



# BANK OF MAURITIUS

website: <http://www.bom.mu>

## **EXPRESSION OF INTEREST** **APPOINTMENT OF COMMISSIONER**

### **1. INTRODUCTION**

The Bank of Mauritius (Bank) is the Central Bank of the country and was established under the Bank of Mauritius Act. The primary object of the Bank is to maintain price stability and promote orderly and balanced economic development. It also, inter alia, regulates and supervises financial institutions carrying on activities in, or from within, Mauritius. In the pursuit of its objects, the Bank performs its functions **independently** and does not form part of the public and the parastatal sector and does not fall under the Companies Act 2001.

The Bank hereby invites Expressions of Interest from individuals or consulting firms with appropriate experience and resources who wish to be considered for appointment as Commissioner for the following projects:

- Review of the salary and existing terms and conditions of service at the Bank.
- Setting up of an employee Performance Management System for the Bank.
- Attending to anomalies, if any, ensuing from the review and the remedying thereof.

### **2. PROJECT INFORMATION**

- A. The review of salary and terms and conditions of service shall, inter alia, take into consideration the following:
- the maintenance of a reasonable relationship between the pay levels and pay of jobs of a comparable weight in other financial institutions in the financial industry and comparable market;
  - the need to ensure a fair differential in reward for different levels of responsibility;
  - the need to retain and motivate experienced and skilled employees;
  - provide inducements to its officers of higher rank to shift to contractual employment;
  - review and align the terms and conditions of service with new systems and policies;
  - provide a special recommendation for career path breaks; in instances where promotion prospects are limited

**B.** In the setting up of the Performance Management System, the Commissioner shall, inter-alia, have to:

- review the current Performance appraisal system;
- propose a Performance Management framework including a Performance Appraisal System;
- develop guidelines and manuals for the implementation of the Performance Appraisal System;
- determine appropriate training for the Performance Management System.

### **3. ELIGIBILITY**

Expressions of Interest will be considered from suitably qualified consultant/consulting firms, with a minimum of three years experience with proven track record in projects of a similar nature.

### **4. DOCUMENTS TO BE SUBMITTED**

The Expressions of Interest shall include the following:

- (i) Detailed Curriculum Vitae of resource person/s who will carry out the assignments demonstrating in a clear and concise manner proofs of knowledge, competence and previous experience on similar projects;
- (ii) Details of similar projects executed;
- (iii) Proposed fixed fee, including VAT, terms of payment and time frame for completion of each project;
- (iv) Details of work methodology for each project.

### **5. SUBMISSION OF EXPRESSIONS OF INTEREST**

The Expressions of Interest shall be forwarded by e-mail to [head.corp.services@bom.mu](mailto:head.corp.services@bom.mu) or submitted in a sealed envelope to the Head, Corporate Services, Bank of Mauritius, Sir William Newton Street, Port Louis so as to reach him by 14.00 hours on Friday 16 March 2012 at latest. The words "Expression of Interest – Commissioner" should be clearly marked on the top left hand corner of the envelope.

Expressions of Interest received after the closing date and time will not be considered.

### **6. RESERVATION**

The Bank reserves the right to accept or reject, either in whole or in part, any interest expressed and to annul the whole Expression of Interest exercise without thereby incurring any liability whatsoever to those persons who have expressed an interest or to inform of the grounds thereof.

**Bank of Mauritius**  
**06 February 2012**