

**Opening Ceremony**

**Association of Human Resource Professionals of Mauritius**

**Annual Congress**

**The Westin Hotel, Balaclava**

**5 August 2016**

**Speech of Hon. Rashid Hossen, President of Employment Relations Tribunal**

The President of the Association of Human Resource Professionals of Mauritius, Mr. Areff Salauroo, Professor Eugene McKenna

Ladies and Gentlemen,

Good Morning to you all

It gives me great pleasure to deliver this key-note address for the official opening of the Annual Congress of the Association of Human Resource Professionals of Mauritius. It also gives me great pleasure to welcome Professor McKenna for having kindly accepted to lead this conference on the theme: *“The Growing Role of Human Resource Management in Modern Business Organisations.”*

Allow me to praise the Association for choosing this important theme for the 2016 Congress. The very fact that you give attention to your role is evidence of your concern for creating the right work ethics based on trust between employers and employees and of your willingness to promote sound employment relations.

Ladies and Gentlemen, in this highly competitive business environment businesses have no other alternative than to build competitive advantage through people who work in and for the organization. Your attention to people management demonstrates your willingness to achieve efficiency and business results, not at their expense and off their sweat, but with their full contribution and collaboration, in a win-win situation. Remember employees are the biggest asset a company has. Employees attitude can result in the success or failure of a business. The Human Resource Professional is required to lead, motivate, train, inspire and encourage but above all the Human Resource Professional must himself or herself be well acquainted with employment laws and act in good faith.

There are so many researches that demonstrate that when employees are treated with respect, rewarded fairly, recognized as valuable collaborators and considered as capable contributors, they give in return their engagement, loyalty, commitment and consequently businesses benefit from performance that can be above expectations.

You will be addressing as from today human resource management issues but there is one topic that should always be high on your agenda and it is employment relations. You should always show your willingness and determination to promote sound employer/employee relations. The most successful business organisations build their success on trust, respect and understanding between employers and employees.

I note that the Association of Human Resource Professionals of Mauritius has always played an important role in maintaining high standards of human resource practices and employment relations that we presently have in Mauritius. And as you celebrate your 40<sup>th</sup> Anniversary this year, allow me to congratulate you and to wish you plenty of success.

I wish you fruitful deliberations and productive discussions. With these words, Ladies and Gentlemen, I declare the 2016 Annual Congress "Open."

Thank You very much