



**Annual Report on Performance of the Employment Relations
Tribunal for 2024 – 2025**

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Performance of the
Employment Relations
Tribunal
2024-2025

Vision

To be the expert tribunal for the resolving of industrial disputes.

Mission

To provide an efficient, modern, reliable and rapid means of hearing and resolving disputes between workers or trade unions of workers and employers or trade unions of employers so that peace, social stability and economic development are maintained in the country.

Supervising Officer's Statement

During the financial year 2024-2025, the Tribunal disposed of a total of 128 cases whereas 108 cases had been referred to or lodged before it. The Tribunal was thus able to reduce the number of cases pending before it. As at 30 June 2025, there were 106 cases pending before it (including cases which were pending prior to 1 July 2024) whereas as at 30 June 2024, there were 126 cases which were pending before the Tribunal.

The Tribunal delivered 14 Awards, 34 Orders and 10 Rulings during the financial year 2024-2025. The Tribunal disposed of 54 cases within statutory time limits and this was exactly the same performance which the Tribunal had achieved for the period 2023-2024 (54 cases had been disposed of within statutory time limits). This, nevertheless, constitutes a significant increase compared to the achievement under the same item for the financial year 2022-2023.

These achievements would not have been possible without the contribution and dedication of all the staff of the Tribunal. The Tribunal may deliver awards, orders and other relevant decisions only through a division of the Tribunal hearing the matter. The division consists of three other members apart from the presiding member. Thus, for any application or matter heard before the Tribunal, three other members are required apart from one of the two Vice-Presidents of the Tribunal (pending the appointment of the President of the Tribunal). There are currently five vacancies in relation to the members of the Tribunal and we hope that these vacancies will be filled within the shortest delay for the proper functioning of the Tribunal. Despite all the efforts of the staff, the Employment Relations Tribunal will be unable to function in case of unavailability of members to sit on the different divisions of the Tribunal. This has been a major concern for the Tribunal, and we are confident that the needful will be done by the relevant Ministry so that the services offered by the Tribunal to its stakeholders including workers, trade unions of workers, employers and trade unions of employers, and the work of the Tribunal are not affected by the unavailability of members for any reason whatsoever.

The Tribunal is continuing to lay much emphasis on good governance, human resource development and training, and on the promotion of a safe and healthy environment for its staff to work in. The Tribunal aims at the same time to showcase principles of good employment relations.

I wish to thank the staff for their hard work and dedication, the Vice-President, Mr Shameer Janhangeer, for his support and contribution and the members of the Tribunal for their valuable time and effort to enable the Tribunal to achieve such a performance during the financial year 2024-2025.

Indiren Sivaramen
Acting President
Employment Relations Tribunal

Roles and Functions of the Employment Relations Tribunal (ERT)

Objectives

Resolution of labour disputes in the Civil Service, the Private Sector, Parastatal Bodies and Local Government Services.

Hearing of appeals from certain decisions of the President of the Commission for Conciliation and Mediation.

Hearing of a number of other applications made by trade unions or employers in relation to employment relations issues.

Promotion of harmonious industrial relations.

Section 86 of the Employment Relations Act provides as follows:

Functions of Tribunal

- (1) The Tribunal shall have such functions as are specified in this Act, the Workers' Rights Act 2019 or as may be prescribed.*
- (2) Without prejudice to the generality of subsection (1), the Tribunal shall –*
 - (a) make awards;*
 - (b) make orders in relation to recognition, check-off agreement, agency shop order, minimum service and any other issues under this Act;*
 - (c) interpret collective agreements, awards and orders; and*
 - (d) publish on or before 31 March of every year, an annual report providing summaries of cases and rulings.*
- (3) Where any party to a matter relating to terms and conditions of employment fails to follow the procedures and remedies available under a procedure agreement or under this Act with regard to an existing or threatened strike or lock out arising out of a labour dispute whether*

or not reported under section 64 and if the dispute has been so reported, whether or not the report has been rejected under section 65, the other party may apply to the Tribunal and the Tribunal may make an order-

(a) requiring the parties to make use of the procedures and remedies available under the procedure agreement or under this Act; and

(b) declaring any existing or threatened strike or lock-out to be unlawful.

(4) A party shall comply with an order under subsection (3) forthwith.

Our pledge

Whilst hearing and resolving disputes, the Tribunal will ensure that the rights of all parties are respected and that fairness prevails at all stages of the proceedings;

The Tribunal will have regard, inter alia, to the principles and best practices of good employment relations;

The Tribunal will endeavour to deliver its awards, orders or other decisions diligently within the time frames provided by law;

The Tribunal shall exercise its jurisdiction in any proceedings in such manner as to enable the parties to the proceedings to avail themselves of possibilities for conciliation and mediation, where possible;

The Tribunal shall encourage electronic means of communication between parties to a case and the Tribunal;

The core values of the Tribunal are integrity, impartiality, honesty, justice and accountability.

Address:

**Level 18, Newton Tower
Sir William Newton Street
Port Louis
Mauritius
Contact Person: The Registrar**

Contact Us

Telephone No.

(230) 208 0091

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(230) 212 8286

Fax: (230) 212 0032

(230) 211 5347

Email : ert@govmu.org

Website: <https://ert.govmu.org>

Gender Statement

The Employment Relations Tribunal (ERT) as an institution dealing with employment relations is particularly attentive to ensuring gender equality. The Tribunal ensures that training opportunities are offered to all members of staff irrespective of gender. No grade at the ERT, including the senior most position is gender-based but instead any position is open to the best available candidate. Even in relation to members appointed to be on panels hearing disputes, there is a very good representation of genders. Also, the ERT treats all its stakeholders including lawyers, workers, representatives of unions and employers with gender equality and sees to it that this approach is taken at all levels of the service offered by the ERT to the public at large.

About our people

Composition of the Employment Relations Tribunal

Acting President

Mr Indiren SIVARAMEN

Vice-President

Mr Shameer JANHANGEER

Members (during financial year 2024 – 2025)

Representatives of Workers

1. Mr Greetanand BEELATOO
2. Mr Alain HARDY
3. Mrs Bhawantee RAMDOSS
4. Mr Anundraj SEETHANNA

Representatives of Employers

1. Mr Kirsley E. BAGWAN
2. Dr Sunita BALLAH-BHEEKA
3. Mr Chetanand K. BUNDHOO
4. Mrs Christelle Perrin D'AVRINCOURT (resigned as from 26 July 2025)

Independent Members

1. Mrs Divya Rani DEONANAN
2. Mr Ghianeswar GOKHOOL
3. Mrs Venusha AUTAR
4. Mr Muhammad Nayid SIMRICK

Staff List

SN	NAME	TITLE	EMAIL	PHONE NO (230)
Professional Level				
1	Mr SIVARAMEN Indiren	Acting President	isivaramen@govmu.org	Thro' CS 213 2892
2	Mr JANHANGEER Shameer	Vice-President	sjanhangeer@govmu.org	Thro' CS 210 0998
3	Mrs HORIL Luxmi	Registrar	registrar-ert@govmu.org	212 5184
4	Mrs SAWO-BURTHIA BHANDAY Vanisha	Deputy Registrar	ert@govmu.org	212 4636
Administrative/Supportive Levels				
1	Mrs BOODHUN Saraspady	Principal Financial Operations Officer	fin_ert@govmu.org	211 1303
2	Mr BHOLAH Yusuf Parvez	Human Resource Executive (Part-time – as from 23 September 2025)	ybholah@govmu.org	260 2936/ 212 8286
3	Mr KURMOO Randeer	Office Management Executive (On secondment)	rkurmoo@govmu.org	208 4536
4	Mr BUSGEET Mohammad Faiz	Office Management Assistant (On leave without pay)	fbusgeet@govmu.org	
5	Mrs AUCKLOO JOOMUN S. Nasseema	Assistant Procurement and Supply Officer (Part-time)	snajoomun@govmu.org	212 4636
6	Mrs BHUGWANDASS JORY D.	Safety and Health Officer/Senior Safety and Health Officer (Part-time)	ert@govmu.org	212 4636
7	Mrs UJOODHA GOKHOOL Lakshana	Senior Transcriber	ert@govmu.org	208 0091
8	Mrs DOOBUR Vidiawatee	Transcriber	ert@govmu.org	208 0091
9	Mrs PURREMCHUND Priya Ashwini	Transcriber	ert@govmu.org	208 0091
10	Mrs BUNGSY Nandani	Confidential Secretary (Mr Sivaramen)	nbungsy@govmu.org	213 2892
11	Mrs LAM TO Ivonnette	Confidential Secretary (Mr Janhangeer)	ylamto@govmu.org	210 0998
12	Mrs LOOTFUN Amiirah Zahrah	Management Support Officer	ert@govmu.org	212 4636

SN	NAME	TITLE	EMAIL	PHONE NO (230)
13	Mrs NEERUNJUN- GUJADHUR Binta Devi	Management Support Officer	ert@govmu.org	212 4636
14	Mrs DAUHAWOO- GUNGADIN Priscilla	Management Support Officer	ert@govmu.org	212 4636
15	Mr POONOOSAMY Srinivassen	Management Support Officer	ert@govmu.org	212 4636
16	Miss DABOO Lakshana Devi	Management Support Officer	ert@govmu.org	212 4636
17	Mrs BISESAR Doonita	Employed to give assistance at Word Processing Operator level (On secondment)	ert@govmu.org	208 0091
18	Mr CHEETAMUN Soobeeraj	Head Office Auxiliary	ert@govmu.org	208 0091
19	Mr NEERUNJUN Amitah	Office Auxiliary/ Senior Office Auxiliary	ert@govmu.org	208 0091
20	Mrs HURRYPAUL Ashwinee	Office Auxiliary/ Senior Office Auxiliary	ert@govmu.org	208 0091

Part II: ERT ACHIEVEMENTS AND CHALLENGES

Status on Implementation of Budget Measures

Not applicable.

Major Achievements

For the period 2024-2025, 108 cases (industrial & employment disputes) have been referred to or lodged before the Tribunal.

The Tribunal has delivered 14 Awards, 34 Orders and 10 Rulings and has disposed of a total of 128 cases. The total number of cases pending before the Tribunal as at 30 June 2025 stood at 106.

The Tribunal has disposed of 54 cases within statutory time limits, which is exactly the same figure achieved for the period 2023-2024 (54 cases disposed within statutory time limits). This figure represents a significant increase compared to the achievement under the same item for financial year 2022-2023.

The Tribunal has disposed of a total of 128 cases and has exceeded its target to dispose of 110 cases for the period 2024/2025 (slightly over 116% of the target).

Status on Implementation of Key Actions

MONITORING OF OUTCOME INDICATOR, MAIN SERVICE AND KEY PERFORMANCE INDICATORS FOR FINANCIAL YEAR 2024/2025

Vote 1 Constitutional and Independent Bodies					
Delivery Unit	Main Service	Key Performance Indicator	Target 2024/25	Achievements as at 30 June 2025	Remarks
Employment Relations Tribunal	Arbitration of industrial and employment disputes	Number of cases disposed of	110	128	Exceeded target

Other Internal Developed KPI's

Number of cases disposed of within prescribed time limits

The number of cases disposed of within time limits for the financial year 2024/2025 is 54. This is exactly the same figure when compared to the figure under the same item for financial year 2023-2024. The Employment Relations Tribunal has, thus, with the contribution of its staff and members and the collaboration of lawyers, litigants and their representatives been able to dispose of 54 cases (out of the total of 128 cases disposed of during that year) within the prescribed time limits.

Risk Management, Citizen Oriented Initiatives & Good Governance

The Public Sector Anti-Corruption Framework

(Good Governance) Anti-corruption policies and procedures

In line with the Public Sector Anti-Corruption Framework (PSACF), Management is committed to “building corruption resistance” within the Tribunal.

The anti-corruption policy of the Tribunal is available on the website of the Tribunal (<https://ert.govmu.org>) and is disseminated to all staff members. The Tribunal has an anti-corruption committee which is currently chaired by the Acting President of the Tribunal. The Registrar of the Tribunal, Mrs Luxmi Horil, is the Integrity Officer and acts as the Secretary of the committee.

With the setting up of the Financial Crimes Commission, the Integrity Officer has been reassured that the Tribunal would be informed of the way forward in line with any new policies put in place by the Financial Crimes Commission. The Tribunal is fully committed to collaborate with the new institution in upholding integrity and further building corruption resistance within the Tribunal.

Other KPIs adopted by Government

Utilisation of Training Budget

The budget for training for the Tribunal for the financial year 2024-2025 was Rs 75,000. The Tribunal encourages all of its staff, irrespective of grade, to follow relevant training courses which will be useful both for the Tribunal, and the officer in his/her every day duties and activities and/or in his/her career progression.

Training followed by the staff comprised of face-to-face training. The Tribunal used 87.5% of its training budget. Most members of the staff had been able to follow at least one training course during the financial year except for a few staff members due to unavailability of appropriate courses.

Implementation of the e-HR system

The e-HR system, comprising the Leave Management System (LMS) and the Core HR Module, is operational at the Tribunal. An e-Ticketing system is also available to allow easy follow-up and fast response time through a tracking mechanism that allows officers to raise a ticket concerning queries/issues related to LMS and Core HR on a link accessible only on the Government Intranet Network System (GINS).

Compliance of buildings housing Public Officers with Fire Safety Requirements

The Employment Relations Tribunal rents premises at the Newton Tower, Corner Sir William Newton and Remy Ollier Streets, Port Louis. The Tribunal ensures that it is provided with a copy of the updated Fire Certificate from the landlord. The Tribunal has nominated Fire Wardens among the staff and they attend fire drill meetings and training sessions when required. The staff of the Tribunal also participates in fire drills organized by the landlord as required by the Occupational Safety and Health Act.

The Occupational Safety and Health Officer/Senior Occupational Safety and Health Officer posted to the Tribunal on a part-time basis, regularly carries out site visits and makes recommendations and organizes training in relation to fire safety.

Filling of Vacancies

The post of President, Employment Relations Tribunal which is vacant since 03 November 2019, has been advertised on 08 September 2023. Interviews were carried out in March 2024. The post is not yet filled.

For the year 2024-2025, there was one funded vacancy in the grade of Senior Transcriber (following the retirement of the former Senior Shorthand Writer, whose grade has been restyled Senior Transcriber following the PRB Report 2021) which has been filled on 07 May 2025. The consequential vacancy of Transcriber has been reported to the Public Service Commission and a recommendation has been made to fill the post. The post has been advertised by the Public Service Commission.

Other matters

Prescription of Scheme of Service

The schemes of service for the grade of Transcriber and Senior Transcriber which were under review have been prescribed on 27 August 2024.

Procurement

All relevant procurements for goods and services at the Employment Relations Tribunal are being done through the e-procurement system. During the financial year 2024-2025, only procurements for the following two items: First Aid Kit and 2025 Diaries were carried out exceptionally using paper-based processes since the e-procurement exercises carried out for the same items did not yield any responsive bid on three occasions for the First Aid Kit and were unsuccessful on two occasions for the 2025 Diaries.

The post of Assistant Procurement and Supply Officer (APSO) though funded is vacant at the Tribunal. A Procurement and Supply Officer/ Senior Procurement and Supply Officer (PSO/SPSO) was temporarily posted part-time (3 days per week) at the Tribunal until April 2025. Currently, an Assistant Procurement and Supply Officer is posted on a part-time basis at the Tribunal. This temporary arrangement assists the Tribunal to operate the e-procurement system and enables the Employment Relations Tribunal and its staff to have the relevant goods and services which are necessary for the Tribunal to deliver on its mandate.

However, the filling of the vacant post of APSO and the availability of such an officer full-time at the Tribunal will ensure timely provision and delivery of goods and services. This will also facilitate transactions related to the store and the safe keeping of assets.

Implementation Plan – Director of Audit Comments

Not applicable.

Part III – FINANCIAL PERFORMANCE

1. Financial Highlights – 2024-2025

A Budget Estimates of Rs 25,800,000 was allocated to the ERT for the financial year 2024-2025 comprising of:

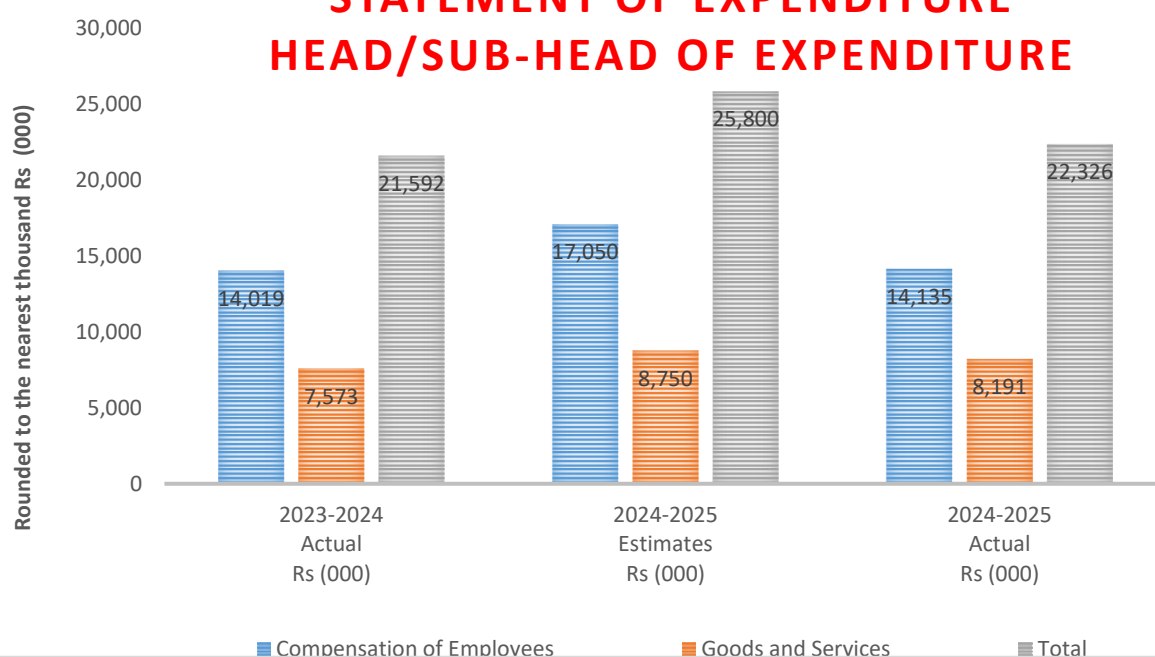
- (i) Rs 17,050,000 for Compensation of Employees; and
- (ii) Rs 8,750,000 for Goods and Services.

2. Statement of Expenditure

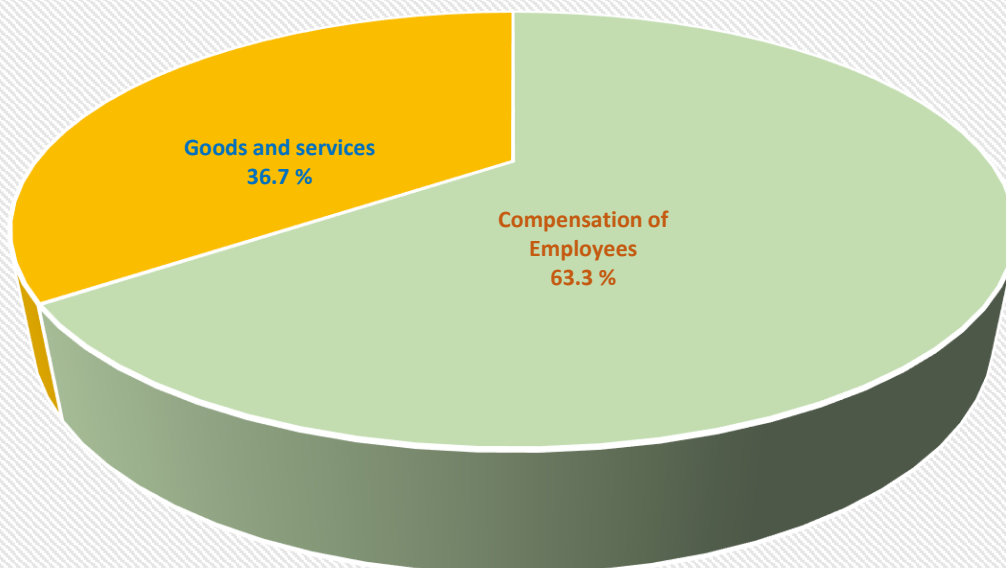
The table hereunder provides figures as regards to Estimates for Financial Year 2024-2025 and actual expenditure for the years 2023-2024 and 2024-2025:

Head/Sub-Head of Expenditure	2023-2024	2024-2025	2024-2025	Percentage Distribution of Expenditure for FY 2024/2025
	Actual	Estimates	Actual	
Compensation of Employees	14,019,299	17,050,000	14,135,169	63.3
Goods and Services	7,572,674	8,750,000	8,191,144	36.7
Total	21,591,973	25,800,000	22,326,313	100

STATEMENT OF EXPENDITURE HEAD/SUB-HEAD OF EXPENDITURE



Percentage Distribution of Expenditure for FY 2024/2025 by Economic Categories



3. Analysis of Expenditure

There is a slight increase in the actual expenditure for financial year 2024-2025 for “Compensation of Employees” by approximately 0.83 % when compared to the previous financial year 2023-2024.

The expenditure for ‘Goods and Services’ has increased by approximately 8.17 % when compared to the previous financial year.

PART IV – WAY FORWARD

Trends and Challenges

The Tribunal is presently constituted of the Vice-President, Mr I. Sivaramen (Acting President) and the Vice-President, Mr S. Janhangeer. The post of President, which is vacant since 3 November 2019, had been advertised in 2023 and hopefully the said post shall be filled in the near future. This will assist to alleviate the pressure resulting from an increasing workload, with more complex cases requiring prompt determination by law, which is currently shared by the two Vice-Presidents only (as presiding members of divisions of the Tribunal) in the absence of a President.

Assistance in terms of additional human resource for the transcribing of minutes of proceedings has been provided to the Tribunal, and this has enabled the Tribunal to achieve the performance highlighted in this annual performance report for the financial year 2024-2025. The Tribunal will consider the possibility of having a new digital recording system which may cater for automatic transcription of proceedings as the ‘old’ digital recording system of the Tribunal reaches its thirteenth year of service. The Tribunal has been advised that it may consider replacing the current digital recording system which may no longer be economically viable in the future (increasing maintenance costs, and so on).

As mentioned in this report, the Tribunal trusts that vacancies in relation to members of the Tribunal will be filled as soon as possible for the proper functioning of the Tribunal.

With adequate and motivated staff and the appropriate number of members to be on the various divisions of the Tribunal, as provided for under the Employment Relations Act, the Tribunal will continue to deliver on its mandate in the interests of the persons immediately concerned (the ‘parties’ before the Tribunal) and the community as a whole **so that good employment relations are maintained in the Republic of Mauritius and that the Republic of Mauritius continues to fulfil its obligations under International Labour Conventions which it has ratified.**

Strategic Direction in respect of the next three fiscal years

The Tribunal aims to:

1. foster and promote good employment relations between parties;
2. ensure that the rights of aggrieved parties are restored in line with employment laws;
3. dispose of cases with celerity whilst ensuring fairness to all parties; and
4. dispose of as many cases as possible with the required staff and members of the Tribunal so as to reduce the number of cases pending before it.