("USD") Account at 30 June 2017.

CASH FLOW STATEMENT FOR THE YEAR ENDED JUNE 30, 2018

	2017/18 Jul 17 – Jun 18	2016/17 Jan 16 – Jun 17
	MUR	MUR
CASH FLOW FROM OPERATING ACTIVITIES		
Surplus for the year/period	696,422	32,599,032
Non Cash Movements		
Capital Grant recognised in Statement of Financial Performance	(47,865,893)	(25,475,033)
Investment Income	(1,330,058)	(1,927,425)
Depreciation on Property, Plant and Equipment	26,412,183	39,787,873
Finance cost	133,664	1,666,726
Loss on derecognition of assets	6,200	207,590
Impairment of debtors	323,570	-
Exchange gain/(loss) on translation of foreign currency account	3,420	(37,889)
Increase in Accounts Receivables	(7,362,268)	(8,418,820)
(Increase)/Decrease in Inventories	1,215,995	(710,631)
Decrease in Pension Asset	24,320,579	13,782,133
Increase in Accounts Payables	4,569,221	22,172,571
Employee Benefits	8,110,231	25,038,260
Net Cash Flows generated from operating activities	9,233,266	98,684,387
CASH FLOW FROM INVESTING ACTIVITIES		
Purchase of property, plant and equipment	(54,830,522)	(36,097,904)
Investment Income	959,343	2,575,048
Net Cash Flows used in investing activities	(53,871,179)	(33,522,856)
Net Cash Flows before financing activities	(44,637,913)	65,161,531
CASH FLOWS FROM FINANCING ACTIVITIES		
Capital Grant received	56,520,379	25,188,978
Repayment of foreign loan	-	(58,649,684)
Finance cost	-	(3,010,848)
Net Cash Flow generated from/used in financing activities	56,520,379	(36,471,554)
Net increase in cash and cash equivalents	11,882,466	28,689,977
Cash and cash equivalents at beginning of period	118,096,926	89,406,949
Cash and Cash Equivalents at end of period (Note 4)	129,979,392	118,096,926

Notes:

Cash and cash equivalents

Cash and cash equivalents consist of cash in hand and balances with banks and financial assets held to maturity.

Cash and cash equivalents included in the cash flow statement comprise the following statement of financial position amounts:

	2017/18 Jul 17 – Jun 18	2016/17 Jan 16 – Jun 17
	MUR	MUR
Cash in hand and balances with banks	89,979,392	78,096,926
Held to Maturity Investments	40,000,000	40,000,000
	129,979,392	118,096,926

Property, Plant and Equipment

During the reporting period, the acquisition of property, plant and equipment was financed by capital grant received from government and the Institute's own funds.

STATEMENT OF OUTTURN AS AT JUNE 30, 2018

EXPENDITURE	Revised Budget MUR	Actual Expenditure MUR
Staff Cost	493,645,367	462,763,365
Electricity	12,203,407	10,923,579
Telephone Charges	4,800,559	4,668,411
Water Charges	1,225,111	1,101,748
Motor Vehicles Fuel	602,100	326,257
Rent	917,270	673,665
Postage	848,900	670,942
Repair & Maintenance - Buildings	33,577,334	21,488,123
Repair & Maintenance - Training Equipment	2,062,500	1,175,020
Repair & Maintenance - Office Equipment	6,430,717	1,463,230
Repair & Maintenance - Vehicles	773,700	505,793
Cleaning Services	11,839,879	11,245,978
Security Services	8,739,000	7,121,072
Magazines/Newspapers	155,570	70,655
Printing & Stationery	3,325,915	2,428,241
Books and Periodicals	194,050	109,764
Advertisement	1,378,000	801,957
Overseas Trainers Expenses	5,000	8,800
Consultants Expenses	1,170,000	65,032
Legal & Professional fees	3,662,400	176,300
Audit Fees	275,000	200,000
Overseas Travelling	467,000	26,888
Bank Charges	221,324	133,664
Course Materials	19,311,912	15,890,170
Subscription & Membership fees	908,750	349,835
Insurance Costs	1,448,660	1,279,142
Workshops Expenses	385,500	155,331
Assessment Expenses	1,693,892	2,768,506
Trainees Expenses	13,395,651	7,154,678
Conference & Committees	983,715	778,298
Transport Costs	368,300	196,822
Miscellaneous/Open days/Exhibition Expenses	1,645,996	417,893
Consumables	220,000	398,372
Total Recurrent Expenditure (A)	628,882,479	557,537,530
Capital Expenditure		
Construction of new Buildings, Improvement to Buildings, Acquisition of Training Tools & Equipment, Furniture, Fittings & Office Equipment, Computer Equipment & Software	145,469,147	51,934,305
Setting up of new Training Centre at Beau Vallon	7,500,000	-
Total Capital Expenditure (B)	152,969,147	51,934,305
Total Expenditure (A+B)	781,851,626	609,471,835

Outturn for the period 2017/18 has been presented on a cash basis.

STATEMENT OF COMPARISON OF BUDGETS, ACTUAL CASH AND ACCRUED BASED-AMOUNTS AS AT JUNE 30, 2018

	Original Budget	Revised Budget	Received/Paid	Financial Statements
	MUR	MUR	MUR	MUR
INCOME				
Course Fees	47,866,900	49,755,950	43,904,544	49,067,887
Rental Income	31,301,000	31,577,504	23,758,917	27,073,515
Other Income	8,257,803	10,476,438	14,575,158	18,233,656
Grants	-	-	542,221,933	542,565,710
Total Income	87,425,703	91,809,892	624,460,552	636,940,768
EXPENDITURE				
Staff Cost	509,132,696	493,645,367	462,763,365	505,224,739
Electricity	12,614,500	12,203,407	10,923,579	10,899,087
Telephone Charges	5,192,700	4,800,559	4,668,411	4,708,823
Water Charges	1,324,300	1,225,111	1,101,748	1,214,597
Motor Vehicle Fuel	721,270	602,100	326,257	329,306
Rent	1,342,000	917,270	673,665	694,501
Postage	988,400	848,900	670,942	653,087
Repair & Maintenance - Buildings	38,360,820	33,577,334	21,488,123	22,948,986
Repair & Maintenance - Training Equipment	2,705,000	2,062,500	1,175,020	1,058,962
Repair & Maintenance - Office Equipment	6,987,750	6,430,717	1,463,230	3,257,973
Repair & Maintenance - Vehicles	991,000	773,700	505,793	523,073
Cleaning Services	11,807,300	11,839,879	11,245,978	11,146,223
Security Services	7,619,000	8,739,000	7,121,072	7,688,252
Magazines/Newspapers	200,500	155,570	70,655	71,768
Printing & Stationery	3,400,500	3,325,915	2,428,241	2,394,638
Books and Periodicals	429,000	194,050	109,764	110,525
Advertisement	6,614,000	1,378,000	801,957	942,519
Overseas Trainers Expenses	358,000	5,000	8,800	8,800
Consultants Expenses	1,230,000	1,170,000	65,032	65,032
Legal Fees & Professional Fees	3,555,000	3,662,400	176,300	221,300
Audit Fees	275,000	275,000	200,000	200,000
Overseas Travelling	592,000	467,000	26,888	26,888
Bank Charges	222,200	221,324	133,664	133,664
Course Materials	21,211,850	19,311,912	15,890,170	16,313,537
Subscription & Membership fees	1,125,200	908,750	349,835	349,835
Insurance Costs	1,511,160	1,448,660	1,279,142	869,201
Workshops Expenses	430,500	385,500	155,331	146,931
Assessment Expenses	500,000	1,693,892	2,768,506	2,437,835
Trainees Expenses	13,661,900	13,395,651	7,154,678	6,271,646
Conference & Committees	1,146,000	983,715	778,298	767,526
Transport Costs	494,400	368,300	196,822	196,672
Miscellaneous/Open days/Exhibition Expenses	847,000	1,645,996	417,893	399,166
Consumables	414,000	220,000	398,372	398,372
Total Recurrent Expenditure (A)	658,004,946	628,882,479	557,537,530	602,673,463
Expenditure Capitalised				
Construction/Improvement to Buildings	133,900,000	87,174,529	27,808,086	26,860,983
Training Tools & Equipment	46,958,500	47,910,001	18,123,447	21,718,253
Motor Vehicles	500,000	3,000,000	510,000	510,000
Furniture, Fittings & Office Equipment	1,537,500	1,901,000	3,427,575	2,492,235
Computer Equipment & Software	4,548,000	5,483,617	2,065,197	3,249,051
Setting up of new Training Centre at Beau Vallon	10,000,000	7,500,000	-	-
Total Expenditure Capitalised (B)	197,444,000	152,969,147	51,934,305	54,830,522
Total Expenditure (A+B)	855,448,946	781,851,626	609,471,835	657,503,985

STATEMENT SHOWING REASONS FOR VARIANCES BETWEEN ORIGINAL AND REVISED BUDGET AS AT JUNE 30, 2018

Details	Original Budget MUR	Revised Budget MUR	Variation MUR	Comments
RECURRENT BUDGET				
Staff Cost	509,132,696	493,645,367	(15,487,329)	The original provisions were reviewed following the six-month prororation of the provisions made with respect to the recruitment of staff.
Electricity	12,614,500	12,203,407	(411,093)	Budgetary provisions reviewed.
Telephone Charges	5,192,700	4,800,559	(392,141)	Budgetary provisions reviewed.
Water Charges	1,324,300	1,225,111	(99,189)	Budgetary provisions reviewed.
Motor Vehicle Fuel	721,270	602,100	(119,170)	Budgetary provisions reviewed.
Rent	1,342,000	917,270	(424,730)	Budgetary provisions reviewed.
Postage	988,400	848,900	(139,500)	Budgetary provisions reviewed.
Repair & Maintenance - Buildings	38,360,820	33,577,334	(4,783,486)	Budgetary provisions were reviewed with respect to upgrading of electrical works in Training Centres.
Repair & Maintenance - Training Equipment	2,705,000	2,062,500	(642,500)	Budgetary provisions reviewed.
Repair & Maintenance - Office Equipment	6,987,750	6,430,717	(557,033)	Budgetary provisions reviewed.
Repair & Maintenance - Vehicles	991,000	773,700	(217,300)	Budgetary provisions reviewed.
Cleaning Services	11,807,300	11,839,879	32,579	Budgetary provisions reviewed.
Security Services	7,619,000	8,739,000	1,120,000	Additional provisions were made to cater for the increase in the contract price following the award of new contract for the Head Office and Twenty-Three (23) Training Centres with effect from 01st April 2018.
Magazines/Newspapers	200,500	155,570	(44,930)	Budgetary provisions reviewed.
Printing & Stationery	3,400,500	3,325,915	(74,585)	Budgetary provisions reviewed.
Books and Periodicals	429,000	194,050	(234,950)	Budgetary provisions reviewed.
Advertisement	6,614,000	1,378,000	(5,236,000)	Budgetary provisions were reviewed with respect to the forecasted expenditure earmarked for the rebranding of the MITD.
Overseas Trainers Expenses	358,000	5,000	(353,000)	Budgetary provisions reviewed.
Consultants Expenses	1,230,000	1,170,000	(60,000)	Budgetary provisions reviewed.
Legal Fees & Professional Fees	3,555,000	3,662,400	107,400	Budgetary provisions reviewed.
Audit Fees	275,000	275,000	-	-
Overseas Travelling	592,000	467,000	(125,000)	Budgetary provisions reviewed.
Bank Charges	222,200	221,324	(876)	Budgetary provisions reviewed.
Course Materials	21,211,850	19,311,912	(1,899,938)	Budgetary provisions reviewed.
Subscription & Membership fees	1,125,200	908,750	(216,450)	Budgetary provisions reviewed.
Insurance Costs	1,511,160	1,448,660	(62,500)	Budgetary provisions reviewed.
Workshops Expenses	430,500	385,500	(45,000)	Budgetary provisions reviewed.
Assessment Expenses	500,000	1,693,892	1,193,892	Additional provisions were made as the initial provisions were for six months only.
Trainees Expenses	13,661,900	13,395,651	(266,249)	Budgetary provisions reviewed.
Conference & Committees	1,146,000	983,715	(162,285)	Budgetary provisions reviewed.
Transport Costs	494,400	368,300	(126,100)	Budgetary provisions reviewed.
Miscellaneous/Open days/ Exhibition Expenses	847,000	1,645,996	798,996	Additional provisions were made to cater for expenses earmarked for the opening ceremony at Côte d'Or Training Centre.
Consumables	414,000	220,000	(194,000)	Budgetary provisions reviewed.
Total Recurrent Budget	658,004,946	628,882,479	(29,122,467)	
Capital Budget				
Construction/Improvement to Buildings	133,900,000	87,174,529	(46,725,471)	The original provisions in respect of two projects, namely, Construction of new block at École Hôtelière Sir Gaëtan Duval and Uplifting of Training Centre at SRNTC have been reviewed downwards as works were expected to start at a later stage in the financial year.
Training Tools & Equipment	46,958,500	47,910,001	951,501	Additional provisions were made with respect to acquisition of Training Equipment for Training Centres.
Motor Vehicles	500,000	3,000,000	2,500,000	Additional provisions were made for the acquisition of a new bus for the Professional Drivers Training Centre for training purposes.
Furniture, Fittings & Office Equipment	1,537,500	1,901,000	363,500	Additional provisions were made for the acquisition of Office Equipment and a new PABX System at the Head Office.
Computer Equipment/Software	4,548,000	5,483,617	935,617	
Setting up of new Training Centre at Beau Vallon	10,000,000	7,500,000	(2,500,000)	Budgetary provisions reviewed.
Total Capital Budget	197,444,000	152,969,147	(44,474,853)	
Total Budget	855,448,946	781,851,626	(73,597,320)	

STATEMENT SHOWING RECONCILIATION OF ACTUAL CASH FLOWS WITH FINANCIAL STATEMENTS FOR THE YEAR ENDED JUNE 30, 2018

	MUR	MUR
Actual Recurrent Expenditure as per Statement of Outturn		557,537,530
Basic differences		
Staff Cost	42,461,374	
Electricity	(24,492)	
Telephone Charges	40,412	
Water Charges	112,849	
Motor Vehicle Fuel	3,049	
Rent	20,836	
Postage	(17,855)	
Repair & Maintenance - Buildings	1,460,863	
Repair & Maintenance - Training Equipment	(116,058)	
Repair & Maintenance - Office Equipment	1,794,743	
Repair & Maintenance - Vehicles	17,280	
Cleaning Services	(99,755)	
Security Services	567,180	
Books and Periodicals	761	
Magazines and Newspapers	1,113	
Printing & Stationery	(33,603)	
Advertisement	140,562	
Legal and Professional Fees	45,000	
Course Materials	423,367	
Insurance	(409,941)	
Workshops Expenses	(8,400)	
Assessment Expenses	(330,671)	
Trainees Expenses	(883,032)	
Conference & Committees	(10,772)	
Transport	(150)	
Miscellaneous/Open days/Exhibition Expenses	(18,727)	
Total Basic Differences		45,135,933
Refund to Employers Apprenticeship Scheme		6,828,930
Non-Cash Items		
Depreciation	26,201,938	
Amortisation	210,245	
Loss on Disposal of Assets	6,200	
Impairment of Debtors	323,570	
Total Non-Cash Items		26,741,953
Expenditure as per Statement of Financial Performance		636,244,346

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2018

1. LEGAL FORM AND ACTIVITIES

The Mauritius Institute of Training and Development (MITD) is a parastatal body established in November 2009 by virtue of the Mauritius Institute of Training and Development Act 12 of 2009, which took over the activities of the Industrial and Vocational Training Board (IVTB) and part of the Technical School Management Trust Fund (TSMTF).

The MITD was incorporated by an act of Parliament, the MITD Act 2009 and operates under the aegis of the Ministry of Education and Human Resources, Tertiary Education and Scientific Research (MOEHR, TE & SR) having its registered office at Pont Fer, Phoenix, Mauritius.

By virtue of the MITD Act 2009, the Institute is administered by a Board.

The objectives of the Institute are:

- (a) Promote excellence in technical and vocational education and training;
- (b) Promote research and enhance knowledge in technical and vocational education and training;
- (c) Increase access to technical and vocational education and training through setting up of training centres;
- (d) Promote exchange programs and courses with other institutions in technical and vocational education and training;
- (e) Assist in the apprenticeship of persons who are, or will be, employed in commercial, technical and vocational fields.

2. STATEMENT OF COMPLIANCE

The Institute has adopted the International Public Sector Accounting Standards (IPSASs) issued by the International Public Sector Accounting Standards Board (IPSASB) as from the year 2011 in line with amendments made in the Statutory Bodies (Accounts and Audit) Act.

2(a) Standards in issue but not yet effective

At the date of authorisation of these financial statements, the following International Public Sector Accounting Standards (IPSASs) have been issued but not yet effective as at 30 June 2018.

IPSAS 21 – Impairment of Non-Cash Generating Assets, effective date (annual periods beginning on or after) 01 January 2019

IPSAS 26 – Impairment of Cash Generating Assets, effective date (annual periods beginning on or after) 01 January 2019

IPSAS 34 – Separate Financial Statements, effective date (annual periods beginning on or after) 01 January 2019

IPSAS 35 – Consolidated Financial Statements, effective date (annual periods beginning on or after) 01 January 2019

IPSAS 36 – Investments in Associates and Joint Ventures, effective date (annual periods beginning on or after) 01 January 2019

IPSAS 37 – Joint Arrangements, effective date (annual periods beginning on or after) 01 January 2019

IPSAS 38 – Disclosure of Interests in Other Entities, effective date (annual periods beginning on or after) 01 January 2019

IPSAS 39 – Employee Benefits, effective date (annual periods beginning on or after) 01 January 2019

IPSAS 40 – Public Sector Combinations, effective date (annual periods beginning on or after) 01 January 2019

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2018

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

3.1 Basis of preparation

(a) The financial statements have been prepared in accordance with historical cost convention and comply with the International Public Sector Accounting Standards (IPSASs) and interpretations issued by the International Public Sector Accounting Standards Board (IPSASB) which is a Board of the International Federation of Accountants Committee (IFAC).

Where an IPSAS does not address a particular issue, the appropriate International Financial Reporting Standards (IFRSs) and International Accounting Standards (IASs) of the International Accounting Standards Board (IASB) are applied.

(b) The financial statements have been prepared on a going concern basis and the accounting policies have been applied consistently throughout the year.

(c) Functional and presentation currency

The financial statements are presented in Mauritian Rupee (MUR).

3.2 Comparative figures

Comparative figures for the period 2016/17 are not comparable since the financial statements were for a longer period of eighteen (18) months from 01 January 2016 to 30 June 2017.

3.3 Revenue recognition

Revenue from exchange transactions

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the organisation and the revenue can be reliably measured.

Course fees

Revenue generated from fees for courses dispensed is recognised at time of receipt.

Rental Income

Rental Income arising from the renting of offices is accounted on the accrual basis.

Other Income

Other Income comprises of, inter alia, revenue generated from the operation of a restaurant located at the École Hôtelière Sir Gaëtan Duval, interest from fixed deposits, and other miscellaneous income arising from the normal operation of the Institute. These are accounted on the accrual basis.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2018

Revenue from non-exchange transactions

Non-exchange transactions are transactions (Taxes and Transfers) that are not exchange transactions. In a non-exchange transaction, an entity either receives value from another entity without directly giving approximately equal value in exchange or gives value to another entity without directly receiving approximately equal value in exchange.

When an entity recognises an increase in net assets as a result of a non-exchange transaction, it recognises revenue. If it has recognised a liability in respect of the inflow of resources arising from the non-exchange transaction, when the liability is subsequently reduced, because the taxable event occurs or a condition is satisfied, it recognises revenue. The timing of revenue recognition is determined by the nature of the conditions and their settlement.

Revenue from non-exchange transactions, (Taxes & Transfers) as from 01 January 2014, the policy has been reviewed and transfers received are now recognised as income in the period in which the transfer arrangement becomes binding in accordance with IPSAS 23.

Grants

Grants received from the Government and other institutions to finance recurrent expenditure is recognised in the same period of expenditure.

(a) Measurement and presentation currency

Items included in the financial statements are measured using the currency of the primary economic environment in which the entity operates. The financial statements are presented in Mauritian Rupee which is the Institute's measurement currency.

(b) Transactions and balances

Foreign currency transactions are translated into the measurement currency using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the Statement of Changes in Net Assets/Equity.

3.4 Grants

(a) Government Grant

Grant received from Government to finance capital expenditure is recognised in the Statement of Financial Performance on a systematic basis over the periods in which the related costs are recognised as expenses for which the grants are intended to compensate and any unused balance is transferred to the Capital Fund. Grant received to finance recurrent expenditure is recognised in the same period as that expenditure.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2018

(b) Financing from Ministry of Education and Human Resources, Tertiary Education and Scientific Research (MOEHR,TE&SR)

Financing of Capital Expenditure with respect to the Pre-Vocational Education by the Ministry of Education and Human Resources, Tertiary Education and Scientific Research (MOEHR,TE& SR) is recognised in the Statement of Financial Performance on a systematic basis over the periods in which the related costs are recognised as expenses for which the grants are intended to compensate and any unused balance is transferred to the Capital Fund. Grant received to finance recurrent expenditure is recognised in the Statement of Financial Performance in the same period of that of expenditure.

(c) Financing from the Human Resource Development Council (HRDC)

Financing of Capital Expenditure by the Human Resource Development Council (HRDC) is recognised in the Statement of Financial Performance on a systematic basis over the periods in which the related costs are recognised as expenses for which the grants are intended to compensate and any unused balance is transferred to Capital Fund. Grant received to finance recurrent expenditure is recognised in the Statement of Financial Performance in the same period as that of expenditure.

3.5 Retirement Benefit Obligations

(a) Defined Benefit Pension Plan

A defined benefit plan is a pension plan that defines an amount of pension benefit that an employee will receive on retirement, usually dependent on one or more factors such as ages, years of service and compensation.

The Institute contributes to a defined benefit plan for most of its employees which is a final salary plan. The cost of providing benefits is determined using the Projected Unit Credit Method, so as to spread the regular cost over the service lives of employees in accordance with the advice of qualified actuaries who carry out a full valuation of plans every year.

Cumulative actuaries' gains and losses arising from experience adjustments, changes in actuarial assumptions and amendments to pension plan in excess of the greater of 10% of the value of the plan asset or 10% of the defined benefit obligation are spread to income over the average remaining working lives of the related employees.

Past-service costs are recognised immediately in income unless the changes to the pension plan are conditional on the employees remaining in service for a specified period of time (the vesting period). In this case, the past-service cost are amortised on a straight-line basis over the vesting period.

(b) Defined Contribution Pension Plan

The Institute contributes to a Defined Contribution Pension Plan for its employees who have been employed on permanent and pensionable employment with effect from January 2013. Under this plan, the reporting entity's obligation for each period is determined by the amounts contributed for that period. No actuarial assumptions are required to measure the obligations or the expense, and there is no possibility of any actuarial gain or loss. Moreover, the obligations are measured on an undiscounted basis, except where they do not fall due wholly within twelve months after the end of the period in which the employees render the related service.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2018

The contributions made by the Institute to the Defined Contribution Pension Plan are recognised as an expense in the Statement of Financial Performance.

3.6 Employee Benefits

(a) Sick Leave Entitlement

Employee entitlement to bank sick leave is recognised as and when they accrue to employees. A provision is made for the estimated liability for a bank sick leaves to a maximum of 110 days. Beyond this ceiling, employees are refunded part of the annual entitlement of sick leaves not taken at the end of every calendar year and is recognised in the Statement of Financial Performance in the period in which it is accrued.

(b) Passage Benefit Entitlement

A provision is made for the estimated liability for passage benefit entitlement to employees. The annual passage benefit earned by employees is recognised in the Statement of Financial Performance. As from January 2013, following the implementation of the Errors, Omissions and Anomalies Report 2013, employees are allowed to cash their passage benefits at a discounted rate of 90% provided that the balance standing to their credit is not less than the allowable threshold.

(c) Vacation Leave Entitlement

A provision is made for the estimated liability for vacation leave entitlement to employees up to a maximum of 210 days. Vacation leave earned during the period by the employees not reached the maximum limit is recognised in the Statement of Financial Performance.

3.7 Property, Plant and Equipment

Property, plant and equipment is stated at cost/valuation less accumulated depreciation except for Land and Buildings which are stated at revalued amounts less accumulated depreciation.

Depreciation is calculated on the straight-line method to write off the cost or revalued amount of each asset to their residual values over their estimated useful lives as follows:

	Depreciation Rate (%)	Estimated Useful Life (Years)
Motor vehicles	10	10
Furniture, fittings and office equipment	10	10
Plant and Machinery	15	6.67
Computers & Softwares	20	5
Buildings	2	50

No depreciation is charged on Land.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2018

A full-year depreciation is charged on fixed assets acquired during the year, whereas no depreciation is charged in the year of disposal.

Capital Expenditures for monetary value up to MUR 5,000, except for Office Equipment and Furniture, are treated as expense and charged to the Statement of Financial Performance.

Repairs and Maintenance costs of plant, property and equipment are recognised in the Statement of Financial Performance as and when they are incurred.

Fixed Assets received as donation have been valued at their fair value and accounted as such. These assets have been amortised over their estimated useful lives as follows:

	Depreciation Rate (%)	Estimated Useful Life (Years)
Plant and Machinery	15	6.67
Computers	20	5

Gains and losses on disposal of property, plant and equipment are determined by comparing the net sales proceeds with carrying amounts of the assets and are recognised in the Statement of Financial Performance.

Construction Work-in-Progress

Construction costs incurred are accumulated in the account Construction Works-in-Progress until the asset is placed into service. When the asset is completed and placed into service, the account Construction Work-in-Progress will be credited for the accumulated costs of the asset and will be debited to the appropriate Property account.

No depreciation is charged on the Construction Work-in-Progress until the asset is placed into service.

3.8 Investment Property

Properties held to earn rentals or capital appreciation or both and not occupied by the Mauritius Institute of Training and Development are classified as investment properties. Investment properties are measured initially at cost, including transaction costs. The carrying amount includes the cost of replacing part of an existing investment property at the time that cost is incurred if the recognition criteria are met and excludes the costs of day-to-day servicing of an investment property. Subsequent to initial recognition, investment properties are stated at fair value or revalued amount which reflects market conditions at the reporting date.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2018

Transfers made to or from investment properties are only made when there is a change in use evidenced by the end of owner-occupation, commencement of an operating lease to another party, or completion of construction or development. For a transfer from investment property to owner-occupied property, the deemed cost for subsequent accounting is the fair value at the date of change in use.

3.9 Intangible assets

Computer software that is not considered to form an integral part of any hardware equipment is recorded as intangible assets. The software is capitalised at cost and amortized over its estimated useful economic life which has been estimated to be 5 years.

3.10 Impairment of Assets

At each year-end, the Institute reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss, if any. Where it is not possible to estimate the recoverable amount of an individual asset, the Institute estimates the recoverable amount of the cash-generating unit to which the asset belongs.

3.11 Financial Assets

The Institute classifies its financial assets as:

(a) Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. They arise when the Institute provides money, goods, or services directly to a debtor with no intention of trading the receivables. They are included in current assets when maturity is within twelve months of balance sheet date or non-current assets for maturity greater than twelve months. The receivables do not consist of any impaired assets or any collateral held.

(b) Held to maturity

Financial asset held to maturity is non-derivative financial asset with fixed payments and fixed maturities that the Institute has the positive intention and ability to hold to maturity.

(c) Trade receivables

Trade receivables are recognised initially at fair value less provision for impairment. A provision for impairment of trade receivables is established when there is objective evidence that the Institute will not be able to collect all amounts due according to the original terms of receivables.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2018

3.12 Cash and cash equivalents

Cash and cash equivalents comprise cash in hand and balances with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown separately in current liabilities on the Statement of Financial Position.

3.13 Inventories

Inventories are stated at the lower of cost or net realizable value. Cost is determined using weighted average cost. Net realisable value is the estimated selling price in the ordinary course of business, less the costs of completion and applicable variable selling expenses.

3.14 Financial Liabilities

Financial Liabilities are classified as other financial liabilities measured at amortized cost and the classification is determined at initial recognition.

Other financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs. After initial recognition, other financial liabilities are subsequently measured at amortized cost using the effective interest method, with interest expense recognised on an effective yield basis. The effective interest method is a method of calculating the amortized cost of a financial liability and of allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments through the expected life of the financial liability or where appropriate, a shorter period.

Interest-bearing bank loans and overdrafts are initially measured at fair value, and are subsequently measured at amortized cost, using the effective interest rate method. Any difference between the proceeds (net of transaction costs) and the settlement or redemption of borrowings is recognised over the term of the borrowings in accordance with the Institute's accounting policy for borrowing costs.

Trade payables

Trade payables are stated at their nominal value.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2018

3.15 Provisions

Provisions are recognised when the Institute has a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation, and a reliable estimate of the amount can be made.

Provisions are reviewed at each Statement of Financial Position date and are adjusted to reflect the current best estimate.

3.16 Revaluation Reserve

Any surplus arising from the valuation of assets is accounted in the Revaluation Reserve.

3.17 General Fund

It is the Institute's policy to transfer any surplus or deficit for the accounting period to the General Fund.

3.18 Critical judgments and key sources of estimation uncertainty

The preparation of financial statements in accordance with the International Public Sector Accounting Standards (IPSASs) requires the directors and management to exercise judgment in the process of applying the accounting policies. It also requires the use of accounting estimates and assumptions that may affect the reported amounts and disclosures in the financial statements. Judgments and estimates are continuously evaluated and are based on historical experience and other factors including expectations and assumptions concerning future events that are believed to be reasonable under the circumstances. The actual results could, by definition therefore, often differ from the related accounting estimates.

Where applicable, the notes to the financial statements set out areas where management has applied a higher degree of judgment that have a significant effect on the amounts recognised in the financial statements, or estimations and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

The key assumptions concerning the future and other key sources of estimation of uncertainty at the balance sheet date include employees' benefits and retirement benefit obligations.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2018

4. CASH AND CASH EQUIVALENTS

	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16 – Jun 17 MUR
Cash at bank and in hand	89,979,392	78,096,926
Total Cash and Cash Equivalents	89,979,392	78,096,926

The carrying amount of these assets approximates their fair value.

5. TRADE RECEIVABLES

	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16 – Jun 17 MUR
Trade receivables	13,368,733	5,257,657
Interest receivables	854,192	497,754
Prepayments, accrued income and other debtors	8,639,030	10,383,614
Total Trade Receivables	22,861,955	16,139,025

6. CAR LOAN RECEIVABLE

	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16 – Jun 17 MUR
Car loan outstanding	30,405,739	29,766,402
Less Proportion receivable after more than 1 year	(21,971,183)	(21,913,531)
Proportion receivable within 1 year	8,434,556	7,852,871

The car loan granted to staff bears interest at the rate of 7.5% per annum for loans disbursed prior to January 2013 and 4% for loans disbursed after that date, repayable over a period of either 5 or 7 years.

7. INVENTORIES

The inventories held are categorised as follows:

	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16 – Jun 17 MUR
Course Materials	7,344,003	8,560,512
Stationery	26,839	26,325
Total Inventories	7,370,842	8,586,837

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2018

8. HELD TO MATURITY INVESTMENTS

	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16 – Jun 17 MUR
Fixed Deposit Accounts	<u>40,000,000</u>	<u>40,000,000</u>

The Held to Maturity Investments consist of four Fixed Deposits amounting to Rs 10m each held in Mauritian Rupees. Two Fixed Deposits for the sum of Rs 10m each earning interest rate of 3.6% per annum and two other Fixed Deposits for the sum of Rs 10m each earning interest rate of 3.1% per annum. The maturity date for Rs 20m is on 01 September 2018 and the remaining Rs 20m on 31 January 2019 respectively.

9. PENSION ASSET

9.1 The amounts recognised in Statement of Financial Position are as follows:

	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16 – Jun 17 MUR
Present value of plan assets	1,124,457,957	1,101,095,385
Fair value of plan assets	<u>(946,313,954)</u>	<u>(864,283,087)</u>
	178,144,003	236,812,298
Unrecognised actuarial loss	<u>(285,237,816)</u>	<u>(368,178,541)</u>
Asset recognised in Statement of Financial Position at end of year/period	<u>(107,093,813)</u>	<u>(131,366,243)</u>

9.2 The amounts recognised in Statement of Financial Performance are as follows:

	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16 – Jun 17 MUR
Current service cost	31,548,568	48,903,637
Employee Contributions	(13,787,883)	(21,384,141)
Fund expenses	838,273	1,260,517
Interest cost	74,323,938	91,179,445
Expected return on plan assets	(58,361,168)	(77,413,587)
Actuarial loss recognised	17,204,600	13,105,802
Past service costs recognised	-	-
Total included in staff costs	<u>51,766,328</u>	<u>55,651,673</u>

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2018

9.3 Movements in asset recognised in Statement of Financial Position:

	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16 – Jun 17 MUR
At start of year/period	(131,366,243)	(144,215,999)
Total staff cost as above	51,766,328	55,651,673
Actuarial Reserves transferred in	-	(564,102)
Contributions paid by employer	(27,493,898)	(42,237,815)
At end of year/period	<u>(107,093,813)</u>	<u>(131,366,243)</u>

Main actuarial assumptions at end of year/period:

	2017/18 %	2016/17 %
Discount rate	6.7	6.5
Expected rate of return on plan assets	6.7	6.5
Future salary increases	4.0	4.0
Future pension increases	3.0	3.0

- The assets of the Plan are invested in funds managed by State Insurance Company of Mauritius Ltd.
- The overall expected rate of return on plan assets and the discount rate are determined by reference to market yields on bonds.
- The method used to recognise a portion of the actuarial gains and losses is the 10% 'corridor test'.

9.4 Reconciliation of the present value of the defined benefit obligation is as follows:

	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16 – Jun 17 MUR
Present value of obligation at start of year/period	1,101,095,385	935,173,790
Current service cost	31,548,568	48,903,637
Interest cost	74,323,938	91,179,445
Benefits paid	(39,789,884)	(53,525,275)
Liability	(42,720,050)	79,363,788
Present value of defined benefit obligation at end of year/period	<u>1,124,457,957</u>	<u>1,101,095,385</u>

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2018

9.5 Reconciliation of fair value of plan assets is as follows:

	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16 – Jun 17 MUR
Fair value of plan assets at start of year/period	864,283,087	789,285,377
Expected return on plan assets	58,361,168	77,413,587
Employer contributions	27,493,898	42,237,815
Employee contributions	13,787,883	21,384,141
Actuarial reserves transferred in	-	564,102
Benefits paid + other outgo	(40,628,157)	(54,785,792)
Assets gain/(loss)	23,016,075	(11,816,143)
Fair value of plan assets at end of year/period	946,313,954	864,283,087

9.6 Distribution of plan assets at the end of period as a percentage of the fair value of the total plan assets is as follows:

	2017/18 %	2016/17 %
Government securities and cash	59.5	56.6
Loans	3.7	4.4
Local equities	14.6	15.8
Overseas bonds and equities	21.6	22.6
Property	0.6	0.6
Total	100	100

9.7 Additional disclosure on assets issued or used by the reporting entity

	2017/18 %	2016/17 %
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

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2018

9.8 History of obligations, assets and experience adjustments

Period ending	30 June 2018 MUR	30 June 17 MUR
Fair value of plan assets	946,313,954	864,283,087
Present value of defined benefit obligation	(1,124,457,957)	(1,101,095,385)
Deficit	(178,144,003)	(236,812,298)
Asset experience gain/(loss) during the year/period	23,016,075	(11,816,143)
Liability experience gain/(loss) during the year/period	42,720,050	(79,363,788)

9.9 The amounts for the current period, last eighteen-month period and previous three annual periods are as follows:

	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16-Jun 17 MUR	2015 Jan - Dec MUR	2014 Jan - Dec MUR	2013 Jan - Dec MUR
Present value of Defined Benefit Obligation	1,124,457,957	1,101,095,385	935,173,790	825,660,765	766,176,289
Fair value of plan assets	946,313,954	864,283,087	789,285,377	773,596,214	739,720,352
Deficit in the plan	(178,144,003)	(236,812,298)	(145,888,413)	(52,064,551)	(26,455,937)
Assets experience gain/(loss)	23,016,075	(11,816,143)	(47,479,944)	(17,052,120)	13,620,078
Liability experience gain/(loss)	42,720,050	(79,363,788)	(50,662,648)	(12,686,783)	(188,236,222)

Year	2018/19 MUR
Expected employer contributions	27,115,000

The actuarial valuation of the Defined Benefit Pension Plan was conducted by State Insurance Company of Mauritius Ltd (SICOM) as at June 30, 2018. The assets of the Fund are held independently and administered by the said company.

The above actuarial valuation does not take into account pension contributions effected to SICOM LTD under the defined Contribution Pension Plan.

Breakdown of pension costs under the Defined Benefit and Defined Contribution Pension Plan are as follows:

PENSION PLAN	MUR
Defined Benefit	27,493,898
Defined Contribution	5,038,696

10. PROPERTY, PLANT AND EQUIPMENT

COST OR VALUATION	LAND		BUILDINGS		CONSTRUCTION WORK-IN-PROGRESS		WORK-IN-PROGRESS OFFICE EQUIPMENT		PLANT AND MACHINERY		ASSETS ON DONATION		FURNITURE, FIXTURES, FITTINGS & OFFICE EQUIPMENT		MOTOR VEHICLES		COMPUTER EQUIPMENT		TOTAL	
	MUR		MUR		MUR		MUR		MUR		MUR		MUR		MUR		MUR		MUR	
At July 01, 2017	808,300,000		553,364,264		1,133,757		-		426,231,092		29,568,500		108,372,622		18,407,079		85,446,805		2,030,824,119	
Additions	-		911,791		25,949,192		129,375		21,718,253		-		2,362,860		510,000		3,249,051		54,830,522	
Derecognition	-		-		(150,000)		-		(8,000)		-		-		-		(10,100)		(168,100)	
At June 30, 2018	808,300,000		554,276,055		26,932,949		129,375		447,941,345		29,568,500		110,735,482		18,917,079		88,685,756		2,085,486,541	
ACCUMULATED DEPRECIATION																				
At July 01, 2017	-		27,409,973		-		-		409,341,920		29,568,500		90,569,144		17,765,199		80,231,999		654,886,735	
Derecognition	-		-		-		-		(1,800)		-		-		-		(10,100)		(11,900)	
Charge for the year	-		11,085,521		-		-		8,129,403		-		3,869,807		398,369		2,718,838		26,201,938	
At June 30, 2018	-		38,495,494		-		-		417,469,523		29,568,500		94,438,951		18,163,568		82,940,737		681,076,773	
CARRYING AMOUNT																				
At June 30, 2018	808,300,000		515,780,561		26,932,949		129,375		30,471,822		-		16,296,531		753,511		5,745,019		1,404,409,768	
At June 30, 2017	808,300,000		525,954,291		1,133,757		-		16,889,172		-		17,803,478		641,880		5,214,806		1,375,937,384	

Notes:

- (a) The initial costs incurred in respect to the Extension works at the École Hôtelière Sir Gaëtan Duval and Le Chou Multipurpose Training Centre in Rodrigues have been accounted under Construction Work-in-Progress.
- (b) Fees paid in respect of consultancy services on account of air conditioning works to be carried out at the Head Office, Phoenix, have been accounted under Work in Progress - Office Equipment.
- (c) Since the Institute is not going ahead with the upgrading works at SRNTC, the expenses in full incurred with respect to evaluation of bids previously accounted under Construction Work in Progress have been derecognised.
- (d) A building of 1025 m² located at Ebene in the West Wing Complex has been put at the disposal of the Fashion and Design Institute free of charge since November 2009. The building is still vested with the Ministry of Education and Human Resources, Tertiary Education and Scientific Research and put at the disposal of the Mauritius Institute of Training and Development. This building is accounted for in Buildings.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2018

11. INVESTMENT PROPERTY - AT FAIR VALUE

	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16 – Jun 17 MUR
COST OR VALUATION		
At July 01, 2017	71,747,740	71,747,740
Decrease in fair value	-	-
At June 30, 2018	<u>71,747,740</u>	<u>71,747,740</u>

The income derived from the renting of the Investment Property for the period 01 July 2017 to 30 June 2018 amounted to **MUR 26.4m** and is included in rental income. There is no restriction on reliability of investment property or the remittance of income and proceeds of disposal.

The Institute has contractual obligations for all structural repairs to the property.

12. INTANGIBLE ASSETS

	COMPUTER/SOFTWARE	
	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16 – Jun 17 MUR
COST OR VALUATION		
At July 01, 2017	11,017,181	10,816,256
Additions	-	200,925
At June 30, 2018	<u>11,017,181</u>	<u>11,017,181</u>
AMORTISATION		
At July 01, 2017	11,017,181	10,181,596
Charge for the year/period	210,245	452,678
At June 30, 2018	<u>10,844,519</u>	<u>10,634,274</u>
CARRYING AMOUNT		
At June 30, 2018	<u>172,662</u>	<u>382,907</u>

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2018

13. TRADE AND OTHER PAYABLES

	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16 – Jun 17 MUR
Trade and other Creditors	27,211,492	27,437,862
Accrued expenses and other payables	16,665,718	12,778,550
Total Trade and Other Payables	43,877,210	40,216,412

14. OTHER EMPLOYEE BENEFITS

Provision is made for the estimated liability for the bank sick leave to a maximum of 110 days and part of the annual entitlement not taken as at 30 June 2018. Provision is also made for full annual entitlement for employees not yet reached the ceiling. The refundable sick leave entitlement as at 30 June 2018 has been recognised as short-term liability.

Provision is made for the estimated liability for passage benefit entitlement. The passage benefit payable within one year is based on the average of passage benefits paid for the last two years. Following the Errors, Omissions & Anomalies Report 2013 officers are allowed to cash their passage benefits at a discounted rate of 90% provided that the balance standing to their credit is not less than the allowable threshold.

Provision is made for the estimated liability of vacation leave entitlement up to a maximum of 210 days and also leaves earned during the period by employees not reached the above ceiling. The vacation leaves entitlement in respect of employees retiring within one year after Statement of Financial Position date is recognised as short-term liability.

	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16 – Jun 17 MUR
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PROVISION FOR SICK LEAVE

At July 01, 2017	(107,212,177)	(97,071,224)
Paid during the year/period	15,037,032	25,793,177
At June 30, 2018	<u>109,448,181</u>	<u>107,212,177</u>
Charge to Statement of Financial Performance	<u>17,273,036</u>	<u>35,934,130</u>

PROVISION FOR PASSAGE BENEFIT

At July 01, 2017	(26,669,958)	(27,370,827)
Paid during the year/period	9,893,923	18,419,338
At June 30, 2018	<u>28,941,065</u>	<u>26,669,958</u>
Charge to Statement of Financial Performance	<u>12,165,030</u>	<u>17,718,469</u>

PROVISION FOR VACATION LEAVES

At July 01, 2017	(111,959,568)	(8,727,068)
Paid during the year/period	1,657,618	2,971,306
Prior year adjustment	-	(87,634,323)
At June 30, 2018	<u>115,562,688</u>	<u>111,959,568</u>
Charge to Statement of Financial Performance	<u>5,260,738</u>	<u>18,569,483</u>

At June 30, 2018	253,951,934	245,841,703
Amount due within 1 year	<u>(18,769,690)</u>	<u>(20,349,459)</u>
Amount payable after more than 1 year	<u>235,182,244</u>	<u>225,492,244</u>

MOVEMENT IN PROVISIONS

At July 01, 2017	245,841,703	133,169,119
Movement during the year/period	<u>8,110,231</u>	<u>112,672,584</u>
At June 30, 2018	<u>253,951,934</u>	<u>245,841,703</u>

15. CAR LOAN PAYABLE

	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16 – Jun 17 MUR
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Car loan outstanding	31,405,740	30,512,651
Less Proportion payable after more than 1 year	<u>(22,828,326)</u>	<u>(21,913,531)</u>
Proportion payable within 1 year	<u>8,577,414</u>	<u>8,599,120</u>

The car loan payable represents balance of car loan repayable to the Ministry of Education and Human Resources, Tertiary Education and Scientific Research (MOEHR,TE&SR) by the MITD staff as at 30 June 2018.

The car loan bears interest at the rate of 7.5% per annum for loans disbursed prior to January 2013 and 4% for loans disbursed after that date, repayable over a period of either 5 or 7 years.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2018

16. EQUITY

	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16 – Jun 17 MUR
General Fund	622,044,268	618,471,092
Revaluation Reserve	814,108,272	816,981,606
Capital Fund	8,654,487	-
Total Equity	<u>1,444,807,027</u>	<u>1,435,452,698</u>

17. OTHER INCOME

	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16 – Jun 17 MUR
Miscellaneous Income	16,903,598	29,032,982
Interest Receivable	1,330,058	1,927,425
Total Other Income	<u>18,233,656</u>	<u>30,960,407</u>

18. GRANT

	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16 – Jun 17 MUR
Government of Mauritius		
Financing of Capital Expenditure	47,060,541	23,989,240
Financing of Recurrent Expenditure	395,687,303	583,427,656
	<u>442,747,844</u>	<u>607,416,896</u>
Ministry of Education & Human Resources, Tertiary Education & Scientific Research (MOEHR,TE&SR) Pre-vocational Education		
Financing of Capital Expenditure	805,352	1,485,793
Financing of Recurrent Expenditure	86,820,881	127,621,286
	<u>87,626,233</u>	<u>129,107,079</u>
Human Resource Development Council (HRDC)		
Financing of Recurrent Expenditure	12,120,630	81,839,629
Other Grant		
Financing of Recurrent Expenditure	71,003	3,337,136
Total Grants	<u>542,565,710</u>	<u>821,700,740</u>

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2018

19. EMPLOYEE BENEFIT COSTS

	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16 – Jun 17 MUR
Salaries and Travelling Expenses	345,684,808	520,884,226
Allowances	50,310,946	60,454,446
Pension Cost	56,805,025	63,027,199
Sick Leave	17,273,036	35,934,130
Passage Benefit	12,165,030	17,718,469
Vacation Leave	5,260,738	18,569,483
Other benefits	17,725,156	27,459,994
Total Employee Benefit Costs	505,224,739	744,047,947
The average monthly number of employees	750	757

20. TRAINING EXPENSES

	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16 – Jun 17 MUR
Overseas Trainers Expenses	8,800	134,272
Course Materials	16,313,537	22,394,375
Trainees Expenses	6,271,646	9,564,096
Consultant Expenses	65,032	2,645,883
Other Training Expenses	4,194,841	7,726,533
Total Training Expenses	26,853,856	42,465,159

21. REFUND TO EMPLOYERS-APPRENTICESHIP SCHEME

	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16 – Jun 17 MUR
Disbursement during the year/period	6,828,930	14,162,422

The Apprenticeship Scheme is a dual training system that combines on-the-job training with Centre Based Learning (off-the-job) to provide an apprentice with the necessary skills and knowledge to learn a particular trade. The apprenticeship scheme is operational since October 1994 under the ex-Industrial and Vocational Training Board (ex-IVTB).

The financial incentive is based on the apprentice wage and overheads borne by companies.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2018

22. DEPRECIATION AND AMORTISATION

	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16 – Jun 17 MUR
Depreciation for the period	26,201,938	39,335,196
Amortisation for the period	210,245	452,677
Total Depreciation and Amortisation	26,412,183	39,787,873

23. OTHER EXPENSES

	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16 – Jun 17 MUR
Repairs and Maintenance of Office Equipment	3,257,973	4,736,652
Repairs and Maintenance of Buildings	22,948,986	10,269,757
Motor Vehicle Expenses	852,379	1,327,544
Advertisement	923,533	1,586,149
Printing, Postage & Stationery	3,047,725	4,834,804
Insurance	869,201	1,377,291
Transport	196,672	91,674
Legal and Professional Fees	221,300	344,700
Audit Fees	200,000	700,849
Rent	382,051	937,295
Operating Leases	312,450	728,477
Telephone	4,708,822	7,038,176
Electricity	10,899,087	17,464,652
Water	1,214,597	1,520,981
Maintenance of Premises	11,146,223	15,498,509
Security Services	7,688,252	9,002,884
Consumables	398,372	1,148,838
Miscellaneous Expenses/Open Days & Fairs/Exhibition	399,167	599,414
Conference & Committees	767,526	1,196,572
Overseas Travelling	26,888	282,085
Loss on de-recognition of assets	6,200	207,590
Impairment of debtors	323,570	-
Total Other Expenses	70,790,974	80,894,893

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2018

23.1 Operating Leases

	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16 – Jun 17 MUR
Arya Sabha Mauritius	120,000	180,000
Googego Ltd	192,450	548,477
	312,450	728,477

23.2 The total of future minimum lease payments under non- cancellable operating leases for each of the following periods:

	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16 – Jun 17 MUR
Arya Sabha Mauritius		
Less than one year	120,000	120,000
Between one and five years	55,000	55,000
	175,000	175,000
Googego Ltd		
Less than one year	-	182,826
	-	182,826

24. FINANCE COSTS

	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16 – Jun 17 MUR
Interest on Foreign Loan	-	1,445,979
Bank Charges	133,664	220,747
Total Finance Costs	133,664	1,666,726

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2018

25. FOREIGN EXCHANGE GAIN/(LOSS)

The Foreign Exchange Gain arose on translation of the United States dollar(USD) Account at the exchange rate ruling at 30 June 2018 has been recognised in the Statement of Changes in Net Assets/Equity as follows:

	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16 – Jun 17 MUR
Gain/(Loss) on translation of USD Account	3,420	(37,889)
Loss on settlement of Loan to Agence Française de Développement	-	(1,421,137)
Foreign Exchange Gain/(Loss) for the year/period	3,420	(1,459,026)

26. RELATED PARTY TRANSACTION

The Institute is controlled by members from both public and private sector. Related party transactions during the year were as follows:

	2016/17 Jul 17 – Jun 18 JOONAS INDUSTRIES LTD MUR
At June 30,2018	103,195
Total	103,195

27. REMUNERATION OF KEY MANAGEMENT PERSONNEL

The remuneration of key management personnel at June 30, 2018, were as follows:

	2017/18 Jul 17 – Jun 18 MUR	2016/17 Jan 16 – Jun 17 MUR
Short-Term Benefits	27,446,456	43,969,757

Key management personnel comprises of the Director, Acting Deputy Director (Corporate), Divisional Managers, Ag Divisional Managers, Training Centre Managers, Ag Training Centre Managers, Assistant Managers, and Internal Auditor. Emoluments of the Chairman and Members of the MITD Board are disclosed in the Annual Report.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2018

28. FINANCIAL RISK MANAGEMENT

28.1 Financial Risk Factors

The Institute is exposed to the following risks from its use of financial instruments;

- Foreign exchange risk;
- Credit risk;
- Operational risk;
- Legal risk;
- Liquidity risk
- Market risk

A description of the significant risk factors is given below together with the risk management policies applicable.

Foreign exchange risk

The Institute holds a bank account denominated in the United States dollars (“USD”) and is exposed to the exchange rate movement of the Mauritian rupee against the United States dollar.

The currency profile of the Institute’s financial asset is as follows:

	2017/18 Jul 17 – Jun 18 USD	2016/17 Jan 16 – Jun 17 USD
United States dollar Account	39,768	39,768
Total	39,768	39,768

Credit risk

The Institute’s credit risk is primarily attributable to its trade receivables. The amounts presented in the statement of financial position are net of allowances for doubtful debts, estimated by the Institute’s management based on prior experience. The Institute has policies in place to ensure that practically all fees are paid prior to start of the course.

Operational risk

Operational risk, which is inherent in all organisations activities, is the risk for financial loss and business instability arising from failure in internal controls, operational processes, or the system that supports them. It is recognised that such risks can never be entirely eliminated and the costs of controls in minimizing these risks may outweigh the potential benefits.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2018

Legal risk

Legal risk is the risk that the business activities of the Institute have unintended or unexpected legal consequences.

It includes risk arising from:

- (a) Inadequate documentation, legal or regulatory incapacity, insufficient authority of a counterparty and uncertainty about the validity or enforceability of a contract in counterparty insolvency.
- (b) Actual or potential violations of law or regulation (including activity unauthorized for an organisation and which may attract a civil or criminal fine or penalty).
- (c) Failure to protect the Institute's property (including its interest in its premises).
- (d) The possibility of civil claims (including acts or other events which may lead to litigation or other disputes).

The Institute identifies and manages legal risks through the effective use of its legal adviser.

Liquidity risk

Liquidity risk is the risk that the Institute will not be able to meet its financial obligations as they fall due. The Institute's approach to managing liquidity is to ensure that it will always have sufficient liquidity to meet its liabilities when they become due without incurring unacceptable losses or risking damage to its reputation.

Market risk

Market risk represents the potential loss that can be caused by change in the market value of financial instruments. The Institute's exposure to market risk is determined by a number of factors, including interest rates, foreign currency exchange rates and market volatility.

29. TRANSFER OF JEWELLERY TRAINING CENTRE TO THE FASHION AND DESIGN INSTITUTE (FDI)

The paragraph 62 of the National Budget 2017/2018 provides for the transfer of the Jewellery Centre from Mauritius Institute of Training and Development (MITD) to the Fashion and Design Institute (FDI). At close of business on 30 June 2018, the Centre was still under the control and management of the MITD.

At the date of authorisation of these Financial Statements, the assets of the Jewellery Training Centre were not yet transferred to the FDI and same were still recognised in the Statement of Financial Position.

30. CONTINGENT LIABILITIES

For the reporting period, there are nineteen cases still pending before the Court for which it was difficult to make a prudent estimate.

31. PRESENTATION OF BUDGET INFORMATION IN FINANCIAL STATEMENTS

The MITD prepares its budget on 'cash' basis and presented in the National Budget under the Ministry of Education and Human Resources, Tertiary Education and Scientific Research under the item Technical and Vocational Education and Training. The Budget of the MITD is financed by Government Grant and its own generated resources.

The financial statements of MITD have been prepared on 'Accruals' basis. A reconciliation between the actual amounts as presented in the Statement of Budget, Actual Cash and Accrued amounts and the actual amounts in the Statement of the Financial Performance for the year ended 30 June 2018 is also prepared.

31(a) Reconciliation of the Original Budget and Revised Budget

The budget of the MITD for the year 2017/18 (01 July 2017 to 30 June 2018) was approved by the Board on 05 July 2017. The budget was subsequently revised based on the actual trend of revenues and expenditures for the five months ending 30 November 2017. The initial budget was revised from Rs 855.4m to Rs 781.9m.

31(b) Reconciliation of the Budgetary results and Financial Statements results

This statement shows the cash flow figures reconciled with the financial statements figures for the year ended 30 June 2018. The reconciliation principally concerns accrual accounting relating to expenses and revenues, property, plant and equipment and related depreciation and provisions deemed necessary. The most significant of these differences are as follows:

- (i) In budget accounting, revenue and expenses are accounted for as received and incurred in the accounting period. In accrual accounting, revenue and expenses only include amounts corresponding to amounts accruing to the period after adjusting of prepayment or accruals.
- (ii) In budget accounting, capital expenditures are recorded as current year expenses. In accrual accounting, this expense is capitalised and depreciated over the useful lives of the assets. Depreciation expense is recorded in the Statement of Financial Performance.
- (iii) In budget accounting, expenditure for employee benefits is accounted for on a pay-as-you-go basis. In accrual accounting, the expense is estimated by an actuary in accordance with a methodology set out in accounting standards. Basically, the pension and post-employment benefits obligation is reported in the Statement of Financial Position. A professional valuation of the Defined Benefit Pension Plan as at 30 June 2018 has been carried out by SICOM Ltd as disclosed in Note 9.





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