

## Table of Contents

	Page
About the MQA	2
Chairperson's Statement	3
Statement of Officer-in-Charge	4
Vision, Mission & Objects of MQA	5
Services Offered	5
The Role and Functions of the MQA	7
Gender Statement	8
MQA Organisation Structure	9
Directorate Corporate Services Division	10
Corporate Services Division Framework Services Division	10 11
Quality Assurance Services Division	11
Learner Attainment & Information Services Division	12
Management and Staff – 01 July 2023 to 30 June 2024	13
Corporate Governance Report	15
Principle 1: Governance Structure	16
Principle 2: The Structure of the Board and its Committees	17
Principle 3: Director's Appointment Procedures	31
Principle 4: Directors' Duties, Remuneration and Performance	37
Principle 5: Risk Governance and Internal Control	38
Principle 6: Reporting with Integrity	39
Principle 7: Audit	39
Principle 8: Relation with Shareholders and Other Key Stakeholde	ers <b>39</b>
MQA Achievements & Activities	40
Achievements & Activities of the MQA in 2023-2024	41
Events during the Period 01 July 2023 to 30 June 2024	47
Financial Performance	50
Report of the Director of Audit for the year ended 30 June 2024	51
Financial Statements for the year ended 30 June 2024 - Index	57
Way Forward	81
Trends and Challenges	82
Strategic Direction	84
Appendices	90
List of New Registered Training Institutions for the Period 01 July 30 June 2024	91
List of Qualifications Reviewed/Validated for the Period 01 July 20 30 June 2024	023 to <b>96</b>
Committee Set Up towards the Fulfilment of MQA Functions	97

# ABOUT THE MQA



## **Chairperson's Statement**

On behalf of the Mauritius Qualifications Authority (MQA) Board, I would like to thank the Director and the Officer-in-Charge (following retirement of the Director) as well as the staff of the MQA for their dedicated effort and it is my honour and pleasure to present the Annual Report 2023-2024 together with the financial statements for the period 01 July 2023 to 30 June 2024.

R Guttee Chairperson

## Statement of the Officer-in-Charge



It is indeed my pleasure to report on the activities of the Mauritius Qualifications Authority (MQA) to all stakeholders as well as to the public at large in respect of the period 01 July 2023 to 30 June 2024.

The MQA has over the years consolidated and maintained the National Qualifications Framework (NQF) of which it is the custodian. As a result of its reliability and soundness, it has been recognized as one of the most established qualifications frameworks in the African continent.

The Authority has also succeeded in implementing the Recognition of Prior Learning (RPL) which is

undoubtedly a strong means to recognise and validate competencies for purposes of certification obtained outside the formal education and training systems. RPL has been implemented in various sectors of the economy.

MQA has been a major contributor to the reforms in the TVET sector, with the delivery of National Certificates and National Diplomas developed by the Authority. A number of the National Certificates and Diplomas under the National Qualifications Framework are offered by both public and private training providers.

TVET as a development strategy is essentially a consolidation of the Government initiatives to promote the country as a centre of excellence for education and training. However, it is only with the collaboration of all partners in the training industry that it will be possible to attain those heights which the MQA is aiming at, so as to realise its vision.

I would like to thank here the Honourable Vice Prime Minister and Minister of Education, Tertiary Education, Science and Technology, the Chairperson of the MQA Board together with the Members and all my colleagues of the Authority for their close collaboration and support.

I have the pleasure to submit details of activities carried out at the MQA for the period 01 July 2023 to 30 June 2024 in the chapter on "MQA Achievements & Activities."

Dr R Ramdass
Officer-in-charge

## Vision, Mission and Objects of MQA

#### Vision

Valued qualifications for employability and lifelong learning

#### Mission

To continuously enhance good practices and relevant expertise to safeguard public interest in quality education and training

#### **Objects**

As per the Mauritius Qualifications Authority Act 2001, the objects of the MQA shall be to:

- Develop, implement and maintain a National Qualifications Framework;
- Ensure compliance with provisions for registration and accreditation;
- Ensure that standards and registered qualifications are internationally comparable.

#### **Services Offered**

#### **Corporate Services**

The Corporate Services Division was, during the period of review, responsible for:

- General Administration
- Human Resources
- Information and Communication Technology
- Finance
- Procurement
- Registry
- Public Relations
- Stores & Documentation

#### **Framework Services**

The Framework Services Division was, during the period of review, responsible for:

- Implementing and maintaining the National Qualifications Framework (NQF)
   by developing and validating qualifications
- Determining level of comparability of foreign qualifications from level one to ten of the NQF
- Establishing Recognition and Equivalence of qualifications in the TVET sector

- Implementing Recognition of Prior Learning (RPL) in various sectors of the economy from Level 1 to Level 6 of the NQF
- Training of RPL Facilitators, Assessors & enlistment of RPL Facilitators
- Advising on all policy matters relating to the NQF processes

#### **Quality Assurance Services**

The Quality Assurance Services Division was, during the period of review, responsible for:

- Registration and renewal of registration of Training Institutions
- Accreditation of Award Programmes
- Approval of Non-Award Courses
- Monitoring and Quality Audit of Training Institutions
- Maintaining databases in respect of Training Institutions, Managers,
   Programme Officers and Accredited Programmes
- Policies in relation to regulation of training
- Research on Quality Assurance

#### **Learner Attainment & Information Services**

The Learner Attainment & Information Services Division was, during the period of review, responsible for:

- Compiling, Analysing and Reporting on TVET statistics
- Maintaining a database of TVET learners' enrolment
- Collaborating with international organisations for cooperation and agreements
- Dissemination of information on training to the general public, students and stakeholders through face-to-face meetings, sensitization campaign, etc.
- Complaints handling in relation to training & addressing illegal training
- Liaising with Attorney General's Office and dealing with legal matters pertaining to TVET training, attending court cases & dealing with appeal cases against decision of MQA
- Reporting and furnishing information/documents to investigatory authorities
   (Police, ex ICAC etc.) on cases related to training
- Monitoring of training

## The Role and Functions of MQA

The Mauritius Qualifications Authority (MQA) was established as a body corporate under the Mauritius Qualifications Authority Act 2001. It operated under the aegis of the Ministry of Education, Tertiary Education, Science and Technology during the period of review.

The MQA became operational since 08 May 2002 and its main role as a regulatory body is (i) to maintain the National Qualifications Framework (NQF) – a system designed to recognise the attainment of knowledge, understanding and skills by people in Mauritius; (ii) to ensure compliance with provisions for registration and accreditation of training institutions; (iii) to ensure that standards and registered qualifications are internationally comparable; (iv) to recognize and evaluate qualifications for the purpose of establishing their equivalence in the TVET sector and (v) to recognize and validate competencies acquired outside the formal education and training systems.

Following amendments brought to the MQA Act by The Finance (Miscellaneous Provisions) Act 2023 (Act No. 12 of 2023), the functions of the Authority during the period of review were:

- (a) to formulate and publish policies and criteria, in respect of the technical and vocational training sector, for-
  - (i) the registration of bodies responsible for establishing national standards and qualifications;
  - (ii) the accreditation of bodies responsible for monitoring and auditing such standards and qualifications; and
  - (iii) the registration and accreditation of training institutions;
- (b) to generate and register national standards for any occupation;
- (c) to register qualifications, other than those obtained in the primary, secondary and post-secondary educational sectors;
- (d) to register and accredit training institutions in Mauritius;
- (e) to recognise and validate competencies for purposes of certification obtained outside the formal education and training systems;
- (f) to recognise and evaluate qualifications, other than those obtained in the primary, secondary and post-secondary educational sectors, for the purpose of establishing their equivalence;
- (g) to approve non-award courses dispensed by training institutions and employers;
- (h) to keep a database of learning accounts of Mauritians;
- (i) to publish an annual list of registered unit standards, qualifications and training institutions;
- (j) to approve and recognise micro-credentials in TVET;

- (k) to monitor the implementation of the National Credit Value and Transfer System in TVET under the National Qualifications Framework to facilitate mobility and lifelong learning;
- (l) to advise the Minister on matters pertaining to the National Qualifications Framework;
- (m) to perform any other function which the Minister may assign and which is relevant to the National Qualifications Framework.

#### **Gender Statement**

The MQA is committed to gender equity and equality for the achievement of sustainable development. Both men and women have equal access to the services and schemes offered by the Authority.

There is no gender discrimination to participate in any training and capacity building programmes. Opportunities provided apply to men and women equally.

The MQA promotes a gender-responsive organizational culture, where both women and men have equal opportunities for employment or promotion within the organizational structure.

The MQA also promotes equal participation of women with men as decision-makers in any activities of the Authority.

The MQA provides a conducive environment whereby a culture of equal respect of men and women prevails.

Policies formulated and developed by the Authority are gender sensitive and measures are taken to engender the TVET programmes in Mauritius.

# MQA ORGANISATION STRUCTURE

The Mauritius Qualifications Authority (MQA) was headed, until 05 December 2023, by the Director who was assisted by the Manager, Quality Assurance being assigned the duties of Deputy Director. As from 06 December 2023, the Manager, Quality Assurance was assigned the responsibility of Officer-in-Charge upon the retirement of the Director.

The activities of the MQA are organised under four Divisions namely: Corporate Services Division, Quality Assurance Services Division, Framework Services Division and Learner Attainment & Information Services Division as follows:

## **Directorate**



Dr R Ramdass Assigned Responsibility of Officer-in-Charge ( As from 6 December 2023 )

Dr Robin Krishnaduth Phoolchund was the Director of MQA until 05 December 2023. He was responsible for the execution of the policy, and the control and management of the day-to-day business of the organisation. He was assisted by the Manager, Quality Assurance, Dr R Ramdass who was assigned duties of Deputy Director. Upon the retirement of Dr R K Phoolchund on 06 December 2023, Dr R Ramdass became the Officer-in-Charge pending recruitment of a new Director.



Dr R K Phoolchund
Director
( Until 5 December 2023 )

## **Corporate Services Division**

In 2023/2024, the duties of the Manager, Corporate Services were assigned to the Accountant/Senior Accountant, Mrs S Dawonauth. She was assisted by the Administrative Officer, Mr J Makoonlall and the Systems Administrator, Mr N Ujoodha.

The Corporate Services Division is responsible for General Administration, Finance, Procurement, Information Systems and Human Resource Management. The Division also assists in Legal Matters and deals with Public Relations amongst others.



Mrs S Dawonauth Accountant/Senior Accountant Assigned Duties of Manager Corporate Services

#### Framework Services Division



Mr Rajcoomar Ramchurun Accreditation Officer Assigned Duties of Manager Framework Services

During the period 01 July 2023 to 30 June 2024, the duties of the Manager, Framework Services were assigned to the Accreditation Officer, Mr R Ramchurun.

Mr R Ramchurun was assisted by one Accreditation Officer namely Mr R Nookadee. The Division is responsible for maintaining the National Qualifications Framework (NQF), developing and generating National Qualifications and Unit Standards in different sectors.

The implementation of Recognition of Prior Learning (RPL) within Mauritius and Rodrigues and the granting of recognition and equivalence to qualifications on the NQF also fall under the responsibility of this Division.

## **Quality Assurance Services Division**

In 2023/2024, the Quality Assurance Services (QAS) Division was managed by Dr R Ramdass. He was assisted by four Accreditation Officers, namely Mrs P R Hardowar, Mrs P D Ramodhin, Mr V Deenoo and Mr V Mungroo as well as by Mrs S Sunya Naiku, Higher Executive Officer who was assigned duties of Accreditation Officer.

The Division is responsible for the registration of Training Institutions comprising monitoring and evaluation of Training Institutions, accreditation of award programmes, approval of non-award courses and formulation of policies in relation to regulation of training. It is also the responsibility of this Division to develop quality assurance processes that are in line with international best practices.



Dr R Ramdass,
Manager, Quality Assurance **Services** 

The Quality Assurance Services Division was the first Division to shift from manual to electronic filing and processing systems by the use of online platforms. In the same vein, application and processing of registration as well as renewal of registration of training institutions were carried out on the National e-Licensing System (NELS).

#### **Learner Attainment & Information Services Division**

The Learner Attainment and Information Services was in 2023/2024 managed by Mr S Bhunjun. He was assisted by three Accreditation Officers namely, Mrs U G Santokhee Chinniah, Mrs G Baulah-Padaruth and Ms C K Jankee.

The Division is responsible for establishing and maintaining learning accounts for Mauritians in the Technical and Vocational Education and Training Sector (TVET).

The Learner Attainment and Information Services Division is also responsible for the compilation and submission of reports on statistics pertaining to TVET enrolment in MQA registered Training Institutions, handling complaints against training institutions and illegal operation regarding training. Besides dissemination of information on training, this Division is also responsible to monitor training, report to investigatory authorities and deal with legal matters pertaining to training.



Mr S Bhunjun Manager, Learner Attainment and Information Services

## Management and Staff for the Period 01 July 2023 to 30 June 2024

#### **Director**

Dr Robin Krishnaduth PHOOLCHUND

- Retired from service w.e.f 06.12.23

#### **Deputy Director**

Mr Vijaye Anand RAMCHURN

- On Leave without Pay

#### **Managers**

Dr Ramesh RAMDASS

- Officer-in-Charge w.e.f 06.12.23

Mr Subiraj BHUNJUN

#### **Accountant/Senior Accountant**

Mrs Scilla DAWONAUTH

 Assigned duties of Manager, Corporate Services

#### **Administrative Officer**

Mr Jaydrutt MAKOONLALL

#### Systems Administrator

Mr Neerunjunsingh UJOODHA

#### **Accreditation Officers**

Mr Rajcoomar RAMCHURUN

 Assigned duties of Manager, Framework Services

Mr Ramsamy NOOKADEE

Mrs Pratima Rajeswaree HARDOWAR

Mrs Urvasi Gowtam SANTOKHEE CHINNIAH

Ms Premila Devi RAMODHIN

Mr Vishal DEENOO

Mrs Geetanjali BAULAH-PADARUTH

Mr Vishal MUNGROO

Ms Chetrani Kumari JANKEE

### **Human Resource Management Officer**

Mrs Anandeebye ITTOO RAMCHURRUN

#### **Accounting Technician**

Mrs Pasmawtee GOPEE

#### **ICT Technicians**

Mr Shahbaaz NOORMAHOMED

Mr Muhammad Amjud DOOKHAN

#### **Higher Executive Officers**

Mrs Kooshmowtee SEEWOOCHURN

Mrs Nodranee PUTTY

Ms Anjalee Devi PEEROO

Mrs Swastee SUNYA NAIKU

Assigned duties of Accreditation
 Officer

#### **Confidential Secretaries**

Mrs Jacqueline CHAN PAK CHOON
Mrs Marie Stephanie MARGUERITTE

#### **Management Support Officers**

Mrs Preety KODI RAMANAH

Mrs Prema CAUNHYE

Ms Visanjali VEEREN

- On Leave without Pay w.e.f. 02.02.24

Ms Bharati JAHUL

### **Clerk/Word Processing Operator/Receptionists**

Mr Kavish BHOONAH

Mrs Rosemarie BEGUE (MQA Office in Rodrigues)

### Receptionist/Telephone Operator

Ms Heera APPA

#### **Drivers/Office Attendants**

Mr Joynauth RAMESSUR

Mr Khooblall BISSOONAUTH

Mr Amjaad Saib CASSIM SAIB

- Retired from service w.e.f 23.12.23

# CORPORATE GOVERNANCE REPORT

In accordance with the requirements of the National Code of Corporate Governance, the application of the eight Principles of Corporate Governance are as follows:

## **Principle 1: Governance Structure**

#### The Board

The MQA Board has been established to administer and control the Authority as per Section 7 of the Mauritius Qualifications Authority (MQA) Act 2001.

The Board consists of members appointed by the Minister (to whom responsibility for the subject of education is assigned) as well as ex officio members.

After promulgation of different legislations namely, The Finance (Miscellaneous Provisions) Act 2023 (Act No. 12 of 2023), The Finance (Miscellaneous Provisions) Act 2021 (Act No. 15 of 2021), The Business Facilitation (Miscellaneous Provisions) Act 2019 (Act No. 14 of 2019), The Higher Education Act 2017 (Act No. 23 of 2017), The Mauritius Institute of Training and Development Act 2009 (Act No. 12 of 2009) and The Education and Training (Miscellaneous Provisions) Act 2005 (Act No. 18 of 2005), the composition of the Board has been reviewed.

As per the amended MQA Act, the Board shall consist of:

- (a) a Chairperson to be appointed by the Minister;
- (b) a Vice-Chairperson to be appointed by the Minister in consultation with Business Mauritius;
- (c) the Supervising Officer of the Ministry responsible for the subject of training;
- (d) the Permanent Secretary of the Ministry responsible for the subject of education or his representative;
- (e) the Commissioner of the Higher Education Commission or his representative;
- (f) the Executive Director of the Quality Assurance Authority or his representative;
- (g) the Director of the Mauritius Institute of Training and Development or his representative;
- (h) one representative of registered private training institutions to be appointed by the Minister; and
- (i) one independent person to be appointed by the Minister.

#### Statement of Directors' Responsibility

The Mauritius Qualifications Authority (MQA) has prepared the financial statements which give a true and fair view of its financial position as at 30 June 2024 and its financial performance for the year ended 30 June 2024.

The Directors of MQA confirm that in the preparation of the financial statements for the financial year ended 30 June 2024

- appropriate accounting policies and standards have been used, consistently applied and have been supported by reasonable and prudent judgments and estimates;
- the accounting standards which have been followed have been stated and any material departure disclosed with reasons; and
- the financial statements have been prepared on a going concern basis.

The audit of the financial statements is carried out by the National Audit Office (NAO).

The auditor is responsible to report on whether the activities, financial transactions and information reflected in the financial statements were, in all material respects, in compliance with laws and authorities which govern them and that the financial statements were fairly represented.

R GUTTEE Chairperson M J S VALERE Board Member

## Principle 2: The Structure of the Board and its Committees

By virtue of the MQA Act and subsequent amendments, the Board actually consists of nine members. The Board has set up four Sub-Committees namely (i) Human Resource Committee (ii) Finance and Procurement Committee (iii) Technical Committee and (iv) Audit and Risk Committee. Each Sub-Committee is composed of three Board Members. The Board as well as each Sub-Committee have a Chairperson and a Secretary.

## The Mauritius Qualifications Authority Board

The composition of the MQA Board for the Period 01 July 2023 to 30 June 2024 was as follows:

NAME	DESIGNATION	
Mr R GUTTEE	-	Chairperson
Mr D RAMLUGGUN	Head of Social Capital, Business Mauritius	Vice Chairperson
Mr Y MUNBODH	Permanent Secretary, Ministry of Education, Tertiary Education, Science and Technology	
Mrs B R MOHIDEEN (As from 07 Aug 2023) Alternate Member	Deputy Permanent Secretary, Ministry of Education, Tertiary Education, Science and Technology	
Ms K KAUTICK (As from 23 Apr 2024)	Permanent Secretary, Ministry of Labour, Human Resource Development and Training	
Mr D DASSAYE (From 13 Dec 2023 to 22 Apr 2024)	Permanent Secretary, Ministry of Labour, Human Resource Development and Training	
Mrs I RUGJEE (Until 12 Dec 2023)	Permanent Secretary, Ministry of Labour, Human Resource Development and Training	
Prof. (Mrs) R MOHEE	Commissioner, Higher Education Commission	Members
Mrs V BALLUCK-BHUJUN (As from 25 Mar 2024)	Officer-in-Charge, Quality Assurance Authority	
Prof. (Mrs) K NAIDOO (Until 07 Mar 2024)	Executive Director, Quality Assurance Authority	
Mr S MAUDARBOCUS	Ag. Director/Director, Mauritius Institute of Training and Development	
Mr Y MATABUDUL	Chief Executive Officer, Polytechnics Mauritius, Representative of Registered Private Training Institutions	
Mr R RANDHAY (Until 21 Feb 2024)	Independent Person	

For the period 01 July 2023 to 30 June 2024, the MQA Board was chaired by Mr R GUTTEE.

#### Meetings of the Board

The Board meets at least once a month, as provided by section 8 of the Mauritius Qualifications Act 2001.

Ordinary Meetings are well scheduled in advance and all papers are circulated at least forty-eight hours before the meetings.

Five members constitute the quorum.

The Director attends every meeting of the Board and takes part in the deliberations of the Board but does not vote on any matter before the Board.

The Secretary of the Board attends all Board meetings and records the minutes of all meetings.

## **Statement of Attendance of Board Members**

For the period 01 July 2023 to 30 June 2024, eleven (11) Board meetings were held.

The attendance of Board Members at the meetings was as follows:

NAME OF BOARD MEMBERS	NUMBER OF BOARD MEETINGS ATTENDED
Mr R GUTTEE	11 out of 11
Mr D RAMLUGGUN	7 out of 11
Mr Y MUNBODH	10 out of 11
Mrs B R MOHIDEEN (As from 07 Aug 2023) Alternate Member	
Ms K KAUTICK (As from 23 Apr 2024)	2 out of 2
Mr D DASSAYE (From 13 Dec 2023 to 22 Apr 2024)	4 out of 4
Mrs I RUGJEE (Until 12 Dec 2023)	4 out of 5
Prof. (Mrs) R MOHEE	8 out of 11
Mrs V BALLUCK-BHUJUN (As from 25 Apr 2024)	2 out of 2
Prof. (Mrs) K NAIDOO (Until 07 Mar 2024)	5 out of 8
Mr S MAUDARBOCUS	10 out of 11
Mr Y MATABUDUL	4 out of 11
Mr R RANDHAY (Until 21 Feb 2024)	-

#### **Sub-Committees of the Board**

In accordance with the Mauritius Qualifications Authority Act, the Board had established five Sub-Committees in the financial year 2023-2024 namely, the Finance and Procurement Committee, the Human Resource Committee, the Technical Committee, the Audit and Risk Committee and the Corporate Governance Committee.

The Sub-Committees assist the Board by having a comprehensive and in-depth examination of specific issues.

Sub-Committee meetings are scheduled before the Board meetings in advance and all papers are usually circulated at least forty-eight hours before the meetings.

The Sub-Committees of the Board consist of Members of the Board but the Board may co-opt persons who are not Members of the Board to the committees.

The Chairperson of each Sub-Committee then respectively submits recommendations to the Board through a Report.

The Director also attends each Sub-Committee meetings. Each Sub-Committee has a Secretary who records the minutes of all meetings.

#### **Finance & Procurement Committee**

#### Composition

The Finance and Procurement Committee is a Sub-Committee of the Board comprising at least three members.

The Chairperson and Members of the Finance and Procurement Committee are appointed by the Board. For the period 01 July 2023 to 30 June 2024, the composition of the Finance & Procurement Committee was as follows:

NAME	DESIGNATION	
Mr Y MUNBODH	Permanent Secretary, Ministry of Education, Tertiary Education, Science & Technology	Chairperson
Mr D RAMLUGGUN	Vice Chairperson, MQA Board	Member
Mr S MAUDARBOCUS	Ag. Director/Director, Mauritius Institute of Training and Development (MITD)	Member

Mrs S Dawonauth, Accountant/Senior Accountant acted as the Secretary of the Finance and Procurement Committee.

#### **Terms of Reference**

The Terms of Reference of the Finance and Procurement Committee are as follows:

- (a) Inspect MQA's financial reports
- (b) Recommend MQA's year-end Financial Statements to the Board

- (c) Examination of MQA's budget
- (d) Ensure compliance and review of the Financial Procedures
- (e) Examination of contracts for consultants
- (f) Approval for launching of Tenders/Quotations for:
  - Building and Construction Works
  - General Procurement
- (g) Opening of Tenders
- (h) Financial Evaluation of Projects
- (i) Other financial issues

#### Frequency of Meetings

The Finance and Procurement Committee meets at least quarterly and the participation of two members shall constitute the quorum. In case of urgency on financial issues, a meeting can be convened at a shorter interval.

#### Statement of Attendance

For the period 01 July 2023 to 30 June 2024, nine (09) Finance & Procurement Committee meetings were held.

The attendance of the members at the meetings of the Finance and Procurement Committee for the period 01.07.23 to 30.06.24 was as follows:-

NAME OF BOARD MEMBERS/ REPRESENTATIVES	NUMBER OF FINANCE & PROCUREMENT COMMITTEE MEETINGS ATTENDED
Mr Y MUNBODH	8 out of 9
Mr D RAMLUGGUN	7 out of 9
Mr S MAUDARBOCUS	5 out of 9

#### **Human Resource Committee**

#### Composition

The Human Resource Committee is a Sub-Committee of the Board comprising at least three members of the Board.

The Chairperson and Members of the Human Resource Committee are appointed by the Board. For the period 01 July 2023 to 30 June 2024, the composition of the Committee was as follows:

NAME	DESIGNATION	
Mr Y MUNBODH	Permanent Secretary, Ministry of Education, Tertiary Education, Science & Technology	Chairperson
Ms K KAUTICK (As from 23 Apr 2024)	Permanent Secretary, Ministry of Labour, Human Resource Development and Training	
Mr D DASSAYE (From 13 Dec 2023 to 22 Apr 2024)	Permanent Secretary, Ministry of Labour, Human Resource Development and Training	Member
Mrs I RUGJEE (Until 12 Dec 2023)	Permanent Secretary, Ministry of Labour, Human Resource Development and Training	
Prof. (Dr) Mrs R MOHEE	The Commissioner, Higher Education Commission	Member

Mrs S Dawonauth, Accountant/Senior Accountant acted as Secretary of the Human Resource Committee until March 2024 and from then onwards Mrs A Ittoo Ramchurrun, Human Resource Management Officer was the Secretary.

#### Terms of Reference

The Terms of Reference of the Human Resource Committee are as follows:

- (a) To recommend to the Board for approval of all appointments, confirmations, promotions, induction of all staff and appropriate staff development
- (b) To consider and recommend to the Board any disciplinary action envisaged related to either performance problems or conduct, as ascertained by MQA Management in relation to any Staff
- (c) To consider, deliberate and recommend to the MQA Board strategic HR issues and policies
- (d) To formulate projects on policy development and surveys to be undertaken by the HR Division
- (e) To ensure proper working environment within the organization as per the OHS Act
- (f) To ensure that the relevant sections of The Workers' Rights Act are being implemented and ensure equal opportunities within the organization

#### Frequency of Meetings

The Human Resource Committee meets as and when required and the participation of two members constitutes the quorum.

#### **Statement of Attendance**

For the period 01 July 2023 to 30 June 2024, nine (09) Human Resource Committee meetings were held.

The attendance of Board Members and Representatives at the meetings of the Human Resource Committee for the period 01.07.2023 to 30.06.2024 was as follows:-

NAME OF BOARD MEMBERS/REPRESENTATIVES	NUMBER OF HUMAN RESOURCE COMMITTEE MEETINGS ATTENDED
Mr Y MUNBODH	9 out of 9
Ms K KAUTICK (As from 23 Apr 2024)	1 out of 2
Mr D DASSAYE (From 13 Dec 2023 to 22 Apr 2024)	3 out of 3
Mrs I RUGJEE (Until 12 Dec 2023)	3 out of 4
Prof. (Dr) Mrs R MOHEE	8 out of 9

#### **Technical Committee**

#### Composition

The Technical Committee is a sub-committee of the Board comprising at least three members of the Board.

The Chairperson and Members of the Technical Committee are appointed by the Board.

For the period 01 July 2023 to 30 June 2024, the composition of the Technical Committee was as follows:

NAME	DESIGNATION	
Prof. (Mrs) R MOHEE	Commissioner, Higher Education Commission	Chairperson
Ms K KAUTICK (As from 23 Apr 2024)	Permanent Secretary, Ministry of Labour, Human Resource Development and Training	
Mr D DASSAYE (From 13 Dec 2023 to 22 Apr 2024)	Permanent Secretary, Ministry of Labour, Human Resource Development and Training	Member
Prof. (Dr) K NAIDOO (Until 07 Mar 2024) Mrs V BALLUCK-BHUJUN	Executive Director, Quality Assurance Authority Officer-in-Charge, Quality Assurance Authority	Member
(As from 25 Apr 2024)		
Mr Y MATABUDUL	Chief Executive Officer, Polytechnics Mauritius, Representative of Registered Private Training Institutions	Member
Mr R RANDHAY (Until 21 Feb 2024)	Independent Person	Member

Mr S Bhunjun, Manager Learner Attainment & Information Services acted as Secretary of the Technical Committee.

#### **Terms of Reference**

The Terms of Reference of the Technical Committee are as follows:

- (a) To recommend policies relevant to the National Qualifications Framework
- (b) To formulate and publish policies and criteria, in respect of the technical and vocational education and training sector
- (c) Ensure compliance with provisions for registration, accreditation, approval and others
- (d) Other technical issues related to technical and vocational education and training

#### **Frequency of Meetings**

The Technical Committee meets as and when required with a quorum of at least two members and may co-opt members.

#### Statement of Attendance

For the period 01 July 2023 to 30 June 2024, twelve (12) Technical Committee meetings were held.

The attendance of the members or their representatives at the meetings of the Technical Committee for the period 01.07.2023 to 30.06.2024 was as follows:-

NAME OF BOARD MEMBERS/ REPRESENTATIVES	NUMBER OF TECHNICAL COMMITTEE MEETINGS ATTENDED
Prof. (Mrs) R MOHEE	12 out of 12
Ms K KAUTICK (As from 23 Apr 2024) Mr D DASSAYE (From 13 Dec 2023 to 22 Apr 2024)	2 out of 2 3 out of 3
Prof. (Dr) K NAIDOO (Until 07 Mar 2024)	5 out of 8
Dr (Mrs) K PUTTY-ROGBEER (In Replacement of Prof. (Dr) K NAIDOO)	3 out of 9
Mrs V BALLUCK-BHUJUN (As from 25 Apr 2024)	3 out of 3
Mr Y MATABUDUL	4 out of 12
Mr R RANDHAY (Until 21 Feb 2024)	-

#### **Audit and Risk Committee**

#### Composition

The Audit and Risk Committee is a Sub-Committee of the Board comprising at least three members of the Board or their representatives where appropriate.

The Chairperson and Members of the Audit and Risk Committee are appointed by the Board.

For the period 01 July 2023 to 30 June 2024, the composition of the Audit and Risk Committee was as follows:

NAME	DESIGNATION	
Mr Y MATABUDUL	Chief Executive Officer, Polytechnics Mauritius, Representative of Registered Private Training Institutions	Chairperson
Ms K KAUTICK (As from 23 Apr 2024) Mr D DASSAYE (From 13 Dec 2023 to 22 Apr 2024)	Permanent Secretary, Ministry of Labour, Human Resource Development and Training Permanent Secretary, Ministry of Labour, Human Resource Development and Training	Member
Mr R RANDHAY	Independent Person	Member

Mr J Makoonlall, Administrative Officer acted as Secretary of the Audit and Risk Committee.

#### Terms of Reference

The Terms of Reference of the Audit and Risk Committee are as follows:

- (a) Ensure that principles of corporate governance are being observed
- (b) Consider the effectiveness of the Authority's internal control system, including information technology security and control
- (c) Ensure the risk areas of the MQA's operations are covered in the scope of the internal and external audits
- (d) Focus on any accounting or auditing concerns identified as a result of the internal or external audits
- (e) Follow up on implementation of the recommendations in the Management Letter of the National Audit Office
- (f) Ensure compliance with legal and regulatory requirements with regard to financial and administrative matters
- (g) Examination of the nature and extent of non-audit services provided by the external auditors, where applicable
- (h) Ensure that financial reports are published as per provisions of the MQA Act

#### Frequency of Meetings

The Audit and Risk Committee would meet at least twice yearly and the participation of two members constitutes the quorum.

All papers seeking approval of the Audit and Risk Committee are dispatched to the members of the Committee at least 48 hours before the Committee is scheduled to meet.

#### Statement of Attendance

For the period 01 July 2023 to 30 June 2024, one (1) Audit and Risk Committee meeting was held.

The attendance of the members or their representatives at the meetings of the Audit and Risk Committee for the period 01.07.2023 to 30.06.2024 was as follows:-

NAME OF BOARD MEMBERS/ REPRESENTATIVES	NUMBER OF AUDIT AND RISK COMMITTEE MEETINGS ATTENDED
Mr Y MATABUDUL	1 out of 1
Ms K KAUTICK (As from 23 Apr 2024)	-
Mr D DASSAYE (From 13 Dec 2023 to 22 Apr 2024)	1 out of 1
Mr R RANDHAY	2 out of 2

#### **Corporate Governance Committee**

#### Composition

The Corporate Governance Committee is a Sub-Committee of the Board comprising at least three members of the Board.

The Chairperson and Members of the Corporate Governance Committee are appointed by the Board.

The Corporate Governance Committee was set up in February 2024 and the composition of the Committee was as follows:

NAME	DESIGNATION	
Ms K KAUTICK	Permanent Secretary, Ministry of Labour, Human Resource Development and Training	Chairperson
Mr D RAMLUGGUN	Vice Chairperson, MQA Board	Member
Mr Y MUNBODH	Permanent Secretary, Ministry of Education, Tertiary Education, Science and Technology	Member

Mrs S Dawonauth acted as Secretary of the first meeting of the Corporate Governance Committee which was held on 20 May 2024.

#### Terms of Reference

The Terms of Reference of the Corporate Governance Committee are as follows:

(a) Develop and recommend to the Board a Corporate Governance Framework and a set of corporate governance guidelines.

- (b) Review and evaluate the implementation of the corporate governance guidelines within the Organisation.
- (c) Periodically review and evaluate the effectiveness of the Organisation's Code of Business Conduct and Ethics.
- (d) Ensure that an adequate process is in place for the Board and Senior Management to compliance with the Organisation's Code of Business Conduct and Ethics.
- (e) Review and recommend the implementation of structures and procedures to facilitate the Board's independence from Management.
- (f) Review annually with the Board the size and composition of the Board as a whole and recommend, if necessary, measures to be taken so that the Board reflects the appropriate balance of diversity, age, skills, gender and experience required for the Board as whole.
- (g) Make recommendations to the Board with respect to the size and composition of the Committees of the Board including the Corporate Governance Committee.
- (h) Make recommendations on the frequency, structure and functioning of Board Meetings and Board Committee Meetings.
- (i) Monitor and evaluate the functioning of committees and make any recommendations for any changes including the creation and elimination of Committees.
- (j) Develop charters for any new committees established by the Board and review the charters of each existing committee and recommend any amendments to the charters.
- (k) Review all related party transactions and situations involving Board Members and refer where appropriate to the Board Meeting.
- (I) Oversee the evaluation of the Board as a whole, its Committees and Board Members. If the evaluation is being conducted internally, oversee Board performance and report annually to the Board with an assessment of the Board's performance.
- (m) Review its own performance annually.
- (n) Keep up to date and fully informed about strategic issues and commercial changes affecting the Authority and the market in which it operates.
- (o) Periodically receive a report from legal counsel or Chief Compliance Office or Secretary of the Board or Chief Governance Officer on compliance issues.
- (p) Ensure that an adequate process is in place for the Board and Senior Management to comply with the Mauritian Code of Corporate Governance.
- (q) Work and liaise as necessary with all other Board Committees.

#### **Frequency of Meetings**

The Corporate Governance Committee would meet at least twice yearly and the quorum necessary for the transaction of business shall be two.

All papers regarding items of the agenda for consideration will be dispatched to the members of the Committee no later than two working days before the date of the meeting

#### **Statement of Attendance**

For the period 01 July 2023 to 30 June 2024, one (1) Corporate Governance Committee meeting was held.

The attendance of the members at the meeting of the Corporate Governance Committee was as follows:

NAME OF BOARD MEMBERS/ REPRESENTATIVES	NUMBER OF CORPORATE GOVERNANCE COMMITTEE MEETINGS ATTENDED
Ms K KAUTICK	1 out of 1
Mr D RAMLUGGUN	-
Mr Y MUNBODH	1 out of 1

## **Principle 3: Director's Appointment Procedures**

The Minister (to whom responsibility for the subject of education is assigned) appoints four Members of the Board in accordance with the MQA Act, namely the Chairperson, the Vice Chairperson in consultation with Business Mauritius, a representative of registered private training institutions and an independent person, the others being ex officio members.

The profile of each Member as well as that of the Director and Secretary of the Board are as follows:

#### Profile of Board Members (01 July 2023 to 30 June 2024)



Mr R GUTTEE is holder of a BA (Hons) in English from the University of Delhi. He has completed a Diploma in Journalism and Uttama (Hindi Qualification). After having completed a Certificate in General Nursing from the Ministry of Health, he started his career in Nursing and became Charge Nurse in 1981. Mr Guttee has a rich professional experience as follows: 1969 to 1971 and from 1980 to 1982 — Newscaster at MBC/TV; 1983 to 1987 — Director at Krishnanand Seva Ashram; 1987 to 1995 — Member of the National Assembly; 1988 to 1995 — Parliamentary Private Secretary; 1996 to 2000 — Administrative Manager at Medpoint Hospital; 2001 to 2010 — Adviser at the Ministry of Environment and NDU; and from 2010 to 2014 — Adviser at the Ministry of Arts and Culture. In the social field, Mr Guttee served as Member of the Seva Shivir; Founder Member

& Secretary of the Human Service Trust; President and Secretary of Arya Sabha Mauritius; President of the Hindi Speaking Union and General Secretary of the World Hindi Convention Mauritius in 1994 respectively; Editor-in-Chief of two Hindi magazines; General Secretary of Arya Vedic Parishad as well as Manager of Gayasingh Ashram. He participated in various national and international conferences. He also served as Board Member of the MGI/RTI Council; Board Member of MBC/TV and on 28 August 2020 he was appointed as the Chairperson of the Board of the Mauritius Qualifications Authority (MQA).

Mr D RAMLUGGUN holds an MBA from the University of Technology Mauritius. He joined Business Mauritius, previously known as Mauritius Employers' Federation (MEF) as Head of Training & Development and he is currently occupying the position of Head of Social Capital. Under this tenure, he is engaged with the Business Community to come up with proposals for policy options on the social capital issues which will finally lead to a paradigm shift in the current employee-employer relationship with better outcomes for all stakeholders whilst addressing the challenges of the world of work. His expertise regularly is solicited on various related Committees and he is also a Member of the Training & Employment of Disabled Persons Board (TEDPB). He was appointed as Member of the Board of the Mauritius Qualifications Authority (MQA) as from 28 August 2020.





Mr Y MUNBODH, Permanent Secretary reckons more than 38 years of service in the public sector. He joined the public service in 1983 and his career path started as Clerical Officer, then as Executive Officer, Establishment Officer (Personnel Cadre), Assistant Secretary (Administrative Cadre), Principal Assistant Secretary (restyled as Deputy Permanent Secretary), Ministry of Education, Culture and Human Resources (December 2012 to January 2013), Secretary, Equal Opportunities Commission, Prime Minister's Office (January 2013 to May 2017), ex-Chief Executive (Town Clerk) in the local authorities in 2016 (short period), Deputy Permanent Secretary, Ministry of Labour, Industrial Relations, Employment and Training (May 2017 to April 2018), Deputy Permanent Secretary, Ministry of Education and Human Resources, Tertiary Education and Scientific

Research (April 2018 to December 2020), Acting Permanent Secretary, Ministry of Social Integration, Social Security and National Solidarity (Social Integration Division - December 2020 to 20 June 2021), Permanent Secretary with effect from 21 June 2021 (substantive appointment). Mr Munbodh holds the following qualifications: Master of Business Administration (University of Leicester, UK); Masters Diploma in Public Administration; Master's in Philosophy in Social Science Program (Punjab University and the Indian Institute of Public Administration, Delhi); Diploma in Administration and Management (University of Technology, Mauritius); Diploma in Management (Human Resource Management - University of Mauritius); Diploma in Personnel Management and Industrial Relations (UK); Diploma in Tropical Agriculture and Agro-Forestry (University of Mauritius); Diploma in Public Relations (French), Journalism Niveaux I, II, III (Alliance Française) and Advanced Hindi Qualifications.

Ms K Kautick was appointed as Member of the Mauritius Qualifications Authority in April 2024. She holds a Master of Science degree in Public Sector Management. She currently serves as the Permanent Secretary at the Ministry of Labour, Human Resource Development and Training. She oversees the operations and management of the Human Resource Development and Training Division of the Ministry. In her capacity, she manages critical functions, including policy implementation, strategic initiatives, and the administration of policies related to work permits and human resource development in collaboration with relevant institutions, ensuring that the ministry's goals are effectively met. She previously served as the Deputy Permanent secretary at the Prime Minister's Office (Cabinet Office), where, as Desk Officer of the Metro Express Project, she played an important role especially when the Project was being spearheaded by the Prime Minister's Office in the absence of staff of Metro Express Limited. Her extensive experience in public sector management and leadership contribute to the overall strategic direction and governance of the Mauritius Qualifications Authority.



**Prof. (Mrs) R MOHEE** is the Higher Education Commissioner of Mauritius, whereby she is responsible for the apex body (HEC) regulating all public and private universities in Mauritius. She holds an engineering degree in Energy and Environment from a Grande École d'Ingénieurs, the Institut National des Sciences Appliquées de Lyon, France, (under a French Scholarship) and a PhD from the University of Mauritius. Mrs Mohee has 27 years of academic experience as a Professor and Head of Department in the field of Chemical and Environmental Engineering, as well as Dean of the Faculty of Engineering from 2009 to 2012 and Vice Chancellor of the national University from 2013 to 2016. She has also held the position of National Research Chair in Solid Waste Management at

the Mauritius Research Council. Prof Mohee is an experienced Education Specialist with a demonstrated history of working in the development of higher education models and policies. She has worked at the Commonwealth of Learning from 2017 to 2020 as an Education Specialist and has assisted many Commonwealth member states in their development of higher education policies and strategies. She expertly guided governments and institutions on e-learning for sustainable development, quality assurance and employability. She also developed an employability readiness model for Higher Education Institutions in the Commonwealth. She has published over 100 international research and conference papers, edited 2 books, 8 book chapters, and has supervised to date more than 50 undergraduate and 30 Master's and Doctoral students in the field of energy and environmental engineering. Her expertise has been recognized both at national and regional levels. She has been Vice President of the Maurice lle Durable Steering Committee and has held the position of environmental assessor for the Environment and Land Use Tribunal. She has carried out more than 20 major consultancy projects in the field of environmental science and engineering. Professor Mohee has received a number of awards and recognitions including the winner of the African Union best woman scientist award for Science Technology and Innovation in 2009. She is a fellow of the Royal Society of Chemistry (UK) and a Fellow of the Mauritius Academy of Science and Technology (FMAST), Honorary Fellow of the Institute of Chemical Engineers UK (F IChemE) and she is among others an Associate member of the International Association of Universities (IAU).

Prof. (Mrs) K NAIDOO was until 07 March 2024 the Executive Director of the Quality Assurance Authority (QAA). For more than a decade she served as the Director of Accreditation at the Council on Higher Education (CHE) in South Africa where she led the conceptualisation of the new Quality Assurance Framework (QAF) for higher education. Her quality assurance related experience is in the areas of institutional audits, accreditation, and the National Qualifications Framework (NQF). She spent many years at universities in executive management responsible for portfolios of academic development, support and planning; quality assurance; equal opportunities; and counselling. She has also worked as a management consultant in the areas of higher education and business management. Her postgraduate qualifications include a DEd, MBA (cum laude), MA (Hons), BEd, BA, UDE and Diploma in Special Education. She served on the Advisory Board of the



international forum, Improving University Teaching (IUT) for more than a decade, and is currently on the Editorial Board of the international journal, Quality in Higher Education. She also served as the South African Quality Assurance ambassador on the joint AU/EU project on the Harmonisation of Quality Assurance in Africa (HAQAA) which produced the African Standards and Guidelines (ASG) on Quality Assurance.

Mrs Veena Balluck-Bhujun became the Officer-in-Charge of the Quality Assurance Authority since April 2024 following the departure of Prof (Mrs) K Naidoo. Mrs V Balluck-Bhujun joined the ex-Tertiary Education Commission (ex-TEC) in 1997 as Programme Officer. Before joining the Quality Assurance and Accreditation Division in 2005, she worked in the Distance Education and Open Learning, Recognition and Equivalence and the Research and Planning Divisions. She was assigned with duties of Quality Assurance and Accreditation Officer in 2016 and in January 2020, she was transferred to the QAA in the same capacity. Mrs Bhujun holds a BSc (Hons) in Economics from the University of Mauritius and an MSc in Training and Human Resource Management from the University of Leicester, UK. She has worked as part-time lecturer at the UoM and the UTM and has been Secretary to the Board of the ex-Private Secondary Schools Authority for a period of 1 year. Mrs Bhujun completed a certificate course in external quality assurance offered by the IIEP-UNESCO and an Internship programme on Quality Assurance organised by the Malaysian Qualifications Agency. Over the years, she has acquired extensive experience in higher education, particularly in the field of quality assurance and has acted as panel member in quality audits and review exercises at the national and regional levels. Mrs Bhujun has been the.



Mr S MAUDARBOCUS holds a degree in Civil Engineering and is a Registered Professional Civil Engineer with the Council of Registered Professional Engineers, Mauritius. He also holds an MSc in Engineering Project Management. He has been in employment at the ex-IVTB/MITD since July 1992. During the period of review, he was acting as Director at the Mauritius Institute of Training & Development (MITD).

Mr Y MATABUDUL is the Chief Executive Officer of Polytechnics Mauritius Ltd, a skills-based tertiary education institution under the aegis of the Ministry of Education, Tertiary Education, Science and Technology. He cumulates more than 15 years of work experience in the higher education and training sector. Yamal has been part of senior management at various private educational institutions including Business Mauritius (previously Mauritius Employers' Federation), TetraNergy, Oceana International Business School and General Manager of Education at Medine Education Village. Yamal has also acted as Project Manager for the Ministry of Education on TVET and Polytechnics and Consultant for The World Bank, African Development Bank and Save the Children. Yamal holds a Master's in Higher Education from the University of Oxford, a Master's in Public Policy from



SOAS, a Diploma in International Business and a BSc in Physics from McGill University.



Mr R RANDHAY holds a B Ed from the University of Delhi and a BA from Allahabad, India. He is also holder of the Teachers' Training College Certificate. He started his career in the education sector as Primary School Teacher and subsequently was tutoring at the Teachers' Training College. He then worked as Education Officer in different State Secondary Schools and afterwards joined the Mauritius Examinations Syndicate (MES) where he climbed the ladder until serving as Principal Examinations Officer. Mr Randhay acted as Secretary of the committee instituted to reform the Structure of Secondary Schools System. He later became a Board Member of the Mauritius Examinations Syndicate. Mr Randhay has a wide experience in the education sector and since 28 August 2020, he started serving as Board member of the Mauritius Qualifications Authority (MQA).

In Attendance
Director of MQA



Dr R PHOOLCHUND was the Director of the Mauritius Qualifications Authority (MQA) until 05 December 2023. He holds a Bachelor of Engineering and a Master of Business Administration with a Postgraduate in Human Resource Development and a Doctorate. He is also a Registered Professional Engineer with the Council of Registered Professional Engineers of Mauritius. After graduating from University, Dr Phoolchund worked as an Engineer successively in the manufacturing and services sector before joining the former Industrial and Vocational Training Board (IVTB), now the Mauritius Institute of Training and Development (MITD), where he held office as Training Centre Manager and subsequently as Divisional Manager, Quality Assurance. When MQA was created in 2002, Dr Phoolchund joined as the Deputy Director & Registrar. In

2009/10, he was the Director of the 'Espace des Métiers' (EDM) under the National Empowerment Foundation (NEF).

# Secretary to MQA Board



Following the departure of Mr V A Ramchurn on leave without pay, **Dr R RAMDASS**, Manager Quality Assurance was assigned the duties of the Deputy Director and as such he cumulated the function of Secretary to the MQA Board. He also became the Officer-in-Charge with effect from 06 December 2023 after the retirement of the Director, Dr R Phoolchund. He has a working experience of nearly three decades in TVET and is the holder of a B Tech (Hons) in Mechanical Engineering, MBA with distinction and a PhD.

# Principle 4: Directors' Duties, Remuneration and Performance

Pursuant to Section7(4) of the MQA Act, every member shall be paid from the General Fund such remuneration and allowances as the Minister may determine. The Chairperson of MQA Board as well as Chairperson and Members of the Sub-Committees of the Board are paid a fee in accordance with the recommendations of the PRB Report.

# Statement of Remuneration of Board Members

The fees paid to each Board Member and Alternate Members as well as Co-opted Members are disclosed in the Statement of Remuneration of Board Members.

The remuneration for Board Members and Representatives for the period 01 July 2023 to 30 June 2024 was as follows:

SN	Name Of Board Members & Representatives	Board Meeting	F & P Committee	HR Committee	Technical Committee	Audit & Risk Committee	Corporate Governance Committee	Inquiry Committee	Total
		Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs
1	Mr R Guttee	384,000	-	-	-	-	-	-	384,000
2	Mr D Ramluggun	14,000	11,900	-	-	-	-	6,600	32,500
3	Mr Y Munbodh	20,000	17,600	19,800	-	-	1,700	-	59,100
4	Ms K Kautick	4,000	-	1,700	1,700	-	2,200	-	9,600
5	Mr D Dassaye	8,000	-	5,100	5,100	1,700	-	-	19,900
6	Mrs I Rugjee	8,000	-	5,100	_	-	-	-	13,100
7	Prof. (Mrs) R Mohee	16,000	-	13,600	24,200	-	-	-	53,800
8	Prof. (Mrs) K Naidoo	10,000	-	-	8,500	-	-	-	18,500
9	Mrs V Balluck Bhujun	4,000	-	8,800	3,400	-	-	-	16,200
10	Mr S Maudarbocus	20,000	9,000	-	-	-	-	-	29,000
11	Mr Y Matabudul	8,000	-	-	5,100	2,200	-	-	15,300
12	Mr R Randhay	-	-	-	-	-	-	-	
13	Dr (Mrs) K Putty- Rogbeer	-	-		5,100	-	-	-	5,100
14	Mr T S Gunessee	-	-	-	-	-		5,100	5,100
15	Mr M Mohon	-	-		-	-		5,100	5,100
16	Mrs N D Baguant	-	-	3,400	-	-	-	_	3,400
тот	AL	496,000	38,500	57,500	53,100	3,900	3,900	16,800	669,7000

# Conflict of Interest

Whenever a Member of the Board or Sub-Committee of the Board faces a conflict of interest regarding certain issues discussed, the Member withdraws from the Meeting and does not participate in the decision taken. This is recorded in the minutes of proceedings.

# **Anti-Corruption policy**

An Anti-Corruption Committee had been set up at the MQA in line with the Public Sector Anti-Corruption Framework as developed by the ICAC. The Anti-Corruption Committee formulated an anti-corruption policy that was approved by the Board.

# Principle 5: Risk Governance and Internal Control

The MQA Board had approved in the past that the Ministry of Finance as well the parent Ministry be approached to carry out internal control exercises at the Authority from time to time instead of recruiting an Internal Auditor and same had been done on two occasions. In addition, the Audit and Risk Committee also looks into the risk areas of the MQA's operations.

# **Directors' Statement for Internal Control**

The Board of the MQA confirms its responsibility for the setting up of an effective internal control system implying that the MQA generates reliable financial reporting and substantially complies with the laws and regulations that apply to it and also for providing reasonable assurance regarding the achievement of its objectives.

The following internal control activities are in place at the MQA:

- Segregation of duties duties are segregated among different people to reduce the risk of error or inappropriate action. Normally, responsibilities for authorizing transactions, recording transactions (accounting), and handling the related asset (custody) are divided.
- Authorization of transactions review of particular transactions by an appropriate person. Management authorizes employees to perform certain activities and to execute certain transactions within limited parameters. In addition, management specifies those activities or transactions that need supervisory approval before they are performed or executed by employees. A supervisor's approval (manual or electronic) implies that he or she has verified and validated that the activity or transaction conforms to established policies and procedures.
- Retention of records maintaining documentation to substantiate transactions.
- Supervision or monitoring of operations observation or review of ongoing operational activity.
- Physical safeguards usage of cameras, locks, physical barriers, etc. to protect assets and property of MQA. In addition, access to equipment, inventories, securities, cash and other assets is restricted.
- Top-level reviews analysis of actual results versus organizational goals or plans, periodic and regular operational reviews and other key performance indicators (KPIs).
- IT Security usage of passwords, access logs, etc. to ensure access restricted to authorized personnel.
- Controls over information processing A variety of control activities are used in information processing. Examples include edit checks of data entered, accounting for transactions in numerical sequences, comparing file totals with control accounts, and controlling access to data, files and programs.

R GUTTEE Chairperson M J S VALERE Board Member

# **Principle 6: Reporting with Integrity**

The Financial Statements for the year ended 30 June 2024 fairly present the state of affairs of the MQA and the results of its operation and comply with the International Financial Reporting Standards (IFRS) and the International Public Sector Accounting Standards (IPSAS). In addition, the going concern basis of accounting has been adopted in preparing the accounts. The Annual Report is submitted to the parent Ministry for onward transmission to the National Assembly and is also published on the MQA's Website.

# **Health and Safety**

Regarding health and safety issues, the MQA complies with the existing legislative and regulatory frameworks. Each year, an officer from the Occupational Safety and Health Division of the Ministry of Labour, Human Resource Development and Training carries out an inspection at the MQA and submits his/her observations. Corrective measures are taken to resolve any shortcomings identified.

# **Principle 7: Audit**

The Audit and Risk Committee has been set up to ensure that principles of corporate governance are being observed and to consider the effectiveness of the Authority's internal control system, including information technology security and control amongst others.

Besides, an internal audit exercise at the MQA is carried out from time to time by the Internal Auditors from the Ministry of Finance or the Ministry of Education for the execution of an internal audit exercise to recommend on improvement on all processes in line with the principles of good corporate governance.

In addition, the accounts of the MQA are audited by the National Audit Office on a yearly basis from 01 July of the past year until 30 June of the following year.

# Principle 8: Relation with Shareholders and Other Key Stakeholders

A representative of key stakeholders forms part of the composition of the Board and the MQA also organises workshops on policy matters and strategic direction in accordance with its mandate whereby all stakeholders are invited to participate. Moreover, the MQA has the collaboration of relevant stakeholders in the preparation of specific policies for the organisation.

# **Related Party Transaction**

Mr S Maudarbocus, Acting Director/Director at the Mauritius Institute of Training and Development (MITD) was a member (ex officio) of the MQA Board as well as a member of the Finance and Procurement Committee during the period 01 July 2023 to 30 June 2024. The MITD is a registered Training Institution with the MQA.

Mr Y Matabudul was the representative of Registered Private Training Institutions on the Board of the MQA. He is the Chief Executive Officer of Polytechnics Mauritius which is a registered Training Institution with the MQA. He was a member of the MQA Board and also chaired the Audit and Risk Committee of the MQA during the period under review.

Related party transactions were carried out at commercial terms and conditions.

# MQA ACHIEVEMENTS & ACTIVITIES

# Achievements & Activities of the MQA in 2023-2024

# **Registration of Training Institutions**

During the period under review, **50** new Training Institutions were registered by the MQA and **100** Training Institutions were granted renewal of registration. These training institutions operate both in Mauritius and in Rodrigues. They would have to meet strict requirements in accordance with all the criteria specified in the Authority's Quality Assurance Framework. From 01 July 2023 to 30 June 2024, Quality Audit was conducted in **150** Training Institutions.

ITEM/DESCRIPTION	NUMBER (July 2023 to June 2024)
Training Institutions Registered (New)	50
Renewal of Registration of Training Institutions	100
Quality Audit conducted in Training Institutions	150

# **Accreditation of Award Programmes**

In the year 2023/2024, **194** new training programmes were accredited.

Accreditation of an award programme is a multi-step activity, all of which is defined in the Quality Assurance Framework of the Authority. The outcome of the programme is the award of a certificate to successful candidates after a formal assessment exercise. This certificate is recognized as formal learning achievement. Award programmes are pitched on specific levels of the National Qualifications Framework (NQF), enabling students to find their learning pathway, should they want to study further.

# **Approval of Non-Award Courses**

The MQA also deals with applications for the approval of short courses, commonly termed as 'Non-Award Courses'. These are generally awareness courses, without any formal assessment of the learning achieved, and usually culminate with the issue of a Certificate of Attendance. Non-Award courses can be dispensed by duly MQA registered Training Institutions, companies or they can be run in-house subject to prior approval of the said courses by the Authority.

The request for approval of Non-Award Courses has constantly been on demand at the Authority, with **368** such courses approved for Employers and **3,287** for Training Institutions during the period 01 July 2023 to 30 June 2024.

# **Quality Assurance Framework**

The MQA has developed the Quality Assurance Framework (QAF) for the TVET sector in Mauritius in order to have an integrated set of policies, procedures, rules, criteria, tools and verification instruments and mechanisms that together will ensure and improve the quality provided by MQA registered and accredited Training Institutions. The QAF has been developed in line with international norms with a view to better regulating the education and training sector.

New application forms for registration of Training Institution and programme accreditation have therefore been redesigned.

With a view to easing the implementation of the QAF, the MQA has worked out Guidelines for the Quality Audit to be carried out at those registered Training Institutions, based on seven Quality Principles, namely:

- (i) Quality Management
- (ii) Management of Responsibilities
- (iii) Resource Management
- (iv) Design, Development and Revision of Learning Programme
- (v) Teaching, Training and Learning
- (vi) Assessment and Certification of Learning
- (vii) Evaluation and Improvement of Quality.

The Guidelines will help Training Institutions in implementing QAF within their institutions. In addition, a Code of Practice for Learner Guidance and Support has been worked out to support learners enrolling on programmes.

With a view to adhering to regulations in place, a set of implementing tools and guidelines have been implemented namely (i) Guidelines for Accreditation of Training Programme for Training Institutions (ii) Guidelines for Approval of Non-Award course for Training Institutions and (iii) Guidelines for Approval of Non-Award courses for Employers.

# Statistics on Complaints, Illegal Training & Court Cases

During the year 2023/2024, twelve (12) complaints against training institutions were lodged and seven (7) cases of illegal training were reported to the Authority.

Out of the nineteen (19) complaints handled by the Mauritius Qualifications Authority, two (2) were related to refund issues, thirteen (13) on training delivery, three (3) on issuance of certificate/testimonial, and one (1) was with regard to unauthorised use of MQA Logo.

Four (4) cases of illegal training were related to unauthorised training and were reported to police for necessary actions.

# **Court Cases**

MQA Officers attended Court for the following cases:

- (i) "Police" vs 'Miss Arianne Marie Tursan D'Espaignet École (Mauricienne) du bien-être Itée' (twice in attendance)
- (ii) "ICAC" vs "Ram Goolaup"- (thrice in attendance)
- (iii) Ann Doriana Gustave, Marie Lucinda Natacha Gustave Bougard, Jude Cédric Julien Georjie Gustave vs Mauritius Union Assurance Co Ltd (once in attendance)

# Cancellation of Registration as Training Institution

The registration as training institution of the following training institutions were cancelled:

Name of Training Institution	Date of Cancellation
Ved Holistic Care Centre Ltd	13 November 2023
Mit Consult Ltd	13 November 2023
The Task Consulting Ltd	20 November 2023
Absolute Beauty Ltd	29 March 2024
Modern College of Management &Technology	03 April 2024
Ltd	
New Secretarial School Limited	20 June 2024

# **Appeal**

One case of appeal against the decision of MQA was lodged by "The Task Consulting Ltd" to the Ministry of Education, Tertiary Education, Science and Technology and same has been set aside by the Appeal Committee and thus decision of MQA was maintained.

# Recognition of Prior Learning (RPL)

RPL is the acknowledgement through evaluation of a person's skills and knowledge acquired through previous training, work or life experience, which may be used to grant credit/s for module/s or unit standard/s.

An RPL Communication plan has been developed to bring more awareness about the RPL benefits and support scheme among the public and stakeholders. The plan highlights key actions that can be implemented in the short and medium term to reach out to potential RPL candidates.

In 2023-2024, ninety-two (92) applications for RPL were received and out of which twenty-eight (28) were cancelled. The active applications for the year under review thus stood at sixty-four (64).

# Recognition and Equivalence

MQA, being entrusted with the responsibility to cater for the Recognition and Equivalence of qualifications in the Technical and Vocational sector, has in 2023/2024 dealt with one hundred and twenty (120) cases of recognition of qualifications. These applications are mainly from Governmental Institutions, Employers, and recruiting agents as well as from the General Public for the purpose of employment and further studies. The qualifications are generally from overseas.

The MQA liaises with competent Authorities/Agencies in the country of origin in the process of determining recognition and equivalence of qualifications.

# Micro-credentials and National Credit Value and Transfer System

The Authority in collaboration with the Higher Education Commission (HEC) has filliped a policy framework for the implementation of Micro-credentials coupled with the monitoring of the National Credit Value and Transfer System to improve on accessibility, mobility and lifelong learning through strong collaborative workshop and capacity building with stakeholders in this area with the support of IIEP/UNESCO. In the same vein, a first submission for a pilot project towards the implementation of Micro-credentials in both the TVET and Higher Education sectors under the National Skill Development Strategy 2022-2026 has been worked out and submitted for funding at the Ministry of Labour, Human Resource Development and Training for sustaining the initiatives.

# **Enhancement of digitalisation of business operations**

The Authority has struck the balance between its regulatory function and its developmental role in the TVET sector by empowering registered Training Institutions to embrace the digital transformation. The MQA has fully implemented its Integrated Information System (IIS) within the spirit of business facilitation and empowerment to allow more employers to submit applications for approval for their own training programmes but within acceptable Quality Assurance standards.

# Recognition of Prior Learning (RPL) Support Scheme

The MQA in collaboration with HRDC has further supported the recognition of Skills and competencies obtained through unconventional mode and in a non-formal and informal manner for a second round of 100 employees. The RPL method has been improved to facilitate and promote access, completion of portfolio and ensure the propensity of success of the candidates at the assessment stage.

# Inclusion of New Qualification Type under the NQF

The NQF has been populated with a new qualification type namely the National School Certificate of Education (Technology Education) level 3 in the primary (secondary strand) in addition to the validation of a suite of National Qualifications at level 2 in the TVET strand under the Bright-up programme.

These qualifications are meant to provide alternative learning pathways to learners in a bid to harness their readiness to engage in high end training programmes.

# **Quality Assurance in TVET and Employability**

MQA has developed/reviewed 16 national qualifications and granted accreditation to 194 training programmes as well as granted approval to 3,655 short courses in various sectors of the Mauritian economy in a bid to keep up with the dynamic skill needs of the industry. The registration of 50 new training institutions and renewal of registration of 100 training institutions has enhanced access to new training opportunities in emerging sectors thereby creating a vibrant and skilled labour force as well as further promoting mobility at regional and international level.

# Events during the Period 01 July 2023 to 30 June 2024

# MQA Celebrating the Independence Day

On the occasion of 56<sup>th</sup> Independence Anniversary of the Republic of Mauritius in 2024, the MQA staff celebrated the Independence Day on the eve of 12 March 2024 by organising a flag hoisting in front of the MQA building followed by a cake cutting ceremony.



Flag Hoisting Ceremony Performed by MQA Staff

# MQA Celebrating the International Women's Day

As declared by the United Nations, "the world is facing many crises, ranging from geopolitical conflicts to soaring poverty levels and the escalating impacts of climate change. These challenges can only be addressed by solutions that empower women. By investing in women, we can spark change and speed the transition towards a healthier, safer, and more equal world for all." Furthermore "achieving gender equality and women's well-being in all aspects of life is more crucial than ever if we want to

create prosperous economies and a healthy planet." In 2024, the United Nations celebrated the International Women's Day under the theme "Invest in women: Accelerate progress."

At the MQA, we celebrated the International Women's Day on the eve (on 07 March 2024) where an ex-Board Member namely, Prof. (Mrs) K Naidoo who was the Executive Director at the Quality Assurance Authority and who is also a women activist in South Africa, addressed all members of the staff of MQA.



Prof. (Mrs) K Naidoo addressing the staff of MQA on the occasion of International Women's Day

# MQA Celebrating its 22<sup>nd</sup> Anniversary

The MQA celebrated its 22<sup>nd</sup> Anniversary of its existence on 09 May 2024 through the traditional cake cutting ceremony. On this occation, the Chairperson of the MQA Board was present and an award of certificate ceremony to successful Recognition of Prior Learning (RPL) candidates in the field of Special Education Needs was also organised. The successful candidates acquired their qualifications at Level 4 on the NQF in the above-mentioned sector.



Celebration of 22<sup>nd</sup> Anniversary of MQA and Award of Certificate to Successful RPL Candidates

# **Donation to Pure Mind Haven Shelter**

In the context of the 22<sup>nd</sup> anniversary of the MQA, an event was organised by the staff of the Authority for the children aged between 0 to 16 years of the Pure Mind Haven Shelter at Vacoas on Saturday 18 May 2024. The event included a lunch and donation in kind comprising food stuffs and basic amenities and gifts for the children.

This charitable act was in line with the policy of this Authority to help, in whatever way we could, people who are in dire poverty or who are in distress or come from difficult background. Such philanthropic activities had been organised in the past also through visits to other charitable institutions by the MQA.



Visit by MQA Staff to Pure Mind Haven Shelter

# FINANCIAL PERFORMANCE



On the Financial Statements of the Mauritius Qualifications Authority for the year ended 30 June 2024

-NATIONAL AUDIT OFFICE



# NATIONAL AUDIT OFFICE

# REPORT OF THE DIRECTOR OF AUDIT

# TO THE BOARD OF THE

# **MAURITIUS QUALIFICATIONS AUTHORITY**

# Report on the Audit of the Financial Statements

# **Opinion**

I have audited the financial statements of the Mauritius Qualifications Authority, which comprise the statement of financial position as at 30 June 2024 and the statement of financial performance, statement of changes in net assets/equity, cash flow statement and statement of comparison of budget and actual 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 Qualifications Authority as at 30 June 2024, and of its financial performance and cash flows for the year then ended in accordance with International Public Sector Accounting Standards (IPSASs).

# 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 Qualifications Authority 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.

# **Emphasis of Matter**

I draw attention to the following:

- The General Fund in the statement of financial position showed a deficit of Rs 63.4 million as at 30 June 2024 compared to a deficit of Rs 50 million as at 30 June 2023.
- Note 2.8 to the financial statements concerning increase in pension liability from Rs 51.9 million as of 30 June 2023 to Rs 62.6 million as of 30 June 2024.

My opinion is not modified in respect of these matters.

# **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 Qualifications Authority, 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 IPSASs, 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 Qualifications Authority'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 Qualifications Authority'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 Qualifications Authority'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 Qualifications Authority'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 Qualifications Authority 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

# **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.

In accordance with the requirements of the Statutory Bodies (Accounts and Audit) Act, I report as follows:

- (a) this Act, in so far as it relates to the accounts, has been complied with. No direction relating to the accounts has been issued by the responsible Minister to the Mauritius Qualifications Authority;
- (b) in my opinion, and, as far as could be ascertained from my examination of the financial statements submitted to me, expenditure incurred were not of an extravagant or wasteful nature, judged by normal commercial practice and prudence; and
- (c) in my opinion, the Mauritius Qualifications Authority has been applying its resources and carrying out its operations economically, efficiently and effectively.

### Public Procurement Act

In accordance with the requirement of the Public Procurement Act, the auditor of every public body shall state in his annual report whether the provisions of Part V of the Act have been complied with.

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

# **Basis for Opinion**

I performed procedures, including the assessment of the risks of non-compliance with laws and regulations, to obtain audit evidence to discharge my responsibilities as described in the 'Auditor's Responsibilities' section of my report as referred to below. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

# 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 Qualifications Authority'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 the 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 was of an extravagant or wasteful nature, judged by normal commercial practice and prudence;
- (d) in my opinion, the Mauritius Qualifications Authority has been applying its resources and carrying out its operations economically, efficiently and effectively; and
- (e) the provisions of Part V of the Public Procurement Act regarding the bidding process have been complied with.

DR D. PALIGADU Director of Audit

National Audit Office 14<sup>th</sup> Floor Air Mauritius Centre **PORT LOUIS** 

26 May 2025

# **FINANCIAL STATEMENTS**

# FOR THE YEAR ENDED 30 JUNE 2024

# **INDEX**

CONTENTS	PAGE
Statement of Financial Position	58-59
Statement of Financial Performance	60
Statement of Changes in Net Assets/Equity	61
Cash Flow Statement	62-63
Statement of Comparison of Budget and Actual Amounts	64-66
Notes to the accounts	67-80

Statement of Financial Position as at 30 June 2024

		30 June 2024	30 June 2023
ASSETS	<u>Notes</u>	Rs	Rs
1100110			
Current assets		7.0.00	
Trade and other receivables Car loan receivable	4	760,297	725,270
Cash and cash equivalents	5 6	249,133 4,744,560	690,463 6,028,624
Work-in-Progress	7	-	12,714,777
		5,753,990	20,159,134
Non-current assets		2,122,110	20,107,107
Property, plant and equipment	8	4,695,917	6,323,992
Intangible assets	8	10,423,356	449,054
Long term car loan receivable	5	419,342	668,474
E		15,538,615	7,441,520
Total Assets		21,292,605	27,600,654
LIABILITIES			
<b>Current liabilities</b>			
Trade and other payables	9	1,600,229	2,718,464
Employee benefit obligations	10	2,440,244	1,730,021
Car loan payable	11	249,133	690,463
		4,289,606	5,138,948
Non-current liabilities			
Employee benefit obligations	2.8, 10	79,974,437	71,796,957
Car loan payable	11	419,342	668,474
		80,393,779	72,465,431
Total Liabilities		84,683,385	77,604,379
Net Liabilities		(63,390,781)	(50,003,726)
EQUITY			
General fund	12	(63,390,781)	(50,003,726)
Total Equity		(63,390,781)	(50,003,726)

# The Notes to the Accounts on pages 67 to 80 form part of the financial statements.

These Financial Statements have been by:	en approved by the Board on 28 October 2024 and signed on its behalf	
Mr R Guttee, Chairperson	THE STATE OF THE S	
Mi K Guttee, Champerson	Saw_	
Mrs M J S Valère, Board		

# Statement of Financial Performance for the year ended 30 June 2024

	Notes	Year ended 30 June 2024 Rs	Year ended 30 June 2023 Rs
REVENUE		TC5	TCS
Non-Exchange Transactions	13	23,572,842	29,718,092
Exchange Transactions	14	18,495,658	17,579,501
Total Revenue		42,068,500	47,297,593
EXPENSES			
Operating expenses	15	40,247,156	38,138,167
Administrative expenses	16	8,184,821	8,005,285
Finance costs	17	115,194	60,721
		48,547,171	46,204,173
Profit(/Loss) for the year		(6,478,671)	1,093,420

The Notes to the Accounts on pages 67 to 80 form part of the financial statements.

# Statement of Changes in Net Assets/Equity for the year ended 30 June 2024

	General Fund Rs
Balance as at 01 July 2022	(43,923,394)
Balance as at 01 July 2022	(43,723,374)
Employee Benefits Obligation Adjustments	(8,345,070)
Employee Benefits Obligation - Past service liability contribution	1,076,340
Prior Year Adjustments for Creditors and Prepayments	94,978
Profit for the period July 2022 to June 2023	1,093,420
Balance as at 30 June 2023	(50,003,726)
	General Fund Rs
Balance as at 01 July 2023	
Balance as at 01 July 2023  Employee Benefits Obligation Adjustments	Rs
	Rs (50,003,726)
Employee Benefits Obligation - Past service liability	Rs (50,003,726) (8,025,134)
Employee Benefits Obligation - Past service liability contribution	Rs (50,003,726) (8,025,134) 1,000,000

# Cash Flow Statement for the year ended 30 June 2024

	Year ended 30 June 2024	Year ended 30 June 2023
Cash flows from operating activities	Rs	Rs
Deficit for the year Adjustments for:	(6,478,671)	1,093,420
Depreciation Loss on disposal	4,382,740 104,872	1,965,320
Employee benefit obligations and prior year adjustments	(6,908,384)	(7,173,752)
	(8,899,443)	(4,115,012)
(Increase)/decrease in accounts receivable	13,370,213	(3,527,348)
Increase/(decrease) in employee benefit obligations	8,887,703	10,637,466
Increase/(decrease) in accounts payable	(1,808,697)	(1,740,425)
Cash generated /(absorbed ) from operations	11,549,776	1,254,682
	( )	
Interest paid	(79,309)	(177,514)
Interest received	79,309	177,514
Net cash inflows/(outflows) from operating activities	11,549,776	1,254,682
Cash flows from investing activities		
Purchase of property, plant, equipment and intangible assets	(12,833,840)	(2,218,676)
Net cash used in investing activities	(12,833,840)	(2,218,676)
Cash flow from financing activities Car loan received	-	-
Car loan disbursed  Net cash from financing activities		- -
Net increase in cash and cash equivalents	(1,284,064)	(963,994)

Cash and cash equivalents at beginning of period	6,028,624	6,992,618
Cash and cash equivalents at end of period	4,744,560	6,028,624

The Cash Flow Statement was prepared using the indirect method.

Cash and cash equivalents consist of Cash at Bank and cash in hand as disclosed at Note 6. All assets acquired were financed by capital grant received from the Government.

# Statement of Comparison of Budget and Actual Amounts For the year ended 30 June 2024

Item	Item Budgeted				
	Oviginal	Davisad	Actual	Variances	Comments
	Original Rs	Revised Rs	Amounts Rs	Rs	
Income		140		240	
Recurrent					
Opening balance	3,487,000	3,487,000	3,516,428	(29,428)	
Income from fees	16,800,000	16,800,000	18,397,500	(1,597,500)	
Government grant	28,000,000	28,000,000	23,572,842	4,427,158	
Other income	-	208,700	216,106	(7,406)	
Total	48,287,000	48,495,700	45,702,876	2,792,824	
Canital					
Capital					
Government grant	2,000,000	2,000,000	-	2,000,000	
Total	2,000,000	2,000,000	-	2,000,000	
<b>Total Income</b>	50,287,000	50,495,700	45,702,876	4,792,824	
Expenditure					
Recurrent					
Basic Salary	20,925,000	18,650,000	18,292,104	357,896	Vacant positions not yet filled
Compensation	655,000	1,000,000	947,975	52,025	
Allowances	450,000	575,000	472,023	102,977	
End of year bonus	1,800,000	1,680,000	1,692,756	(12,755)	
Gratuity/annual leaves refund	-	1,047,900	1,047,900	-	
Sick leave	1,200,000	1,827,100	1,826,980	120	
Travelling & transport	3,500,000	3,300,000	2,725,605	574,395	Actual claims paid
Overtime	175,000	200,000	192,795	7,205	
Staff welfare	75,000	75,000	75,616	(616)	
Passage benefits	1,200,000	1,900,000	1,928,403	(28,403)	Payment in accordance with actual claims received

Family Protection Scheme/National Pension Fund/Medical insurance contributions	1,080,000	980,000	915,841	64,159	
Contribution Sociale Généralisée	1,700,000	1,450,000	1,318,533	131,467	Vacant positions not yet filled and staff on leave without pay
Pension	2,600,000	2,350,000	2,308,809	41,191	Vacant positions not yet filled and staff on leave without pay
Total staff costs	35,360,000	35,035,000	33,745,340	1,289,661	
Telephone bills	1,900,000	1,200,000	1,073,115	126,885	Bills for the month of June 2024 received in July 2024
Rental of building and related charges	5,257,000	4,076,200	3,519,862	556,338	Rental for June 2024 paid in July 2024
Postage	25,000	20,000	8,015	11,985	Saving due to increase in digital correspondences
Cleaning materials	60,000	40,000	39,588	412	
Office sundries	200,000	149,500	148,719	781	
Maintenance - buildings	200,000	175,000	137,336	37,664	No major repairs were carried out
Insurance - fire and allied perils, employer's liability, group personal accident, public liability etc	150,000	150,000	123,100	26,900	Payment as per actual claims
Maintenance and insurance of vehicles	180,000	135,000	137,987	(2,987)	
Maintenance - furniture, office & IT equipment	1,675,000	1,950,000	1,304,224	645,776	Payment of maintenance costs of IIS made in FY 2024/2025

Stationeries, printing and publications	305,000	275,000	151,789	123,211	Saving due to increase in digital correspondences
Books and periodicals, Magazine and Newspapers	25,000	25,000	18,878	6,122	
Advertising & Publicity	125,000	60,000	73,830	(13,830)	Advertisement for vacant positions
Mission expenses	150,000	250,000	184,297	65,703	
Fees to Chairman and members of Board and Committees	1,500,000	900,000	880,250	19,750	
Fees for training	150,000	150,000	53,462	96,538	
Audit fees	100,000	100,000	-	100,000	Claim paid in FY 2024/2025
Legal and professional fees	225,000	225,000	164,000	61,000	Provision for legal charges not materialised
Hospitality and ceremonies	125,000	55,000	93,203	(38,203)	
Seminar and workshops	500,000	450,000	150,000	300,000	Workshops carried forward to FY 2024/2025
International membership	75,000	75,000	68,240	6,760	
Total Goods and Services	12,927,000	10,460,700	8,329,895	2,130,805	
Total	48,287,000	45,495,700	42,075,235	3,420,466	
Total	10,207,000	15,175,700	12,013,233	5,120,400	
Capital					
Acquisition of assets	2,000,000	5,000,000	-	5,000,000	Tender launched in FY 2023/24, implemented in FY 2024/25
Total	2,000,000	5,000,000	-	5,000,000	
Total Expenditure	50,287,000	50,495,700	42,075,235	8,420,466	

# NOTES TO THE FINANCIAL STATEMENTS

# For the year ended 30 June 2024

# 1 GENERAL INFORMATION

The Mauritius Qualifications Authority (MQA) situated at Pont Fer, Phoenix, was established as a corporate body under the Mauritius Qualifications Authority Act 2001 and came into operation in May 2002.

The Authority operates under the aegis of the Ministry of Education, Tertiary Education Science and Technology.

The objects of the MQA are:

- (a) to develop, implement and maintain a National Qualifications Framework;
- (b) to ensure compliance with provisions for registration and accreditation of Training Institutions; and
- (c) to ensure that standards and registered qualifications are internationally comparable.

### 2 SIGNIFICANT ACCOUNTING POLICIES

# 2.1 Basis of Accounting

The financial statements comply with International Public Sector Accounting Standards (IPSAS) issued by the International Public Sector Accounting 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.

The financial statements have been prepared on a going-concern basis and on the accrual basis of accounting. The measurement base applied is historical cost.

The financial statements have been prepared for the 12 months ended 30 June 2024 with comparative figures for the 12 months ended 30 June 2023.

The financial statements are presented in Mauritian Rupees.

The principal accounting policies adopted in the preparation of these financial statements are set out below.

# 2.2 Standards Issued but not yet Effective

New and revised Standards that have been issued but not yet effective as at 30 June 2024 are either not relevant to the Authority's operations or do not have material impact on the accounting policies and disclosures of the financial statements ended 30 June 2024.

# 2.3 Property, plant and equipment

Property, plant and equipment are stated in the Statement of Financial Position at cost less accumulated depreciation. Depreciation is charged so as to write off the cost of assets over their estimated useful lives using the straight-line method on the following bases:

	<u>Rate (%)</u>
- Office Equipment	20
- Furniture and Fittings	10
- Hardware	20
- Software	20
- Motor Vehicles	10

Since last year the hardware and software acquired mainly under the Integrated Information System have been capitalized and depreciated over the economic useful life which has been estimated at 5 years.

The gain or loss arising on the disposal of an asset is determined as the difference between the sales proceeds and the carrying value of the asset and is recognised in the Statement of Financial Performance.

Depreciation is charged in full in the month following acquisition and no depreciation is charged in the year of disposal.

# 2.4 Trade receivables

Trade receivables are stated at their nominal value. The carrying amount of trade receivables is reduced when a trade receivable is uncollectible.

# 2.5 Accounts payable

Accounts payables are stated at their nominal value.

### 2.6 Car Loans

Car loans are disbursed to the MQA by the parent Ministry on applications by eligible employees as part of their conditions of service. The loans are executed by way of a registered agreement between the MQA and the employees. The car loans which bear an interest of 4% or 3% per annum are repayable monthly over a period of five to seven years. The balances of principal amounts are shown as short-term and long-term loans.

Corresponding carrying amounts are shown under receivables.

# 2.7 Grants

All government grants received are treated in line with IPSAS 23 "Revenue from Non-Exchange Transactions (Taxes and Transfers)" and are recognized as Non-Exchange transactions in the Statement of Financial Performance in the period in which the transfer becomes binding.

# 2.8 Employee benefits

# (i) Defined Benefits Pension Plan

The Authority makes provision for retirement benefits in respect of all employees who are on establishment under the Statutory Bodies Pension Act. The MQA Staff Pension Fund is a defined benefit plan and its assets are managed by the State Insurance Company of Mauritius (SICOM) Ltd. The cost of providing the benefit is determined in accordance with an actuarial review.

As from 01 July 2018 IPSAS 39 is applicable for pension benefits.

The plan is a defined benefit arrangement for the employees, and it is a funded plan. The assets of the funded plan are held independently and administered by SICOM Ltd.

The defined benefit pension plan for the Authority is based on the report submitted by SICOM Ltd as at 30 June 2023 and 30 June 2024.

at 30 June 2023 and 30 June 2024.	Year ended 30 June 2024	Year ended 30 June 2023
	Rs	Rs
Amount recognised in the statement of financial		
position at end of year:		
Defined benefit obligation	125,315,504	110,101,300
Fair value of plan assets	(62,690,900)	(58,220,608)
Liability recognised in statement of financial		
position at end of year:	62,624,604	51,880,692
Amounts recognised in statement of financial performance:		
Current service cost	3,932,092	3,572,038
Employee Contributions	(1,318,502)	(1,080,313)
Fund expenses	175,677	173,333
Net Interest expense/(revenue)	3,001,334	2,181,396
P&L charge	5,790,601	4,846,455
Remeasurement		
Liability (gain)/loss	9,747,547	8,272,723
Asset (gain)/loss	(1,722,413)	72,347
Net Assets/Equity (NAE)	8,025,134	8,345,070
Total	13,815,735	13,191,524

3.6		
Movements in liability recognised in statement of financial position:		
	<b>71</b> 000 60 <b>2</b>	41.026.125
At start of year	51,880,692	41,926,135
Amount recognized in statement of financial	5 700 (01	4 046 454
performance	5,790,601	4,846,454
(Past service liability contribution)	(1,000,000)	(1,076,340)
Contributions paid by employer	(2,071,823)	(2,160,626)
Amount recognized in NAE	8,025,134	8,345,070
At end of year	62,624,604	51,880,692
	Year ended	Year ended
	30 June 2024	30 June 2023
	Rs	Rs
Reconciliation of the present value of defined benefit obligation	110 101 200	04.116.612
Present value of obligation at start of period Current service cost	110,101,300 3,932,092	94,116,613 3,572,038
Interest Cost	6,489,711	5,148,673
Benefits paid	(4,955,147)	(1,008,747)
Liability (gain)/loss	9,747,547	8,272,723
Present value of obligation at end of period	125,315,503	110,101,300
Reconciliation of fair value of plan assets	, ,	, ,
Fair value of plan assets at start of period	58,220,608	52,190,478
Expected return on plan assets	3,488,377	2,967,277
Employer contributions	2,071,823	2,160,626
Employee contributions	1,318,502	1,080,313
Past service liability contribution	1,000,000	1,076,340
Benefits paid + other outgo	(5,130,823)	(1,182,080)
Asset gain/(loss)	1,722,413	(72,347)
Fair value of plan assets at end of period	62,690,900	58,220,608
Distribution of plan assets at end of period		
	2024	2023
Percentage of assets at end of period		
Fixed Interest Securities and Cash	49.9%	53.9%
Loans Local equities	3.1% 15.2%	2.8% 14.0%
Overseas bonds and equities	31.3%	28.8%
Property	0.5%	0.5%
Total	100.0%	100.0%

Additional disclosure on assets issued or used by the reporting entity

	2024	2023
Percentage of assets at end of year	%	%
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

# Components of the amount recognized in NAE

	2024	2023
	Rs	Rs
Asset experience gain/(loss) during the period	1,722,413	(72,347)
Liability experience gain/(loss) during the period	(522,324)	(8,272,723)
Liability gain/(loss) due to change in financial assumptions	(9,225,223)	N/A
	(8,025,134)	(8,345,070)

Year 2024/2025 Expected employer contributions 2,297,040

Weighted average duration of the defined benefit obligation 17 years (calculated as a % change in PV of liabilities for a 1% change in discount rate)

The plan is exposed to actuarial risks such as: investment risk, interest rate risk, longevity risk and salary risk. The risk relating to death in service benefits is re-insured.

The cost of providing the benefits is determined using the Projected Unit Method. The principal assumptions used for the purpose of the actuarial valuation were as follows:

	Year ending	Year ending		
	30 June 2024	30 June 2023		
Discount rate	5.70%	6.03%		
Future salary increases	4.50%	4.50%		
Future pension increases	3.50%	3.50%		
Mortality before retirement		NIL		
Mortality in retirement	PA (90) Tables	PA (90) Tables rated down by 2 years		
Retirement age	65 Y	Zears Zears		

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

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

- If the discount rate would be 100 basis points (one percent) higher (lower), the defined benefit obligation would decrease by Rs 18.8 million (increase by Rs 23.7 million) if all other assumptions were held unchanged.
- If the expected salary growth would increase (decrease) by 1%, the defined benefit obligation would increase by Rs 11.5 million (decrease by Rs 10.2 million) if all assumptions were held unchanged.

- If life expectancy would increase (decrease) by one year, the defined benefit obligation would increase by Rs 3.4 million (decrease by Rs 3.4 million) if all assumptions were held unchanged.

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

# ii) Defined Contribution Pension Plan

As from the year 2014 the SICOM Ltd is also managing a defined contribution pension scheme for the Authority whereby the rate of contribution is 12% for employer and 6% for employee.

Under the defined contribution scheme, usually the pension benefit at retirement is not known in advance as it depends on the level of contributions made which in turn depend on the salaries of each employee during his employment, the level of investment returns earned on these contributions and the cost of converting the sum built up into a pension at the time of retirement.

# iii) State Plan

Contributions to the National Pension Scheme are expensed to the Statement of Financial Performance in the period in which they fall due.

# 2.9 Revenue recognition

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

Revenue is measured at the fair value of the consideration received or receivable.

Revenue is classified between Exchange and Non-Exchange transactions.

Fees are recognised as Exchange transactions and comprises mainly the invoiced value for processing and registration of Training Institutions, Accreditation of Programmes, approval of Non-Award Courses, Recognition and Equivalence of qualifications. Revenue is recognised in the year of receipt for registration of Training Institutions for which the validity for registration is granted for 3 years.

## 2.10 General Fund

It is the Authority's policy to transfer any surplus or deficit for the year to the General Fund.

# 2.11 Contingent Liabilities

Provision for contingent liabilities arising from pending litigations against the Authority for the period under review has not been recognized in the statement of financial position as settlement is uncertain and not probable.

# 3 FINANCIAL RISK MANAGEMENT

A description of the various risks to which the Authority is exposed is shown below as well as the approach taken by management to control and mitigate those risks.

#### 3.1 Credit Risk

The Authority's activities expose it to financial credit risk. This is primarily attributable to its trade receivables. There is no significant concentration of credit risk with exposure spread to a large number of customers. The Authority has policies in place to ensure that credit facilities are given to customers with an appropriate credit history.

# 3.2 Operational risk management

Operational risk, which is inherent in all organisations activities, is the risk for financial loss and business instability arising from failures 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 minimising these risks may outweigh the potential benefits.

# 3.3 Legal risk

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

It includes risks arising from:

- (a) indadequate 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 unauthorised for a company and which may attract a civil or criminal fine or penalty).
- (c) Failure to protect the Authority's property (including its interest in its premises).
- (d) The possibility of civil claims (including acts or other events which may lead to litigations or other disputes).

The Authority identifies and manages legal risk through the effective use of its legal adviser.

## 4 TRADE AND OTHER RECEIVABLES

		Year ended 30 June 2024	Year ended 30 June 2023
		MUR	MUR
	Deposit on rental of premises	101,688	101,688
	Prepayments and other debtors	658,609	623,582
	Total	760,297	725,270
5	CAR LOAN RECEIVABLE		
		Year ended 30	Year ended 30
		<b>June 2024</b>	<b>June 2023</b>
		MUR	MUR
	Total car loan receivable	668,475	1,358,937
	Proportion receivable within 1 Year	249,133	690,463
	Proportion receivable after 1 Year	419,342	668,474

# 6 CASH AND CASH EQUIVALENTS

Cash and Cash Equivalents consist of cash in hand and at bank. Cash and Cash Equivalents included in the Cash Flow Statement comprised the following Statement of Financial Position amounts:

	Year ended 30 June 2024	Year ended 30 June 2023		
	MUR	MUR		
Cash at bank Cash in hand	4,743,338 1,222	6,025,549 3,075		
Total	4,744,560	6,028,624		

# 7 WORK-IN-PROGRESS

	Year ended 30 June 2024	Year ended 30 June 2023
	MUR	MUR
Integrated Information System	-	12,714,777
Total	12,714,777	12,714,777

	Intangible - Software	Rs	489,309	12,465,840	1	12,955,149		40,255	2,491,538	•	2,531,793		10,423,356	449,054
	Total – Property, Plant & Equipment	Rs	16,492,805	368,000	2,591,052	14,269,753		10,168,813	1,891,202	2,486,179	9,573,836		4,695,917	6,323,992
	Hardware To	Rs	9,449,813	368,000	723,735	9,094,078		4,729,576	1,602,022	718,863	5,612,735		3,481,343	4,720,238
ingible assets	Motor Vehicles	Rs	2,903,621	•	994,450	1,909,171		1,513,324	190,907	894,449	809,782		1,099,389	1,390,297
	Furniture & Fittings	Rs	1,956,226	ı	112,766	1,843,460		1,914,590	22,806	112,766	1,824,630		18,830	41,636
ipment and Int	Office Equipment	Rs	2,183,145	1	760,101	1,423,044		2,011,323	75,467	760,101	1,326,689		96,355	171,821
8 Property, plant & equipment and Intangible assets		COST	At 1 July 2023	Additions	Disposals	At 30 June 2024	DEPRECIATION	At 1 July 2023	Charges for the year	Disposals	At 30 June 2024	NET BOOK VALUE	At 30 June 2024	At 30 June 2023

# 9 TRADE AND OTHER PAYABLES

	Year ended 30 June 2024	Year ended 30 June 2023 MUR 2,718,464	
Trade creditors and accruals	MUR 1,600,229		
Total	1,600,229	2,718,464	

# 10 EMPLOYEE BENEFIT OBLIGATIONS

	Year ended 30 June 2024	Year ended 30 June 2023
	MUR	MUR
Current Liabilities		
Provision for passage benefits	384,391	651,815
Provision for sick leave	1,609,452	1,078,206
Provision for vacation leave	446,401	-
	2,440,244	1,730,021
Non Current Liabilities		
Provision for passage benefits	1,153,175	1,955,447
Provision for sick leave	8,330,842	9,269,159
Provision for vacation leave	7,865,813	8,691,657
Pension Fund	62,624,607	51,880,694
	79,974,437	71,796,957
Total	82,414,681	73,526,978

Employees' entitlement to bank sick and vacation leave as defined in PRB Report (the regulatory body for remuneration of MQA employees) are recognised as and when they accrue to employees.

The balance of sick leave in excess of 110 days which is refundable has been classified as short-term liability in addition to those that are due and payable within one year.

25% of the passage benefits amount is considered as short-term liability in addition to those that are due and payable within one year and the remaining 75% is classified as long-term liability.

# 11 TERM CAR LOAN PAYABLE

	Year ended 30 June 2024	Year ended 30 June 2023
Total car loan payable	MUR 668,475	MUR 1,358,937
Proportion payable within 1 Year	249,133	690,463
Proportion payable after 1 Year	419,342	668,474

# 12 GENERAL FUND

	Year ended 30	Year ended 30
	<b>June 2024</b>	<b>June 2023</b>
	MUR	MUR
Opening balance	(50,003,726)	(43,923,394)
Profit for the year	(6,478,671)	1,093,420
Pension Fund Adjustment	(8,025,134)	(8,345,070)
Employee Benefits Obligation - Past service		
liability contribution	1,000,000	1,076,340
Prior Year Adjustments	116,750	94,978
Closing balance	(63,390,781)	(50,003,726)

# 13 REVENUE FROM NON-EXCHANGE TRANSACTIONS

	Year ended 30	Year ended
	<b>June 2024</b>	30 June 2023
	MUR	MUR
Capital grant	-	5,123,707
Grant received for revenue expenditure	23,572,842	24,594,385
Total	23,572,842	29,718,092

# 14 REVENUE FROM EXCHANGE TRANSACTION

	Year ended 30 June 2024	
	MUR	MUR
Fees	18,393,000	17,487,500
Miscellaneous	102,658	92,001
Total	18,495,658	17,579,501

# 15 OPERATING EXPENSES

	Year ended 30	Year ended 30
	<b>June 2024</b>	<b>June 2023</b>
	MUR	MUR
Staff cost	35,575,906	35,034,654
Staff training	53,462	1,020,170
Overseas mission	184,297	68,239
International membership	50,750	49,784
Depreciation	4,382,741	1,965,320
Total	40,247,156	38,138,167

# 16 ADMINISTRATIVE EXPENSES

	Year ended	Year ended
	30 June 2024	30 June 2023
	MUR	MUR
Books, periodicals, magazines and newspapers	23,263	12,958
Seminar and workshops	150,000	107,761
Maintenance of premises	140,096	136,816
Repairs and maintenance of equipment	1,280,208	737,697
Motor vehicle expenses	142,059	106,488
Publicity and advertisement	65,205	-
Printing, postage, stationery and publications	127,126	227,995
Rental and related charges	3,823,191	3,718,599
Legal fees	120,000	184,000
Audit fees492	100,000	100,000
Telephone	1,072,501	1,091,802
Committees	881,500	1,236,768
Staff welfare and hospitality	150,246	145,367
Insurance of equipment	45,437	42,365
Miscellaneous expenses	63,989	156,669
	8,184,821	8,005,285

The Mauritius Qualifications Authority currently rents 522.8 m<sup>2</sup> office space from MITD and the lease is classified as operating lease. As at 30 June 2023 the present value of the operating lease payment is Rs 1,374,277/- (5 months).

# FINANCE COSTS Year ended 30 June 2024 Year ended 30 June 2023 MUR MUR Bank charges 115,194 60,721 Total 115,194 60,721

## 18 BUDGET

17

The budget for the period July 2023 to June 2024 is approved on a cash basis by economic nature classification and the financial statements are prepared on the accrual basis.

A reconciliation of the actual amounts on a comparative basis as presented in the Statement of Comparison of Budget and Actual Amounts with the figures in the Statement of Financial Performance is presented below.

	Year ended 30 June 2024
	Rs
Receipts	
Actual amount on Comparative Basis as presented in the Statement of Comparison of	
Budget and Actual Amounts	42,186,448
Adjustment in fees and other income	(117,948)
Amount in the Statement of Financial Performance	42,068,500
Payments Actual amount on Comparative Basis as presented in the Statement of Comparison of Budget and Actual Amounts	42,075,235
Basis differences:	42,070,200
Pension adjustment	3,718,779
Change in creditors/prepayments	226,626
Depreciation charge	4,382,741
Employee benefits obligations (Sick leave, vacation leave & Passage Benefits)	(1,856,210)
Amount in the Statement of Financial Performance	48,547,171

# 19 EVENTS AFTER THE STATEMENT OF FINANCIAL PERFORMANCE DATE

There are no material events subsequent to the Statement of Financial Performance date.

# 20 REPORTING CURRENCY

These financial statements are presented in Mauritian Rupees because it is the currency of the primary economic environment in which the Authority operates.

## 21 EMPLOYEE DISCLOSURE

At 30 June 2024 the MQA had thirty-two full-time employees out of which fifteen were administrative staff.

# 22 KEY MANAGEMENT PERSONNEL

The management of the MQA is carried out by key personnel including the Director, Deputy Director and Managers who are responsible for managing the activities of the organisation. The aggregate remuneration of key management personnel was Rs 6.7 million for the period July 2023 to June 2024.

# 23 RELATED PARTY TRANSACTIONS

Parties which are considered to be related to the MQA are other ministries and departments, mostly represented on the MQA Board, if they have the ability, directly or indirectly, to control the MQA or exercise significant influence over the financial and operating decision making, or vice versa. Related party transactions were generally carried out at commercial terms and conditions.

Eligible employees are granted duty free facilities and/or loans for the purchase of a car as prescribed in the PRB Report.

There are no other loans to key management personnel or to other categories of staff.

# WAY FORWARD

# **Trends and Challenges**

# **Enhancing Legal Framework**

There is a need to make provision in the MQA Act and Regulations to enhance enforcement powers for monitoring and inspection by the MQA officials and designated persons and also to cancel registration of Training Institutions (TIs), Accreditation, Recognition, and Equivalence.

Furthermore, the MQA must continuously ensure the prevalence of a conducive learning environment imbued with high level of quality assurance standards especially in context where learning and teaching is being technology driven. The learning context has become even more complex with the advent of generative artificial intelligence (Gen AI) and a basis for making learning and teaching practices exceeding current regulations. Thus, there is a constant pressure to change the current regulatory framework in a bid to enhance relevancy and fitness of purpose.

# **Improving Service Delivery**

Too much resource intensive processes slow down service delivery. There is a need for streamlining of all processes and reducing paperwork.

The MQA will have to ensure business continuity amidst uncertainties.

# **Tapping External Expertise**

Difficulties in obtaining well qualified and competent Experts and Resource Persons representing the various sectors.

# Fostering Relevance and Adequacy of Qualifications

To ensure relevance and adequacy of qualifications for employability (as per labour market demand) in Mauritius.

# **Curbing Proliferation of Low-Level Qualifications**

Changes in proliferation of low-level qualifications bearing title of diploma, in duration of programmes at each level, local programme v/s foreign programmes (substantial variation e.g. National Certificate 1100hrs and City & Guilds 300hrs for Level 3 qualifications), in mode of delivery like online programmes and courses which are recognised but not offered in country of origin.

# Reviewing Organizational Structure to Cater for New Challenges and Exigencies

After more than 20 years of operation, there is a need to review the organizational structure to provide a better service to its stakeholders and to meet new challenges and exigencies in the TVET sector and the world of work.

# Giving Impetus to Recognition of Prior Learning

The current challenges for the Recognition of Prior Learning are the low uptake and poor knowledge of RPL.

- Limited in Fields and Levels across NQF
- Resource Intensive
- Credit Transferability
- Recognition by Public and Private Service

# Rethinking Recognition and Equivalence of Qualifications

- Absence of an explicit Regulatory Framework for Recognition & Equivalence and Authentication of Certificates for local qualifications
- Difficulty in obtaining recognition information in a timely manner and high costs associated in accessing international NARIC databases

# **Improving Data Collection**

Submission of information on learner's enrolment and achievement by Training Institutions

# **Strategic Direction**

The Strategic Direction encapsulates what the MQA aims to achieve in the coming years and the strategic actions to be there. Thus, a series of Key Strategic Milestones to be achieved are outlined for the next five years in a changing education and training landscape. To make it happen, key strategic actions have been formulated and eventually a five-year plan would be spelt out notwithstanding the fact that constant evaluation of activities would be undertaken. This plan acts as an enabling framework for conscious and planned actions and fosters a new sense of purpose.

# A NEW CONTEXT – FACING THE CHALLENGES IN THE EDUCATION & TRAINING SECTOR

Mauritius was already in a state of flux when numerous challenges were already glaring the world in terms of skills and competencies requirements, especially with the changing nature of work as a result of advances in technology. As a country that values its population as its main asset, the education and training landscape was set to be redefined significantly through its new Government Programme 2020-2024 towards ensuring enhanced social inclusiveness and equality of opportunity through empowerment.

It should be recalled that significant reform at the level of the primary and secondary sectors with the nine-year schooling has already set the pace for the emergence of a new educational configuration responsive to the requirements of a more sophisticated society and equipping our children with the basic 21st century skills. In the same vein, the new institutional arrangement of the Higher Education (HE) sector, following the Higher Education Act, sets out the tone for nurturing a strong and versatile human resource base that reconciles with the aspirations of a high-income economy. More so, the Skills Development Authority Act provides for the establishment of a new institution that would confer awarding powers to training providers in the Technical and Vocational Education and Training (TVET) sector.

Amidst all these reforms, the National Qualifications Framework remains a critical part of this new architecture of the Mauritian educational and training system. It has served its purpose over the years by establishing a basis for improving the quality, accessibility linkages and recognition of qualification locally and internationally. To retain their relevance and effectiveness, qualifications will need to respond to current and emerging workforce and social needs. Their delivery should be done in ways that meet learners' needs and circumstances as well as boosting the trust of learners, employers and the community generally.

The traditional role of formal qualifications is increasingly challenged by new forms of learning. Many people gain skills and experience in a variety of settings outside the formal educational and training system.

Many current job roles will become redundant but new ones will also emerge with roles that require new skill sets that would still be needed to humanise a technology-driven society. Skills required for sustainable development and which address climate change are also important.

Now, more than ever before, workplace will require rethinking and its transformation is ineluctable. The Work from Home (WFH) concept is now more than ever real and will impact on our usual way of life. Teamwork and collaboration are increasingly valued as collective rather than individual initiative and achievement. Innovation is no more just a buzz word but unless it continuously enshrines in our practices, with mindfulness and compassion, we all can navigate in uncertainties, thus the need to plan for preparedness.

# A NEW ROLE

Our role is to ensure that our qualifications are accepted as credible and robust, both nationally and internationally. This will be achieved by positioning ourselves as a leading and strong qualifications authority by establishing a culture of innovation and strengthening our capacity to face new challenges. We will also engage and maintain a focus on excellence in everything we do and led by our organisational values to foster a strong and leading qualification system that would respond to the needs of a changing society.

# STRATEGIC MILESTONES

## 1. STRATEGIC MILESTONE ONE

With the ongoing effect of new technology, particularly artificial intelligence, transforming the world of work through its power to analyse, aggregate and disseminate information, including new knowledge, we will ensure that all our services and processes are fully digitalised and paperless and adaptive in a constant state of disruption and innovation.

<u>Strategic Intent 1.1:</u> Foster a new working culture that embraces digital technology to face upcoming challenges

1.1.1 Develop a new set of organisational values that reconcile with a technology driven environment

- 1.1.2 Implement a change management programme
- 1.1.3 Build organisational capacity to manage change in a context of digitalization

# <u>Strategic Intent 1.2:</u> Optimise use of organisational resources for a quality service whilst being in a constant state of preparedness and responsiveness

- 1.2.1 Develop a Performance Management Framework with new Standard Operating Procedures (SOPs) and Key Performance Indicators (KPIs) for fully digitalized service
- 1.2.2 Set up a resource planning committee to assess and develop resource requirements for maintaining operational capacities at all levels including initiatives to respond to crisis situations
- 1.2.3 Develop a computerised infrastructure in terms of Information Technology (IT) requirements (connectivity, bandwidth, server, data storage capacity) to ease effective interaction with internal and external customers

# Strategic Intent 1.3: Ensure sustainable organisational growth and capability

- 1.3.1 Build a new organisational competence through learning and sharing by developing a Competency Framework
- 1.3.2 Improve financial accountability and sustainability by focusing on FinTech and by reviewing and tapping on available sources of funding (regionally and internationally) whilst adopting project-based approach in a context of limited resources
- 1.3.3 Redesign our organisational structure and review roles of administrative and technical staff to cater for current and future needs
- 1.3.4 Introduce online delivery of service (virtual, work from home, out of office) by embracing up-to-date practices

# <u>Strategic Intent 1.4:</u> Improve interactivity with stakeholders

- 1.4.1 Enhance sound public relation with different stakeholders for effective and productive interaction
- 1.4.2 Build a new online platform (website, social media, blog) with interactive features to enhance service delivery

#### 2. STRATEGIC MILESTONE TWO

To retain their relevance and effectiveness, we will continuously ensure that the NQF qualifications respond to current and emerging workforce and social needs, are delivered in ways that meet learners' needs and circumstances, and are trusted by learners, employers and the community generally.

# <u>Strategic Intent 2.1:</u> Engage in a review process of the NQF so that it becomes a more responsive instrument in the national education system

- 2.1.1 Carry out consultation exercises with key stakeholders to remain contemporary, fit for purpose and consistent with best practices
- 2.1.2 Agree on an implementation roadmap for the NQF review
- 2.1.3 Formulate a comprehensive set of policies and regulations for the revised NQF

<u>Strategic Intent 2.2:</u> Promote transparency, trust and strong linkages of qualifications across the education sectors for better relevancy and coherency

- 2.2.1 Engage all stakeholders (education, employers, providers and industry) in the promotion and development of qualifications pathways across the National Qualifications Framework
- 2.2.2 Contribute towards promotion of Technical and Vocational Education and Training (TVET) as an engine of development and develop permeability and pathways from TVET to Higher Education

<u>Strategic Intent 2.3:</u> Lead in the development of a National Credit Accumulation and Transfer System (NCATS) and Register

- 2.3.1 Develop Policies and Regulations to introduce National Credit Accumulation and Transfer System (including micro credentials)
- 2.3.2 Establish a Learner Management Information System (LMIS) (online register) to keep and maintain records on learners' achievements based on credit system
- 2.3.3 Implement NCATS Roadmap

<u>Strategic Intent 2.4:</u> Engage in further referencing of the NQF with international Qualifications Frameworks

- 2.4.1 Develop new linkages (e-linkages) with foreign NQF bodies to mutually support in endeavours and projects related with NQF
- 2.4.2 Develop the readiness for the alignment of NQF at regional level and international level (Regional Qualifications Framework-RQF; European Qualifications Framework-EQF and Association of Southeast Asian Nations (ASEAN) Qualifications Reference Framework-AQRF

## 3. STRATEGIC MILESTONE THREE

We will ensure that the concept of 'learning and training everywhere, anytime' is fully imbued in our education and training landscape

# <u>Strategic intent 3.1:</u> Promote the culture of Competency Based Education and Training

- 3.1.1 Facilitate development of market-driven and up-to-date competency based national qualifications with flexibility in credit certification.
- 3.1.2 Establish and maintain an online centralised up-to-date repository of occupational/competence standards and the NQF
- 3.1.3 Engage in advocacy for competency-based qualifications

# <u>Strategic intent 3.2:</u> Enhance access to new learning modes and pathways for greater mobility within and between education sectors, NQF levels and qualifications

- 3.2.1 Promote access and certification by including new modes of learning for all learners (not limited within a training centre)
- 3.2.2 Build capacity of training providers on Competency-Based Education and Training to ensure effective delivery including Work-Based learning and online mode
- 3.2.3 Foster new modes of competency-based assessment leading to credit certification through multi-stakeholders' involvement
- 3.2.4 Facilitate recognition and comparability of qualifications for greater mobility
- 3.2.5 Enhance the policy and legal framework for Recognition of Prior Learning (RPL)

## Strategic intent 3.3: Improve quality assurance and facilitate learning delivery

- 3.3.1 Address Quality Assurance (QA) from a more holistic perspective such that it focuses on the following key areas and their interconnectedness: Policy & Governance, Qualifications and Standards, Delivery, Assessment, Validation, Certification and Evaluation
- 3.3.2 Reinforce leadership of stakeholders in creating a quality learning ethos and strengthen capacity of Training Institutions to assure coherence and synergy among curriculum development, pedagogy and assessment of learning outcomes in the learning processes
- 3.3.3 Benchmark QA to international QA frameworks whilst addressing upcoming challenges in terms of new technology driven landscape

## 4. STRATEGIC MILESTONE FOUR

We will ensure that our Regulations and Policies are risk-based, impactful to the community and resonate with regional and international best practices

# **Strategic intent 4.1:** Foster research for policy development

4.1.1 To put in place a research and development mechanism to keep the organisation responsive and innovative

- 4.1.2 Build capacity for research
- 4.1.3 Solicit collaborative research with stakeholders locally, regionally and internationally

# Strategic intent 4.2: Ensure policy development is evidence and risk based

4.2.1 Continuously mitigate risks and re-evaluate policies and training / educational practices and benchmark against international norms to address policy gaps

# **APPENDICES**

# List of New Registered Training Institutions for the Period 01 July 2023 to 30 June 2024

SN	NAME OF INSTITUTION	ADDRESS	TELEPHONE	MANAGER	PROGRAMME OFFICER
1	ABHYAS LTD	Riviere Baptiste Road La Laura St Pierre	434 0973	Ms Alla Kozyreva	Ms Rumi Ghosh
2	AFRICA E- LEARNING LIMITED	2nd Floor Noah Wealth Centre Silk Road Jinfei Smart City Riche Terre Terre Rouge	5939 8503 236 3385	Mr Deven Marianen	Mr Deven Marianen
3	AQUATICS LIFEGUARDING LIMITED	23 Avenue de Plevitz Plaisance Rose Hill	5771 4899	Mr Soureindra Seebaluck	Mr Soureindra Seebaluck
4	ARABIC LANGUAGE SOLUTIONS LTD	Robinson Lane 2 Phoenix	606 2301	Mr Mohammad Ollite	Mr Mohammad Ollite
5	AS TOUCH INSTITUTE LTD	16, Mamode Hassen Cadinouche Street Port Louis	5766 2950	Mrs Amiirah Hajee Sheriff	Mrs Amiirah Hajee Sheriff
6	ASCENTRIX CONSULTING LTD	The Catalyst 2nd Floor Office 208 Silicon Avenue Cybercity Ebene	460 4289	Mr Avinash Ramtohul	Mr Avinash Ramtohul
7	BEYOND FUTURE LTD	90B S.Soopramanien Street Rose Hill	5926 4812 463 3088	Mrs Farahnaaz Boodhoo Cassoomally	Mrs Farahnaaz Boodhoo Cassoomally
8	BLUE CONNECT LTD	6th Floor, Wing B Shri Atal Bihari Vajpayee Tower Ebene	5252 2540 404 2700	Mr Alexandre Gregory Legrie	Mr Percy Clifford Hang- Ket
9	BONSAÏ CAMP LTD	125 Menagerie Road Cassis Port Louis	5500 9123	Mr Victor Vartan Eric Bohbot	Mr Victor Vartan Eric Bohbot

SN	NAME OF INSTITUTION	ADDRESS	TELEPHONE	MANAGER	PROGRAMME OFFICER
10	C. CELESTIN LTD	Constantin Lane Castel	686 5981	Ms Léthicia Esther Celestin	Mr Claude Celestin
11	CLIMAX PRODUCTION LTD	Morcelllement Constance Poste de Flacq	5432 4400	Mr Jean Daniel Berty Charlot	Mr Reshamkanth Trinetr Busgeet
12	CONFEDERATION OF INTERNATIONAL TALENTS LTD	No 230 The Junction Calebasses Branch Road	5780 9141	Mr Paresh Chandraprakash Harwani	Mrs Deepika Yashasvinee Panchoo
13	DP TRAINING CONSULTANTS LTD	28, Lataniers Avenue Morc St Jean Quatre Bornes	465 0593	Mr Garbeth Didier Hurree	Mr Garbeth Didier Hurree
14	EDUPRO CO LTD	07, Queen Street Rose Hill	460 4955 5862 6607	Mrs Mayuri Devi Bunwaree- Ramlackhan	Mrs Mayuri Devi Bunwaree- Ramlackhan
15	FOREVER LEARNING CENTRE LTD	FLC Centre Lot No.9 (Opposite Marketing Board) Bon Air Moka	434 0779	Mr Goowtam Singh Ramtohul	Mr Goowtam Singh Ramtohul
16	GLAM'S UP THERAPY LTD	Royal Road Chamouny	5829 2771	Mrs Sunita Veeriah	Mrs Sunita Veeriah
17	GLOBAL COACHING SOLUTIONS LTD	Georges Guibert Street 5th Floor, Block B Astor Court Port Louis	213 2100	Mrs Asha Ramtohul	Mrs Susham Devi Rughoo Audit
18	GSK SAFETY SOLUTIONS CO LTD	Maref Mon Tresor Investment 1, Mon Tresor Business Gateway Mon Tresor Road Plaine Magnien	637 0668	Mr Khirajsingh Tajoo	Mr Khirajsingh Tajoo
19	HUMAN DEVELOPMENT TRAINING & SERVICES LTD	1, Bolaky Lane Rose Hill	466 8396	Mrs Andrée Marielle Gyliane Requin	Mrs Marie Lourdes Jacqueline Ginette Bardet Fernand
20	IGNITECH LTD	Lot 49 Morcellement Highland Rose Phoenix	660 7000	Mr Alexandre Louis Mee Goupille	Mr James Clarance Andrew Castel

SN	NAME OF INSTITUTION	ADDRESS	TELEPHONE	MANAGER	PROGRAMME OFFICER
21	INFINITI TRAINING & SKILLS LTD	Young Bros Building Royal Road Goodlands	5942 7361 5823 7363	Mr Sai Sanjeeva Oogathoo	Mr Chetandeo Maunick
22	INTEGRATED & SUSTAINABLE DEVELOPMENT LTD	Quartier Militaire Road Wooton Curepipe	673 1849	Mr Pradeep Kumar Singh Jagutpal	Mr Andatta Teelokee
23	KEYS OF EXCELLENCIA LIMITED	Centre Jean Le Brun Farquhar Street Rose Hill	5786 6762	Mrs Vandita Ladkoo	Mrs Vandita Ladkoo
24	KNOWLAB LIMITED	Unit S3, 2nd Floor Crown Court 21 Queen Street Rose Hill	5259 0919	Mr Mohammad Belal Aadil Hassan Elaheebucus	Mr Belal Aadil Hassan Elaheebucus
25	KOI2NEWS LTD	Crown Court Building 2nd Floor 21, Queen Street Rose Hill	5939 3936	Ms Sabrina Arrius-Pardies	Mr Jérôme Michel Arrius- Pardies
26	MAURITIUS CARGO COMMUNITY SERVICES LTD	Level 4, Hermes House Inova Business Park Riche Terre	5803 8366 206 2970	Mr Vishal Bundhoo	Mrs Vimi Seetamah Poliah- Appadu
27	MOUVEMENT D'AIDE À LA MATERNITÉ	6, Rue Notre Dame de Lourdes Rose Hill Centre	466 0742	Mr Marie Jean Claude Désiré Abel	Mr Marie Jean Claude Désiré Abel
28	NAVY AND YAN LIMITED	Glen Park Vacoas	684 6574	Mr Yajnyandra Nath Varma	Mrs Indira Nath Varma
29	NEOFIN COMPANY LIMITED	2nd Floor, Suite B 182A, Royal Road Beau Bassin	5259 5545	Mr Farhad Razaack Ahmed Dahall	Mr Farhad Razaack Ahmed Dahall
30	NORTHWEST INTERNATIONAL HOTEL SCHOOL COMPANY LIMITED	Jin Fei Economic Zone Silk Road Riche Terre Noah Wealth Center	5789 0389	Mr Fabien Gilbert Goonee	Mr Fabien Gilbert Goonee

SN	NAME OF INSTITUTION	ADDRESS	TELEPHONE	MANAGER	PROGRAMME OFFICER
31	NSHK HAIRDRESSING BEAUTY CARE TRAINING LTD	Trotter Street Beau Bassin	4895148	Mrs Nazlee Khatib	Mrs Nazlee Khatib
32	OCEANGOERS TRAINING LTD	Taylor Smith House Old Quay D Road Port Louis	206 3333 206 3390	Mrs Marie Sandy Nathalie Brasse	Mrs Samantha Chumanlall
33	PAUL JAMES CO. LTD	42, Labourdonnais Avenue Quatre Bornes	5946 2790	Mr Paul Patick Vitry	Mr Paul Patick Vitry
34	PEOPLE POWER LTD	Office 11, First Floor Nouvelle Usine Mangalkhan Floréal	5775 3193	Mr James Van der Westhuizen	Mr James Van der Westhuizen
35	PHOENIX BEVERAGES LIMITED	5th Floor, Phoenix House Royal Road Pont Fer Phoenix	601 2000	Mr Dharamraj Narayya	Mrs Marie Noelle Estelle Pierre François Carmagnole
36	POWERLEDGE LTD	1st Floor Hitech Centre Coastal Road Pointe aux Sables Port Louis	2354934	Mr Anwar Hussein Vayid Jaddoo	Mr Mohammad Bilall Monodee
37	ROCKFIN HOLDINGS LTD	Hotel Avenue Suite 306, Level 3 Ebene House	468 7332	Mrs Shaheen Abdul Carrim	Mrs Shaheen Abdul Carrim
38	ROGERS CAPITAL TECHNOLOGY SERVICES LTD	1st Floor Rogers House No5, President John Kennedy Street Port Louis	211 7801	Mrs Doomila Seewoosurrun	Mr Hans Thierry Archimede Abraham
39	RSVP SHAPING TALENT LTD	Manghalkan Floreal	689 1222	Mrs Natalie Anne Stone	Mrs Natalie Anne Stone
40	SECURITY SERVICES GUIDING CENTER LTD	No 8, Richelieu Branch Road Coromandel	233 2097	Mr Dharamsingh Hosanee	Mr Dharamsingh Hosanee
41	SHELDON BUSINESS SCHOOL LTD	La Ferme Avenue & Gungama Lane Palma Quatre Bornes	5817 1908	Ms Bibi Nausheen Alladin	Ms Bibi Nausheen Alladin

SN	NAME OF INSTITUTION	ADDRESS	TELEPHONE	MANAGER	PROGRAMME OFFICER
42	SKC TRAINING CENTRE LTD	B6 Road Wooton Curepipe	670 6700	Mr Chetan Singh Rye Bhoojedhur	Mr Chetan Singh Rye Bhoojedhur
43	SS TUTORS LTD	Royal Road Les Manhattan Complex Curepipe	673 4475 5819 5910	Mr Shekar Sarju	Mr Shekar Sarju
44	TAXAND (MAURITIUS) LIMITED	33, Edith Cavell Street Port Louis	213 9936 5255 1110	Mr Feroz Hematally	Mr Feroz Hematally
45	TEAM ENGAGEMENT LTD	Rue de l'Institut Office 1, 7th Floor, Iconebene Ebène	5449 7277 5919 4131	Mrs Uma Ashok Kumar Desai- Ramrekha	Mrs Uma Ashok Kumar Desai- Ramrekha
46	THE MAURITIUS ASSOCIATION OF FRIENDS OF THE SOVEREIGN ORDER OF MALTA	Celicourt Antelme Street Rose Hill	463 1060	Ms Marie Estelle Charlane Kong- Chee-Ting	Mr Paramanen Mootoosamy
47	THE SECURITY SCHOOL LTD	5 Rue de Courson Curepipe	676 1000	Mrs Julia Simone de Chasteauneuf	Mr Wedy Ramasamy
48	TOUCH OF GRACE LTD	Avenue Francois Mitterand Central Flacq	5420 2024	Mr Manveer Kishtoo	Mr Manveer Kishtoo
49	UNIVERSAL INTEGRATIVE HEALTH FOUNDATION	13, Domaine de Mont Calme La Mivoie Tamarin	5791 3418	Mrs Jennita Kavita Jnana Beekharry	Mrs Jennita Kavita Jnana Beekharry
50	VGR COMMUNICATIONS LTD	1st Floor Buswell House 1D, Buswell Avenue Quatre Bornes	260 2040 5254 0890	Mr Govindaswami Ramalingum	Mr Govindaswami Ramalingum

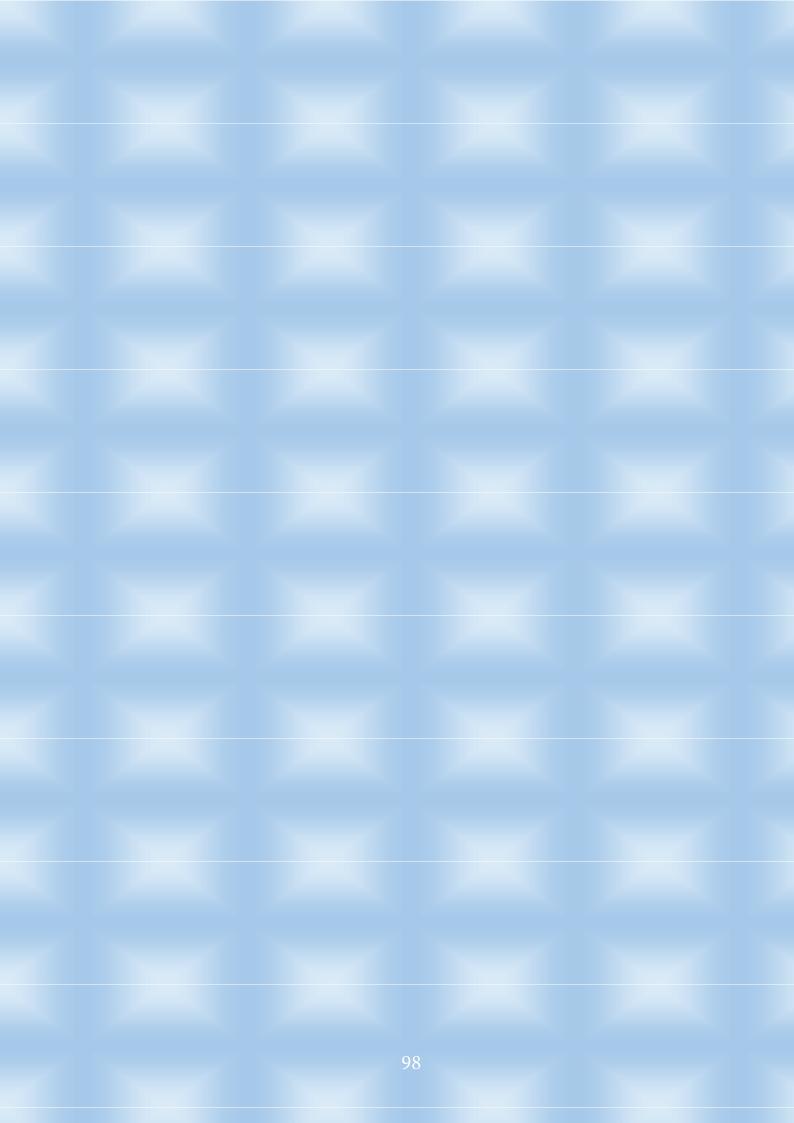
# List of Qualifications Reviewed/Validated for the Period 01 July 2023 to 30 June 2024

SN	LIST OF QUALIFICATIONS VALIDATED	REVIEWED/ VALIDATED
1	National Certificate Level 4 in Health Care Assisting	Reviewed
2	National Certificate Level 4 in Information Technology	Reviewed
3	National Certificate Level 5 in Information Technology	Reviewed
4	National Diploma Level 6 in Information Technology	Reviewed
5	National Certificate Level 5 in Health Information Management and Clinical Coding	Validated
6	National Certificate Level 2 in Housekeeping	Reviewed
7	National Certificate Level 4 in Food Production	Reviewed
8	National Certificate Level 2 in Garment Making and Handicraft with Bright-Up	Validated
9	National Certificate Level 2 Agriculture with Bright-Up	Validated
10	National Certificate Level 2 in Electrical and Plumbing Works with Bright-Up	Validated
11	National Certificate Level 2 in Light Engine Mechanics with Bright-Up	Validated
12	National Certificate Level 2 in Construction Work with Bright-Up	Validated
13	National Certificate Level 2 in Aluminium and Woodwork with Bright-Up	Validated
14	National Certificate Level 2 in Hospitality Services with Bright-Up	Validated
15	National Certificate Level 5 in Conciergerie	Validated
16	National Certificate Level 4 in Sustainable Agriculture	Validated

# Committee Set Up towards the Fulfilment of MQA Functions

# Meetings of Recognition & Equivalence Committee

COMMITTEE	NAME OF CHAIRPERSON	NO. OF MEETINGS
Recognition & Equivalence Committee	Dr R Ramdass  Manager Quality Assurance Services  Assigned duties of Deputy Director	5
(From 01 July 2023 to 30 June 2024)	(Until December 2023)  Mr S Bhunjun  Manager Learner Attainment & Information Services  (As from January 2024)	7





Mauritius Qualifications Authority
6<sup>th</sup> & 7<sup>th</sup> Floors, Mutual Aid Building
Hyvec Business Park, 15 A6 Wall Street, Ebène Cybercity, Ebène
Tel: (230) 4909000 - Fax: 4687957 - Email: office@mqa.mu - Website: www.mqa.mu