# RT OF THE RECTOR OF AUDIT

On the Financial Statements of the Tourism Employees Welfare Fund for the year ended 30 June 2023

NATIONAL AUDIT OFFICE\_



# NATIONAL AUDIT OFFICE

# REPORT OF THE DIRECTOR OF AUDIT TO THE BOARD OF THE TOURISM EMPLOYEES WELFARE FUND

#### Report on the Audit of the Financial Statements

#### **Opinion**

I have audited the financial statements of the Tourism Employees Welfare Fund, which comprise the statement of financial position as at 30 June 2023 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 Tourism Employees Welfare Fund as at 30 June 2023, and of its financial performance and cash flows for the year then ended in accordance with the 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 Tourism Employees Welfare Fund in accordance with the INTOSAI Code of Ethics, together with the ethical requirements that are relevant to my audit of the financial statements in Mauritius, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

#### **Key Audit Matters**

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

#### Other Information

Management is responsible for the other information. The other information comprises the information included in the annual report of the Tourism Employees Welfare Fund, 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 Tourism Employees Welfare Fund'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 of overseeing the Tourism Employees Welfare Fund'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 Tourism Employees Welfare Fund'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 Tourism Employees Welfare Fund'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 Tourism Employees Welfare Fund to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

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

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

#### Report on Other Legal and Regulatory Requirements

#### Management's Responsibilities for Compliance

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

#### Auditor's Responsibilities

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

- (a) I have obtained all the information and explanations which to the best of my knowledge and belief were necessary for the purpose of the audit;
- (b) the Statutory Bodies (Accounts and Audit) Act and any directions of the Minister, in so far as they relate to the accounts, have been complied with;

- (c) in my opinion, and, as far as could be ascertained from my examination of the financial statements submitted to me, any expenditure incurred is of an extravagant or wasteful nature, judged by normal commercial practice and prudence;
- (d) in my opinion, the Tourism Employees Welfare Fund 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.

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

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

#### Statutory Bodies (Accounts and Audit) Act

I have obtained all information and explanations which to the best of my knowledge and belief were necessary for the purpose of my audit.

As far as it could be ascertained from my examination of the relevant records:

- (a) the Tourism Employees Welfare Fund has complied with the Statutory Bodies (Accounts and Audit) Act; and
- (b) no direction relating to the accounts has been issued by the responsible Minister to Tourism Employees Welfare Fund.

Based on my examination of the records of Tourism Employees Welfare Fund, nothing has come to my attention that causes me to believe that:

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

#### Public Procurement Act

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.

DR D. PALIGADU Director of Audit

National Audit Office Level 14, Air Mauritius Centre PORT LOUIS

29 April 2024



# TOURISM EMPLOYEES WELFARE FUND

ANNUAL REPORT AS AT 30th JUNE 2023



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Financial Statement for year ended 30th June 2023



#### Message from the Chairman

It gives me immense pleasure to associate myself with the presentation of the Annual Report for the financial year 2022/2023. It provides me with the opportunity to report to the stakeholders of the Tourism Industry on the stewardship responsibility that had been entrusted to the Board of the Tourism Employees Welfare Fund in the betterment of the life of the employees of the Tourism sector and their families.

Having acquired an enlarged local and international experience in the Hospitality industry, I have been able to team up successfully with the TEWF management so as to bring my contributions toward the betterment of the lives of the employees of this noble sector and their families.

Tourism Industry plays a vital role in the global economy, cultures, and individuals. It has a significant impact on local economies, promotes cultural exchange, and helps preserve heritage sites. Tourism has emerged as an engine of growth worldwide, and Mauritius is no exception. The country's tourism sector is one of the fastest-growing socio-economic sectors, fuelling economic growth and creating jobs and business opportunities.

The tourism sector has contributed significantly to the economic growth of Mauritius, improving the living standards of its population and uplifting many people from poverty and marginalization. Over the past two decades, tourist arrivals have increased at an average annual rate of 9%, with a corresponding increase of about 21% in tourism receipts. According to Statistics Mauritius, there will be an estimated 1.3 million visitors to Mauritius by December 2023, compared to 997,290 in December 2022. This represents a recovery rate of 93.6% compared to pre-pandemic arrivals in 2019 and contributes approximately 5% to the Gross Domestic Product (GDP) of the island.

The vision of the Government as set out in the Mauritius Tourism Strategic Plan is to make Mauritius "A leading and sustainable island destination". In line with this objective the Tourism Employees Welfare Fund (TEWF) has in line with its mandate to set up schemes and projects for

the promotion of the social and economic welfare of employees of tourism enterprises and their families implemented a wide range of social, financial and educational schemes to cater for the needs of the employees of the tourism sector and their families both in Mauritius and Rodrigues.

Building upon the accomplishments of the past years, the TEWF have identified several key priorities for 2023 that will guide our initiatives and efforts. These are:

- (i) Restore Tourist Traveler confidence
- (ii) Support the Tourism industry in its recovery and growth
- (iii) Improve sustainable tourism practices
- (iv) Encourage the young generation to be involved in the Tourism industry through motivating initiatives.

To this end the TEWF have implemented various training programs opened to the employees of the tourism sector. The challenge is how to meet the work force requirement to sustain the growth of the industry so as to operate at the pre Covid 19 level of 2019. The TEWF is encouraging the youngsters to join the industry by carrying sensitisation campaign among the unemployed on the attractiveness of employment in the sector and providing them with on job training in the different field of service.

On a concluding note, I would like to express my gratitude and appreciation to the Board members and the Secretary for their valued support and the staff of the TEWF for their continued collaboration in the furtherance of the objectives set up by the Fund to cater for the welfare of the employees of the Tourism sector and their families.

Together let us navigate the challenges ahead and works towards a brighter future for the tourism industry. By aligning our efforts with our key priorities, we will strive to make a meaningful impact on the lives of tourism employees and the sustainability of the sector.

Mr Abdool Rackib Jeewoth

Chairperson

29th September 2023



#### Message from the Secretary

I am pleased to present the annual report for the 2022/2023 of the Tourism Employees Welfare Fund. It is with great pride that we reflect on the accomplishments and progress made over the past year which has been a challenging one for the tourism industry. However, despite the difficulties, we have remained committed to our mission of supporting and improving the lives of employees and their families of the tourism sector.

The Tourism Employees Welfare Fund has been instrumental in supporting the well-being of more than 34,000 employees and their families within this sector. We have worked closely with human resource managers and employee representatives to introduce new welfare initiatives, ensuring that our programs align with the evolving needs of our workforce.

The Tourism Employees Welfare Fund has in line with its mandate to set up schemes and projects for the promotion of the social and economic welfare of employees of tourism enterprises and their families implemented a wide range of social, financial and educational schemes to cater for the needs of the employees and their families. Our objective is to create a conducive environment both withing and outside the working environment for the employees so that in return they could render a quality service to tourists visiting their institutions. We have with the help of our partners carried on job training to enable the employee to (i) identify customer needs (ii) design and deliver service to meet those needs (iii) seek to meet and exceed customer expectations (iv) seek feedback from customers (v) act on feedback to continually improve service (vi) communicate with customers and(vii) have plans in place to deal with service problems. Mahatma Gandhi said, "A customer is the most important visitor in our premises. He is not dependent on us; we are dependent on him. He is not an interruption in our work, he is the purpose of it. He is not an outsider in our business, he is part of it". At the TEWF we believe that we have to put ourselves in the shoes of our client

so as to know their expectations and make them feel they are important and we do that by being genuine and humble.

On the other hand, we are carrying awareness campaign in hotels and other tourism enterprises so that the employees are made aware of the various services offered by the Fund for their welfare. We encouraging them to make use of our on-line application system to apply for any scheme and loans to which they are entitled. The same facilities are being offered to both the employees in Mauritius and those working at Rodrigues.

I would like to express my sincere gratitude to the TEWF Board and the Chairperson for their unwavering support and guidance throughout the year. Their dedication and commitment have been instrumental in achieving our objectives and ensuring the success of our programs. I would also like to extend my appreciation to all TEWF staff members for their hard work and dedication. Their efforts have been invaluable in implementing our policies, projects, and programs effectively. Looking ahead, we remain committed to serving the needs of tourism employees and their families. We will continue to explore new opportunities and initiatives that contribute to their overall well-being.

S. Goorapah

theyal

Secretary

28th September 2023.

### 1.0 The Tourism Employees Welfare Fund-Profile

The Tourism Employees Welfare Fund (TEWF) has been set up under the TEWF Act 2002 to provide for the social and economic welfare of employees of tourism enterprises and their families. It became operational since August 2003. As per section 16(1), every employer and employee of a tourism enterprise shall make a monthly contribution to the Fund which is currently Rs 60 for the employer and Rs20 for the employee.

#### 1.1 Objects of the Fund

The objects of the Fund shall be to set up schemes and projects and generally, to carryout such other activities as may be considered desirable for promoting the welfare of employees of tourism enterprises and their families.

#### 1.2 Vision of the TEWF

The vision of the Tourism Employees Welfare Fund is to be a leading organization in the provision of welfare activities for the employees of the Tourism sector and their families.

#### 1.3 Mission of the TEWF

The mission of the Tourism Employees Welfare Fund is to "provide for the social and economic welfare of the employees of the tourist enterprises and their families".

## 1.4 Functions of the Tourism Employees Welfare Fund Board

The main functions of the TEWF are:

- (a) Carryout such activities and do all such acts and things as appear requisite and advantageous for the furtherance of the objects of the Fund;
- (b) Grant loans from the Fund to employees for such purposes and on such terms and conditions as it may determine:
- (c) Without prejudice to the generality of paragraph (a), invest any surplus remaining in the Fund in such manner as the Board may determine:

(d) acquire, purchase, take lease, hire, hold, enjoy movable and immovable property of every description and mortgage, transfer or otherwise dispose of, deal in any movable or immovable property belonging to the Fund upon such terms as the Board may think fit;

#### 1.5 Need for Welfare

In order to diligently supports the employees of the tourism industry to sustain the growth of the sector, the TEWF has been implemented an array of social, educational, financial welfare schemes and programs to satisfy the welfare needs of the employees of the Tourism sector and their families. These schemes are designed to:

- (i) Boost the productivity of the employees at work.
- (ii) Meet the leisure needs of the employees and their families.
- (iii) Improve the quality of life of the employees both in their work environment and at home and
- (iii) Maintain excellence in service delivery.

#### 2.0 Schemes

#### 2.1 Educational Schemes

#### SC Grant

The School Certificate Grant had been set up to reward candidates who passed the School Certificate with a maximum of 10 units. The Grant is a one-off gift of Rs 5,000.

#### **HSC Grant**

The HSC Grant of an amount of Rs 10,000 is payable to children who have passed the Higher School Certificate with 5A in their respective field of study.

#### The Laureates Gift

The laureate Gift of Rs 20,000 is payable to children of employees working in the Tourism sector who have been declared Laureate in their respective field of study at the Higher School Certificate examination.

#### **TEWF Scholarship**

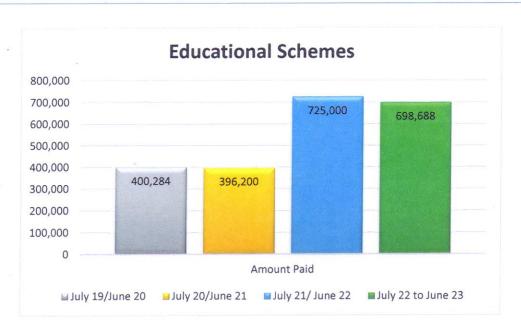
This scholarship is for children of employees working in Tourism Enterprise who have been admitted to full time award study at any registered University or training institution in Mauritius and whose parent is drawing a maximum basic Salary of Rs 15,000 per month. The scheme covers the registration fee or any other fees up to an amount of Rs 5,000 per annum for a maximum of three years.

#### **Training of Employees**

This scheme is a one-off grant representing 40 % of the total amount paid for the course up to a maximum of Rs 10,000. The Grant is payable where the employee had successfully completed an award certificate/diploma/degree.

Table1: Educational Schemes paid

	June 19/July 20		July 20/J	June 21	July 21	/June 22	July 22	2/June 23
	Amt Paid	No of Beneficiaries	Amt Paid	No of Beneficiarie s	Amt Paid	No of Beneficiaries	Amt Paid	No of Beneficiaries
SC Grant	75,000	15	10,000	2	275,000	55	165,000	33
HSC Grant	30,000	3	10,000	1	140,000	14	100,000	100
The Laureates Gift	40,000	2			20,000	1	20,000	1
TEWF Scholarship	175,300	19	133,700	26	110,000	22	45,000	9
Training of Employees	79,984	9	242,500	25	180,000	18	368,688	37
TOTAL	400,284	48	396,200	54	725,000	110	698,688	180



#### 2.2 Social Schemes

#### **Retirement Gift**

The Retirement gift is payable to an employee who retires voluntarily from the Tourism sector after attaining the age of 55 years and contributed to the Fund for at least 10 years.

The Retirement Gift payable is as follow: -

SN	Years of Contribution	Amount (Rs)
1	0 to <10 years	Nil
2	+10 to < 15 years	3,000
3	Over 15	5,000

#### **Death Grant-Employee**

The Death Grant of Rs 10,000 is payable for any employee who passed away while the latter was still under employment. This Grant is payable to the person who can satisfy the TEWF that he had borne the funeral expenses or to the spouse who was living under the same roof with the employee at the time of death or on the presentation of an affidavit of the deceased employee.

#### **Death Grant for Dependent Relative**

A Death Grant for Dependent Relatives of Rs 5,000 is payable to an employee whose dependent relative had passed away. Dependent relative includes unemployed spouse or a retired husband or child under 18 or a child over 18 following full-time education or who cannot earn a living because of a physical or mental disability.

#### Marriage Gift Scheme

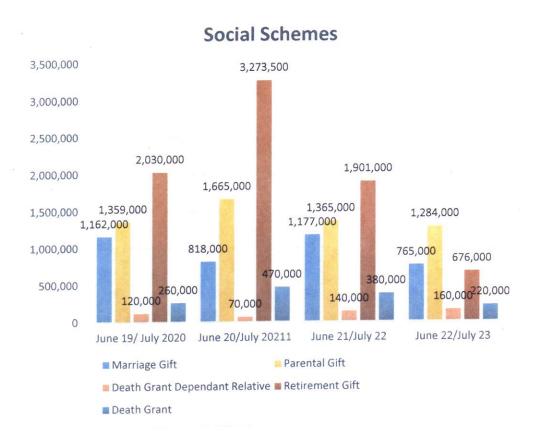
The Marriage Gift which of Rs 3,000 is payable to employees who have contributed to the Fund for at least one year on their getting civilly married for the first time.

#### Parental Gift Scheme

The Parental Gift is a cash gift of Rs 3,000 payable to either husband or wife if both of them are employed in the tourism sector.

#### Social Schemes paid:

	June 19/ Ju	ly 2020	June 20/Ju	ıly 20211	June 21/Ju	ly 22	June 22	July 23
Marriage Gift	1,162,000	291	818,000	263	1,177,000	392	765,000	255
Parental Gift	1,359,000	453	1,665,000	555	1,365,000	455	1,284,000	428
Retirement Gift	2,030,000	311	3,273,500	639	1,901,000	380	676,000	140
Death Grant	260,000	26	470,000	47	380,000	38	220,000	22
Death Grant Dependant	120,000	24	70,000	14	140,000	28	160,000	32
Total	4,931,000	1105	6,296,500	1518	4,963,000	1293	3,105,000	877



#### 3.0 Financial Schemes/Loans

#### Computer Loan

The Government is encouraging investment in the ICT Sector. To meet the challenge of making Mauritius a Cyber Island computer literacy is very important. A loan scheme of a maximum amount of Rs 40,000 at interest rate of 5% for the purchase of a computer had been set up. The repayment is over a period of 36 months.

#### Multi-Purpose Loan

A maximum loan of Rs 75,000 at 7.5 % interest per annum repayable in 48 equal monthly instalments is put at the disposal of the employees. The aim of this loan is to enable the employee to meet various types of expenses: House decoration, medical expenses, marriage related expenses etc.

#### **Educational Loan**

This is a loan of Rs 40,000 at an interest rate of 5% repayable in 36 monthly instalments for employees undergoing further training or for the educational needs of their wards.

#### **Overseas Travel Loan**

The Travel loan is of a maximum of Rs100,000 at 7.5% interest per annum, refundable in 48 monthly instalments for employees who wish to travel over the world except to Rodrigues, where the amount allocated is Rs50,000 per applicant for a family of two persons.

#### Loan Disbursement

Loan Type/ Year	July 18 to June 19	July 19 to June 2020	July 20 to June 2021	July 21 to June 22	July 22 to June 23
Multipurpose	36,600,000	22,595,000	50,000	100,000	150,000
Computer					
Educational	70,000			,	
Motor Cycle					
Travel Loan	800,000	300,000			
TOTAL	37,470,000	22,895,000	50,000	100,000	150,000

# **4.0 TEWF Activities**

## **4.1 TEWF Housekeeping Competition**

The TEWF had organized its annual Housekeeping Competition from August to October 2022.

The Theme for this year was 'Welcoming Honeymooners'. The participating team comprised of two candidates, with at least one lady room attendant. 21 hotels from Mauritius participated in this Competition, the Certificate award and Prize Giving Ceremony of which was held on Friday 25th November at Voila Hotel Bagatelle.

### Winners of TEWF Housekeeping Competition

Cash Prizes Rs 16,000

Winner

Shangri-La Le Touessrok



Winner of Housekeeping Competition-Shangri-La-Touessrok

Runner Up - - Lux\* Grand Gaube Rs 14,000

Second Runner Up Solana Beach Rs 10,000

Special Jury Prize The Ravenala Attitude Rs 5,000

4.2 TEWF Young Chef Challenge 2022 and Table Dressing Competition 2022

The Tourism Employees Welfare Fund in collaboration with the Mauritian Chefs' Association (MCA) had organized the Young Chefs' Challenge and Table Dressing Competition 2022 to celebrate World Chef's Day.

These competitions for young chefs and restaurant staff were held on Saturday 21st October 2022 at Ecole Hôtelière Sir Gaétan Duval. The Theme for the year was: Modern culinary cuisine of Mauritius and each team was composed of at least one female candidate. The participants were trainees, commis de cuisine, pupils, or students within the culinary profession; except the team captains who were professional.

## Winners of TEWF Young Chef Challenge

Winner	Ambre Hotel	Rs 25,000
Runner Up	Canonnier Beachcomber	Rs 15,000
Second Runner Up	Sofitel I'mperial	Rs 10,000
Winner	Winners of TEWF Table Dressing Competitio Trou aux Biches Beachcomber	Rs 15,000

Second Runner Up Shandrani Beachcomber Rs 5,000

Constance Belle Mare Plage



Winner of Young Chef Challenge-Ambre Hotel



Rs 10,000

TEWF Table Dressing Competition

#### 4.3 TEWF Best Barista 2022

Runner Up - -

The TEWF in collaboration with SIP company Ltd had organized the TEWF Best Barista competition 2022. 21 hotels and restaurants participated in this competition and were offered a one-day training by Master Barista Ivo Filigi of Goriziana Coffee on Tuesday 22nd November 2022 at MITD Ecole Hôtelière Sir Gaëtan Duval. 13 candidates were selected for the finals. The Finals of the TEWF Best Barista 2022 were held on Thursday 24th of November at Le Meridien hotel while the Prize Giving Ceremony was held at Voila Bagatelle hotel on Friday 25<sup>th</sup> November 2022.

#### Cash Prizes were attributed as follows:

Winner One & Only Le Saint Cash prize of Rs 15,000 together with

Geran TEWF trophy, medal from SIP LTD and Air Ticket

Mauritius-Italy-Mauritius offered by Mr

Dhermandra Ghoora from Think Recruitment. The

cost of accommodation and transport in Italy was

taken over by SIP Ltd

Runner up Zilwa Attitude Hotel

Cash prize of Rs 10,000 + trophy and Medals

Second Runner The Ravenala Attitude

Cash prize of Rs 5,000 + trophy and Medals

up

#### 4.4 TEWF Mixed Domino Tournament

The TEWF Mixed Domino Tournament 2023 was held on Sunday 26th of March at the activity hall of Coromandel Community Centre, Coromandel. 25 institutions participated in this competition.

Cash Prizes were attributed as follows:

#### **TEWF Mixed Domino Tournament**

Winner Mauricia Beachcomber Rs 10,000

Runner – Up Beachcomber catering Rs 6 000

Second Runner up Lux\* Le Morne Rs 4,000



TEWF Mixed Domino Tournament held at Coromandel

Community Centre



Winner of TEWF Mixed Domino Tournament

#### 4.5 Mixed Volleyball Tournament

The TEWF Mixed Volleyball Festival 2023 was held on Sunday 21st of May 2022 at the Pandit Sahadeo Gymnasium. 16 institutions were registered to participate in this tournament.

Cash Prizes and trophies were attributed to the winners as follows;

#### Mixed Volleyball Tournament

Winner Trou aux Biches Beachcomber Rs 20,000

Runner – Up Airport Mtius Ltd Rs 15,000

Second Runner up Ambre Resort Rs 10,000



Winners of Mixed Volleyball Tournament

## 4.6 TEWF bags as giveaways

All participating hotels in the TEWF on-job competition were offered TEWF eco bags as giveaways. The Chairperson Mr. Abdool Rackib Jeewoth who was present during the Housekeeping competition held at 20Degree sud hotel presented the eco bags to employees of the hotel on Wednesday 10<sup>th</sup> of August 2022.



# 4.7 TEWF's Sponsored Event

The TEWF in collaboration with the 'Association de Sommelier de L'ile Maurice had oraginised the Best Sommelier competition on Wednesday 17<sup>th</sup> August at the Caudan Art Centre. The winner Ms Shani Ramasawmy was offered a cash prize amounting to Rs 50,000.



Ms Shani Ramasawmy- Winner Best Sommelier Competition

#### 5.0 TEWF Activities in Rodrigues from 4th to 12th November 2022

A delegation comprising the Chairperson, Secretary, Programme Welfare Officer, and three board members visited Rodrigues from 4th to 12th November 2022. Several activities were scheduled during the visit namely a Sensitisation Meeting and On job Training.

#### 5.1 Sensitisation Meeting

The TEWF in collaboration with the Commissioner of Tourism & Discovery Rodrigues Co Ltd organized a Sensitisation Meeting on the activities offered by TEWF on Saturday 5th November **2022** at the Cultural & Leisure Centre, Mont Plaisir at 10h00 hrs. Some 65 representatives of hotels, guesthouses, and car rental companies were present.

#### 5.2 Trail of Rodrigues

The delegation also participated in the 7 kilometers long "Trail De Tortue" opened to the employees of the Tourism Sector and give away cash prizes amounting to Rs 5,000 to both the female and male winner of the trail namely (i) Mrs Claudina Evenor of Mourouk Ebony Hotel and Mr Bruno Agathe of Cotton Bay, Runner up female and male (i) Mrs Maurine Philippe of Auberge Filaos (ii) Mr Raindy Speville of Mourouk Ebony Hotel were given cash prizes of Rs 3,000 and both the Second runner up female and male were given cash prizes of Rs 2,000 (i) Mrs Bernadette Azie of Mourouk Ebony Hotel (ii) Mr Reedmane Jolicoeur of Tekoma Hotel.



Mrs Claudina Evenor of Mourouk Ebony Hotel- Female winner trail of Rodrigues



Mr Bruno Agathe of Cotton Bay-Male Winner trail of Rodrigues

#### 5.3 On Job training courses

The TEWF in collaboration with the Commission for Tourism organised three on job training from Monday 7th to Friday 11th November 2022 for members of the TEWF in Rodrigues namely;

(i) Housekeeping: The Fundamentals (16 pax) (ii) Hotel Front Office: The Fundamentals (17 pax) (iii) Les Techniques De Service Au Restaurant (15 pax). A certificate award ceremony for participants of "on job training" was held on Friday 11th November 2022 at Les Cocotiers Hotel at 14h00 in the presence of Mr. Jean Alain WONG SO Commissioner for Tourism and Mr Aurele Anguetil Andre Director of Discovery Rodrigues.



Certificate Award Ceremony held on 11th November 2011

#### 6.0 TEWF Staff Welfare

#### 6.1 Medical Insurance

The TEWF is implementing a contributory medical scheme for its staff contributing 70 % of the monthly premium payable with the National Insurance Company through a Group Comprehensive Healthcare Policy since 2015. A total amount of Rs 155,838 had been disbursed by the TEWF as contribution towards the medical scheme for the period July 2022 to June 2023.

#### 6.2 12-Hour National Relay Walk

The Ministry of Youth Empowerment, Sports & Recreation in collaboration with the Mauritius Sports Council, the National Youth Council, the Commission Nationale du Sport Féminin, the Mauritius Recreation Council and the Mauritius Multisports Infrastructure Ltd, had organised the third edition of the 12-Hour National Relay Walk, Jog and Run for Fun, also known as the 12 Hour

Move 4 Fun, on Sunday 20 November 2022 at the Côte d'Or National Sports Complex between 06h00 to 18h00. Staff from TEWF namely Mr Goorapah, Mrs Aline Fakir and Mr Hemraz Sewdin participated in the race to represent the TEWF on the occasion.

#### 6.3 Youth Employment Programme

The following persons were at the TEWF under the Youth Employment Programme:

- 1. Ms Bulato Diksha from 13<sup>th</sup> June 2022 till 9<sup>th</sup> October 2022
- 2. Ms Sewdanee Bhartee from 13th June 2022 till 14th July 2022
- 3 Ms Sookun Mohishvi from 25<sup>th</sup> October 2022 till 1<sup>st</sup> May 2023
- 4. Ms Taleb Faatimah Yusraa from 25th October 2022 till 1st November 2022
- 5. Mr Chuckhoory Shaheel Teeleshwar from 1st June 2023 till date

#### 6.4 Gender Statement

The TEWF is an equal opportunity employer whereby each member of the staff are aware of their responsibilities in the quest of satisfying the welfare needs of the employees of the Tourism Sector and their Families.

The TEWF's Board is made up of both male and female representatives of the different sectors of the Tourism economy.

Activities organized by the Fund are meant for the participation of both the female and male employees in the sector for example mixed volleyball competition, mixed petanque, Badminton and Domino tournament.

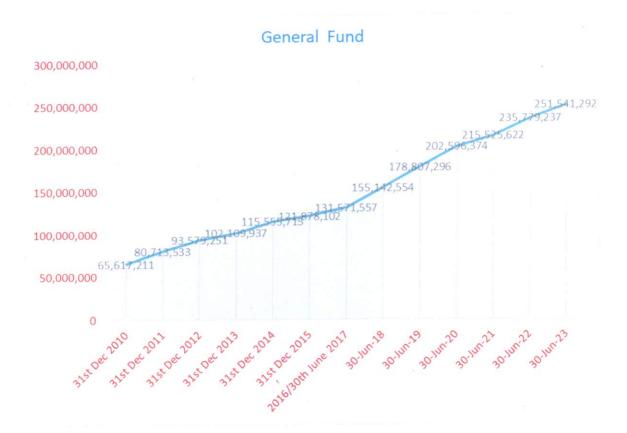
Also, the on-job competition like Chef Challenge, Cocktail, Housekeeping, Barista and Front Office are opened for mixed participation.

#### 7.0 Financial Results

As at 30<sup>th</sup> June 2023, the TEWF had recorded a total income of Rs 36,982,408 compared to a total expenditure of Rs 19,444,579 leaving a surplus for the year amounting to Rs 17,537,829.

#### 7.1 General Fund

The TEWF General Fund which shows the amount of assets which had been generated by the Fund amounted to Rs 251,541,292 that is an increased by Rs 15,762,055 as compared to the year ended 30<sup>th</sup> June 2022.



# 8.0 Statements of Revenue and Expenditure

# Statement of Revenue 1st July 2022 to 30th June 2023

Revenue (Rs)	2021-2022	2021-2022	2022-2023	2022-2023
	Estimates	Actual	Estimates	Actual
Property Income				
Sales of Services	24,000,000	31,788,884	30,720,000	34,005,892
Fines, Penalties and				
Forfeits		312,170		365,381
Miscellaneous Revenues		2,515,501		3,159,979
Total Revenue from	24,000,000	34,616,555	30,720,000	37,202,452
Income, User fees and				
other sources				

# Statement of Expenditure 1st July 2022 to 30th June 2023

Total	30,371,476	19,123,568	32,038,298	19,589,668
Financial Assets				
Acquisition of	*			
Financial Assets				
Acquisition of Non-	600,000	223,881	2,000,000	145,089
Expenditure				
<b>Total Revenue</b>	29,771,476	18,899,687	30,038,298	19,418,992
Other Expense		357,117		458,890
Social Benefits	13,650,000	5,972,600	12,300,000	5,268,138
Grants				
Subsidies				
Goods and Services	6,615,831	3,463,212	7,315,471	4,013,984
Employees	= "	All and the second seco		
Compensation of	9,505,645	9,106,758	10,422,827	9,677,980
Expenditure (Rs)	Estimates	Actual	Estimates	Actual
Head/ Sub-Head of	2021-2022	2021-2022	2022-2023	2022-2023

#### 9.0 Strategic Positioning

The Board is of opinion that due to the uncertainty that prevails in the Tourism Sector with the outbreak of Covid 19 pandemic causing the progression of Tourism in the world to shrink new avenues to generate income should be explored by the TEWF. As investment in fixed deposit is no longer profitable, the TEWF Board had decided to invest in the construction of a multipurpose building which would be used by both the Employees of the Tourism Sector and the public at large. Construction would start as from as soon as clearance is obtained from the Parent Ministry.

#### 10.0 Corporate Governance

The Board and Management of the Fund are fully supportive and committed to the principles of integrity, transparency and professionalism as recommended by the Code of Corporate Governance. The Fund also strives to ensure that all activities are conducted in such a way so as satisfy the characteristics of good corporate governance namely;

Discipline, transparency, independence, accountability, responsibility and fairness.

#### The Board also reports that:

- It is its responsibility to prepare financial statements that fairly present the state of affairs
  of the Fund as at end of the financial year and the surplus /(deficit) and cash flows for the
  period;
- The external auditors are responsible for the reporting on whether the financial statements are fairly presented:
- Adequate accounting records and effective system of internals and risk management have been maintained;
- Appropriate accounting policies supported by reasonable and prudent judgment and estimates have been used consistently;
- Applicable accounting standards have been adhered to;
- The code of corporate Governance has been adhered to.

# 10.1 Statement of Board members responsibilities in respect of the Financial Statements

The Board and Management of the Fund are fully supportive and committed to the principles of integrity, transparency and professionalism as recommended by the Code of Corporate Governance. The Fund also strives to ensure that all activities are conducted in such a way so as satisfy the characteristics of good corporate governance namely; Discipline, transparency, independence, accountability, responsibility and fairness.

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- Adequate accounting records and effective system of internals and risk management have been maintained;
- Appropriate accounting policies supported by reasonable and prudent judgment and estimates have been used consistently;
- Applicable accounting standards have been adhered to;
- The code of corporate Governance has been adhered to.

Throughout the year ended 30th June 2023 to the best of the Board's knowledge, the Tourism Employees Welfare Fund had complied with the national Code of Corporate Governance for Mauritius (2016). The Fund had applied all of the eight principles set out in the Code and explained how these principles have been applied.

## 10.2 The Structure of the Board and its Committees

The Board is administered by a tripartite Board appointed by the Minister under section 6 of the Tourism Employees Welfare Fund Act 2002 for a period of two years and are eligible for reappointment. The Board consists of (a) a representative of the Ministry responsible for the subject of Finance; (b) a representative of the Ministry responsible for the subject of tourism; (c) a representative of the Ministry responsible for the subject of Rodrigues; (d) a representative of the Ministry responsible for the subject of labour; (e) four representatives of employers appointed by the Minister after consultations with recognized associations of employers; and four representatives of employees appointed by the Minister after consultations with trade unions most representative of the sector.

The Board is headed by a chairperson appointed by the Minister under section 5 of the TEWF's Act 2002. The appointed members hold office for a period of two years and are eligible for reappointment.

# 10.3 Composition of the Board

Chairperson	Mr Abdool Rackib Jeewoth
Representatives of Ministric	es
Mrs I.Mooraby	Representative of Ministry of Tourism
Mrs S.Doomun	Representative of the Prime Minister's Office (Rodrigues, Outer Islands and Territorial Integrity Division)
Ms T. Loderchand (as	
from 5th May 2023)	
	Representative of the Ministry of Finance and Economic
Mr S.Allykhan	Planning and Development
	Representative of the Ministry of Labour, Human Resource
Mr V.K.Mudhoo	Development and Training
Representative of Employer	S
Mr J. Kwok represented	Representative of AHRIM
by Mr V.Aodora	
Mr D.Saramandif	President Association of Tourist Professionals
Mr C. Angseesing	Representative of AIOM
Mr C.Jhurry	President Association of Tourist Operators
Representative of Employee	S
Mr R.Seetta	Representative of Hotels & Restaurants Employees Union
Mr B.B.Budlorun	Representative of the Casino Employees Union
Mr L.S.Furey	Representative of the Air Mauritius Staff Association
Mr M. K. Pagoo	Representative of Airports of Mauritius (Ltd) Employees Union

# 10.4 Sub committees of the Board

The TEWF Act 2002 sec 8 (4) provides that the Board may set up sub committees as may be necessary to enable it to effectively discharge any of its functions under this Act.

The Board is supported by three subcommittees, namely the Finance and Welfare Committee, a Human Resource Committee and an Audit Committee.

The Finance and Welfare Committee cater for matters pertaining to finance, projects, schemes and activities of the Fund while the Human Resources Committee deals with matters pertaining to recruitment, appointment, promotion, payment of allowances and other conditions of service of the employees of the Fund.

The Human Resources Committee and the Finance and Welfare Committee were reconstituted as follows:

#### **Human Resources Committee**

SN	Representative	Name	Position
1	Parent Ministry	Mrs I. Mooraby	Chairperson
2	Employer	Mr D.Saramandif	Member
3	Employee	Mr R.Seetta	Member
4	Ministry	Mr V.K.Mudhoo	Member
5	Secretary TEWF	Mr S.Goorapah	Member
6	Office Management Assistant	Mrs Y.Ramyead	Secretary

#### Finance and Welfare Committee

SN	Representative	Name	Position
1	Ministry of Finance and ED	Mr S.Allykhan	Chairperson
2	Employer	Mr V.Aodhora	Member
3	Employee	Mr B.B.Budlorun	Member
4	Secretary TEWF	Mr S.Goorapah	Member
5	Accountant TEWF	Mrs P.Ramkurrun	Member
6	Programme Welfare Officer	Mr S.Uppiah	Member
7	Office Management Assistant	Mrs Y.Ramyead	Secretary

#### The Audit Committee

The National Committee on Corporate Governance Principle 7 (Audit) recommends that Organisations should consider having an effective and independent internal audit function that has the respect, confidence and co-operation of both the Board and the management.

It is the responsibility of the Board to establish formal and transparent arrangements to appoint and maintain an appropriate relationship with the organisation's internal and external auditors.

The most significant responsibilities under the purview of an audit committee include the following:

- Ensuring the organization's financial statements are understandable and reliable.
- Ensuring the organization establishes a thorough risk management process and effective internal controls.
- Reviewing the organization's policies, particularly in areas such as ethics, conflict of interest and fraud.
- Reviewing the organization's litigation and regulatory proceedings.
- Selecting and implementing a direct reporting relationship with the National Audit Office which serves as the organization's external auditor.
- Establishing communication with the organization's internal auditor and reviewing all audit findings.

The Auditors of the National Audit Office (NAO) had recommended that the Internal Auditor should not report to the Secretary but should instead submit his report to the Chairman of the Audit Committee.

The Audit Committee was constituted as follows:

SN	Representative of	Name	Position
1	Ministry of PMO/Rodrigues	Ms T.Loderchand	Chairperson
2	Employer	Mr C.Jhurry	Member
3	Employee	Mr S.Furcy	Member
4	Secretary TEWF	Mr S.Goorapah	Member
5	Accountant TEWF	Mrs P.Ramkurrun	Member
6	Internal Auditor	Mr Babooram	Member
7	Office Management Assistant	Mrs Y.Ramyead	Secretary

# 11.0 Management and staffing of the Fund

The Fund, as per Section 10 of the Act, is headed by a Secretary who is appointed by the Board upon approval by the Minister. The Secretary acts as the Chief Executive Officer and is responsible for the execution of the policies and day to day management of the Fund.

The Board members are supplied with information by the Secretary in a timely manner and in an appropriate form through the use of information technology so as to enable them to make valued judgement on matters to be discussed. Decision is reached on consensus after each member is given the opportunity to voice out his opinion.

### 11.1 STAFFING

	SURNAME	NAME	JOB TITLE
1	Goorapah	Soobeeraj	Secretary
2	Ramkurrun	Pratima	Accountant
3	Uppiah	Sivasankara	Programme Welfare Officer
4	Sewdin	Neetoo	Accounting Technician
5	Mahadeb-Ramyead	Yojana	Office Management Assistant
6	Faquir	Aline	Accounts Clerk
7	Mungrah	Natasa bye	Accounts Clerk
8	Dawoojee	Sarika	Management Support Officer
9	Poolay	Anista	Management Support Officer
10	Coonjul	Goswamee	Management Support Officer
11	Gunnack	Diana	Clerk/Word Processing Operato
12	Aliphon	Jean Patrick	Telephone/Operator
13	Sewdin	Hemraz	Office Attendant/Driver

# 11.2 Staff Qualification

(i) Goorapah Soobeeraj, Secretary, Tourism Employees Welfare Fund

Professional Qualifications: BSC Hons Management specialisation in Accounting & Finance -

University of Mauritius

Postgraduate: MBA (General) University of Technology Mauritius

(ii) Mrs Ramkurrun Pratima (FCCA), Accountant, Tourism Employees Welfare Fund

Professional Qualifications: ACCA

Postgraduate: MBA with Financial Management - University of Mauritius

(iii) Uppiah Sivasankara, Programe Welfare Officer, Tourism Employees Welfare Fund

Professional Qualifications: Diploma in Leisure & Recreational Studies University of Mauritius,

BSC Tourism, Leisure & Recreational Management-University of Mauritius

(iv) Mrs Neetoo Agasing Sewdin (FCCA), Accounting Technician, Tourism Employees

Welfare Fund

Professional Qualifications: ACCA

(v) Mrs Mahadeb-Ramyead Yojana, Office Management Assistant, Tourism Employees

Welfare Fund.

Qualifications: BSC (Hons) Financial Management – University of Mauritius.

(vi) Mrs Natasa Mungrah, Accounts Clerk, Tourism Employees Welfare Fund

Qualifications: BSC (Hons) Financial Management - University of Mauritius

(vii) Ms Coonjul Goswanee, Management Support Officer, Tourism Employees Welfare

Fund

Qualifications: Degree in Information Technology -BCS-Chartered Institute of IT

(viii) Mrs Anista Poolay, Management Support Officer, Tourism Employees Welfare Fund

Qualifications: Diploma in Business Management – Association of Business Executive (ABE)

# 12.0 Director's duties, remuneration and performance

The Directors are aware that their duties are regulated by section 7 of the TEWF Act 2002 and that they should carry out such activities and do all such acts and things as appear requisite and advantageous for the furtherance of the objects of the Fund. The Board had met on 9 occasions during the year and 10 subcommittees were also held. As per section 8 (1) the Board is responsible to regulate its proceeding and its meetings in such manner as it thinks fit and can meet at such time and place as the Chairperson considers appropriate.

The Chairperson and members of the Board and sub committees were remunerated according to the fees prescribed by the Pay Research Bureau.

# 12.1 Attendance at Meetings/Fees Paid

The Board met on 9 occasions during the period 1st July 2022 to 30<sup>th</sup> June 2023, The attendance of the individual members and fees paid were as follows:-

-	NAME OF MEMBERS	Board Meeting	Sub committees	Adjustment as per Circular MT/BOARD/ME ET/CMTEE V 4	Amount paid
Chairman	Mr A.R.Jeewooth	8			285,600
Representative of Ministry of Tourism	Mrs I.Mooraby	4	9	6,990	15,440
Representative of the Ministry of Defence and Rodrigues	Mrs S.Domun	2		4,200	6,680
Representative of the Ministry of Finance and Economic Development	Mr S.Allykhan	8	8	6480	28,760
Representative of the Ministry of Labour, Human Resource Development and Training	Mr V.K.Mudhoo	6	5	5120	18,710
President Association of Tourist Professionals	Mr. D. Saramandif	3	8	7770	21,430
President Association of Tourist Operators	Mr C.Jhurry	3		3685	7,925
Representative of AIOM	Mr C.Angseesing	1		1130	2,370
	Ms T.Gopaul	1		1500	
Representative of AHRIM	Mr Vikash Aodhoora		Absent	from meeting	
Representative of the Air	Mr S.Furcy	7	3	2100	15,610
Mauritius Staff Association	Ms C.Bachu	1		3310	4,550
Representative of the Casino Workers Union	Mr B.Budlorun	9	9	5120	27,131
Representative of Airports of Mauritius (Ltd) Employees Union	Mr M.Pagoo	6		5740	13,700
Representative of Hotels & Restaurants Employees Union	Mr Rakesh Seetta	8	6	3480	21,460

### 13.0 Risk Governance and Internal Control

The Board views risk management as an integral component of good business practice with a view to supporting Management's decision making, improving the reliability of business performance and assisting in the preparation of the financial statements.

The Board delegates to the Secretary such of its functions under the TEWF Act 2002 section 11 as may be necessary to carry out effectively the day-to-day business of the Fund. This comprises the responsibility for designing, operating and monitoring both the system and maintenance of effective control.

Risks in all its forms are assessed on a regular basis and corrective measures are taken so as to reduce it to zero, for example, due to the proliferation of covid 19 pandemic and the uncertainty that prevail in the Tourism sector namely to employment, the Board had frozen all the allocations of loans except for medical purposes. Also, the retirement gift had been reduced so as not to burden the Fund with the increase in the number of employees losing their jobs. Also, the Board had purchased a temperature testing machine which can detect the presence of infection from Covid 19 so as to reduce the risk to TEWF's staff being contaminated withing the office compound while dealing with any visitor.

# 14.0 Reporting with Integrity

The Financial statements of the TEWF for the year ended 30th June 2023 have been prepared in accordance with the International Public Sector Accounting Standards (IPSASs) issued by the International Public Accounting Standards Board (IPSAAB) and submitted to National Audit Office (NAO) within the delay prescribed after it had been approved by the Board as per section 23 of the TEWF Act 2002.

The Audited Financial statements are posted on the TEWF Website as per the provisions of the Finance Act 2021 and hard copies filed with the National Assembly, the National Archives Department and other stake holder of the Tourism sector.

The Tourism Employees Welfare Fund (TEWF) recognizes that the risk of corruption is present and may occur in the organization. It is committed to maintain the highest level of integrity in the conduct of its affairs through the adoption of corruption prevention strategies in the organisation.

The Fund had implemented the Anti-Corruption Policy framework for the deterrence and detection of corruption and for adherence to a culture of integrity issued by the ICAC.

### 15.0 Code of Ethics

The TEWF has adopted a Code of Ethics to:

- Act with integrity, competence, diligence, respect, and in an ethical manner with the public,
   clients, prospective clients, employers, employees and colleagues in the Tourism sector.
- Place the integrity of the Fund and the interests of clients above their own personal interests.
- Use reasonable care and exercise independent professional judgment while dealing with investment analysis and making investment recommendations taking into consideration the inherent risks.
- Practice and encourage others to practice professionally and ethically that will reflect credit
  on themselves and their profession.

# 16.0 Relations with Shareholders and other key Stakeholders

The TEWF carries regular meeting with the human resource managers and representatives of the employees of the Tourism sector. Members are encouraged to use the on-line system operated by the Fund to apply for any schemes that they are entitled to. The Fund tries as far as possible to adhere to its customer charter with the ultimate objective to provide the employees of the sector and their families with an improve service to better their lives.

# 17.0 Commitment toward the Employees of the Fund

TEWF's staffs are encouraged to further their studies and to carry on job training. Also, the Fund is implementing a contributory medical scheme for the staffs and their families. Annual team building and brain storming sessions are organized and staffs are encouraged to come with new suggestions on how to improve the mode the service provided by the Fund for the ultimate benefit of the employees of the tourism sector and their families.

### 18.0 Internal Audit Function

The Internal Audit function is an independent appraisal and consulting activity established within the Tourism Employees Welfare Fund to add value, examine and evaluate its activities. The objectives are to assist members of TEWF's Management and its Board in the effective discharge of their responsibilities by providing them with analyses, appraisals, recommendations, counsel, information concerning the activities reviewed, and by promoting effective controls at reasonable cost.

An Internal Audit plan is prepared and submitted to Management for its views and additional area to be audited. Based on the audit plan, internal audit exercises are carried out and all discrepancies, weaknesses, errors and omissions, observations and shortcomings noted during the course of the internal audit exercise are assessed with due diligence.

The impact and risks associated with discrepancies are analyzed in depth and the internal audit ensured that the impact of the risks do not affect the normal business of the TEWF. Normally, all the observations and discrepancies noted are first discussed, cleared and agreed with the officers responsible of the department and same submitted to the Secretary TEWF for corrective actions with recommendations.

Internal Control procedures are set in such a way to detect risks and to ensure that all activities undertaken by the TEWF is according to established rules and regulations.

Risks mitigation actions are taken into consideration to do away with such any risks.

### 19.0 Auditors

The auditor of TEWF is the Director of National Audit Office.

Chairperson

Date: 14th March 2024

**Board Member** 



6th Floor, Victoria House, Cnr Barracks & St Louis streets, Port Louis E-mail: finance@tewf.mu, tewfund@tewf.mu Web site: http://www.tewf.mu
Tel: 211 4343 Fax: 213 5462

# FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

# STATEMENT OF FINANCIAL POSITION

as at 30 June 2023

ASSETS	Notes	30-Jun-23 Rs	30-Jun-22 Rs
Current Assets			
Cash and Cash Equivalents	13	110,830,161	181,725,498
Investment	14	100,000,000	=
Accounts Receivable	15	3,913,463	3,881,826
Loans Receivables	16A	8,314,117	18,330,195
		223,057,741	203,937,519
Non-Current Assets			
Loan Receivables	16A	137,931	1,275,076
Car Loan Receivable	16B	269,392	
Property, Plant and Equipment	17	47,196,735	47,189,640
Intangible Assets	18	360,927	274,231
		47,964,985	48,738,947
TOTAL ASSETS		271,022,726	252,676,466
LIABILITIES			
Current Liabilities			
Payables	19	4,037,158	3,730,782
		4,037,158	3,730,782
Non-Current Liabilities			
Long term employee Benefits	20	5,188,825	5,111,189
Retirement Benefit Obligations	21	10,321,187	8,055,258
		15,510,012	13,166,447
Total Liabilities		19,547,170	16,897,229
Net Assets		251,475,556	235,779,237
NET ASSETS/EQUITY			
General Fund	SOE	251,475,556	235,779,237
Total Net Assets/Equity		251,475,556	235,779,237

The notes on pages 9 to 29 form part of these financial statements.

The Financial Statements for the year ended 30 June 2023 were approved by Board on 14th March 2024

A. R. Jeewoth

Chairperson

S. A. K. Allykhan

Board Member

# STATEMENT OF FINANCIAL PERFORMANCE

Year Ended 30 June 2023

		Year Ended 30 Jun 2023	Year Ended 30 Jun 2022
	Notes	Rs	Rs
Revenue from Exchange Transactions			
Contributions		34,086,220	31,788,884
Other Income	22	2,500,932	3,550,614
Revenue from Non-Exchange Transactions			
Penalty on Contribution	22	365,381	312,170
Total Revenue		36,952,533	35,651,668
Expenses			
Employee Costs	24	9,736,039	9,216,836
Grant Schemes	23	5,268,138	5,972,600
Operating Expenses	25	3,988,513	3,463,212
Depreciation and amortisation expense	17&18	487,750	357,117
Total Expenses		19,480,440	19,009,765
Surplus for the Year		17,472,093	16,641,903

# STATEMENT OF CHANGES IN NET ASSETS/EQUITY

Year Ended 30 June 2023

8	Retirement Benefit Obligation Reserve	Revaluation of Land	Accumulated Surplus	Total
	Rs	Rs	Rs	Rs
Balance as at 30 Jun 2021			215,525,622	215,525,622
Prior Year Adjustment	12		(664)	(664)
Remeasurement of Defined Benefit liability	(2,078,348)			(2,078,348)
Gain on Revaluation of Land		5,690,724		5,690,724
Surplus for the year			16,641,903	16,641,903
Balance as at 30 June 2022				235,779,237
Prior Year Adjustment			(17,687)	(17,687)
Remeasurement of Defined Benefit liability	(1,758,087)			(1,758,087)
Surplus for the year			17,472,093	17,472,093
Balance as at 30 June 2023				251,475,556

# **CASH FLOW STATEMENT**

Year Ended 30 June 2023

	Year Ended 30 Jun 2023 Rs	Year Ended 30 Jun 2022 Rs
CASH FLOW FROM OPERATING ACTIVITIES	NS .	
Net Surplus/ (Deficit)	17,472,093	16,641,903
Non-Cash Movements:		
Depreciation and amortisation expense	487,750	357,117
(Gain) / Loss on write-off of fixed assets	13,001	-
Adjustment for over depreciation	(449,453)	(1,035,113)
Prior year adjustment - Interest received	(17,687)	(664)
Provision for bad debt	444,956	1,031,856
Longterm Employee Benefits	77,636	(9,855)
Adj. Remeasurement of Defined Benefit Liability	507,842	110,078
(Increase)/Decrease in Receivables	(301,029)	504,374
(Increase)/Decrease in Ioan Receivables	10,708,267	16,448,883
Increase/(Decrease) in Payables	306,376	(102,640)
NET CASH FLOWS FROM OPERATING ACTIVITIES	29,249,752	33,945,939
CASH FLOW FROM INVESTING ACTIVITIES		
Purchase of Property, plant and Equipment	(145,089)	(223,881)
Investment	(100,000,000)	_
NET CASH FLOWS FROM INVESTING ACTIVITIES	(100,145,089)	(223,881)
NET INCREASE/ (DECREASE) IN CASH AND CASH EQUIVALENT	(70,895,337)	33,722,058
CASH AND CASH EQUIVALENT AT THE BEGINNING OF THE YEAR	181,725,498	148,003,440
CASH AND CASH EQUIVALENT AT THE END OF THE YEAR  Notes to the Cash Flow Statement:	110,830,161	181,725,498

Notes to the Cash Flow Statement:

(a) Cash and Cash Equivalents

Cash and cash equivalents consist of cash in hand and balance at bank and comprise of the following amount:

	Year Ended	Year Ended
	30 June 2023	30 June 2022
	Rs	Rs
Cash in Hand	17,195	21,021
Cash at Bank	110,812,966	181,704,477

(b) Property, Plant and Equipment

During the year, the TEWF acquired property, plant and equipment amounting to Rs 145,089.

# STATEMENT OF COMPARISON OF BUDGET AND ACTUAL AMOUNTS

Year Ended 30 June 2023

Year Enaea 30 June 2023	Approved & Final Budget	Adjustment	Actual Amount on Comparable Basis	Difference between Budget and Actual	Notes Remarks
	Rs	Rs	Rs	Rs	
Revenue from Exchange Transactions					Approx. 35,400
Contributions	30,720,000	2	34,005,892	(3,285,892)	
Other Income		-	1,561,098	(1,561,098)	
Revenue from Non-Exchange Transaction	ons				
Penalty on contribution	_	-	365,381	(365,381)	-
	30,720,000	-	35,932,371	(5,212,371)	ī.
Expenses					
Salaries and Employee Benefits					
Salaries	6,335,950	-	5,504,985	830,965	
Compensation	5,600	*	141,800	(136,200)	
End of year Bonus	524,250	12	467,665	56,585	
Allowances to officers	424,600	12	268,840	155,760	
Passage Benefits	279,690	-	201,608	78,082	
Travelling Expenses	826,800	122	721,716	105,084	
Uniforms	30,000	-	12,370	17,630	
Overtime	30,000	1-	9,799	20,201	
NSF Contributions	250,273	: :-	83,426	166,847	
FPS Contributions	116,415	-	112,401	4,014	
CSG Contributions	329,704		362,338	(32,634)	Includes SICOM
Sicom Defined Benefits Pension Scheme	671,310	- ,	1,154,294	(482,984)	26.3 acturial figures
Sicom Defined Contribution Pension Scho	en 27,180		27,954	(774)	
Vacation Leave	-	-	19,843	(19,843)	
Sick leave	336,055	H	415,636	(79,581)	
Staff Medical Insurance	135,000	_	154,725	(19,725)	
Staff training	100,000		28,150	71,850	
	10,422,827	-	9,687,550	735,277	

# STATEMENT OF COMPARISON OF BUDGET AND ACTUAL AMOUNTS

Year Ended 30 June 2023	(Continued)					
			<b>Actual Amount</b>	Difference		
	Approved &		on Comparable	between Budget		
	Final Budget	Adjustment	Basis	and Actual	Notes	Remark

	Approved & Final Budget	Adjustment	on Comparable Basis	between Budget and Actual	Notes	Remarks
	Rs	Rs	Rs	Rs		
Expenses						
Schemes						
Marriage Gift	1,350,000	<del>-</del>	765,000	585,000		
Death Grant	600,000	95	220,000	380,000		
Death Grant Dependant Relative	300,000	-	160,000	140,000		
Training	700,000		368,688	331,312		
Leisure Activities	2,250,000	*	1,364,450	885,550		
SC Grant	200,000	$\pi$	165,000	35,000		
HSC Grant	250,000	-	100,000	150,000		
Laureate Gift	100,000	2	20,000	80,000		
Scholarship Grant	300,000	H	45,000	255,000		
Parental Gift	2,100,000	<del>-</del>	1,284,000	816,000		
Retirement Gift	3,750,000	-	676,000	3,074,000	26.4	Decrease in no. of retirees
Special Medical Assistance	400,000	<b>-</b> 1	100,000	300,000		
	12,300,000	-	5,268,138	7,031,862		

Note: The Budget for the financial year 2022-2023 was prepared on a cash basis.

Original Budget Estimates was approved by Board on 04 May 2022. Amended Budget Estimates was approved by Board on 20 July 2022 and approved by Ministry of Tourism on 05 August 2022.

# STATEMENT OF COMPARISON OF BUDGET AND ACTUAL AMOUNTS

Year Ended 30 June 2023

(Continued)

Year Ended 30 June 2023	(Continueu	,		Noscondia.
	Approved & Final Budget	Adjustment	Actual Amount on Comparable Basis	Difference between Budget and Actual
	Rs	Rs	Rs	Rs
Expenses				
Operating Expenses				
Donations	15,000	-	10,000	5,000
Allowance to Board Members	600,135	-	553,245	46,890
Board Expenses & Travelling	55,000		48,366	6,634
Rodrigues Expenses	400,000		=:	400,000
Media and Communications	350,000	-	256,398	93,602
Rent	1,200,336	-	1,200,336	*
Cleaning Expenses	120,000	Ε:	159,538	(39,538)
Printing, Postage and Stationery	130,000		87,728	42,272
Courier and Postage	-		20,898	(20,898)
Bank interest and charges	40,000	<b>—</b> 9	27,422	12,578
General Expenses	20,000		51,190	(31,190)
Electricity	350,000	-	296,327	53,673
Water	5,000	<b>-</b>	4,806	194
Repairs & Maintenance	350,000	-	378,339	(28,339)
Motor Vehicles Expenses	100,000	<u></u>	71,427	28,573
Legal, Professional, Subscription and Membership F	e 220,000	-	247,211	(27,211)
Entertainment	75,000	<u></u>		75,000
Advertising and promotion	100,000	-	5,750	94,250
Insurance	100,000	-	63,510	36,490
Staff Welfare	200,000	+	99,323	100,677
Audit fees	175,000	-	125,000	50,000
Provision for Bad Debts/Bad Debt Written-off	2,250,000	8	<del>-</del> -	2,250,000
Licenses	450,000	-	285,375	164,625
Magazines & Newspapers	10,000	=	6,225	3,775
	7,315,471 Page 7	-	3,998,414	3,317,057

# TOURISM EMPLOYEES WELFARE FUND RECONCILIATION OF ACTUAL AMOUNTS ON A COMPARABLE BASIS AND ACTUAL AMOUNTS IN

Year Ended 30 June 2023

Receipts	Year Ended 30 June 2023
	Rs
Actual amount on comparable basis as per Statement of Comparison of Budget and Actual Amounts	35,932,371
Basis of Differences:	
Adjustment for receivables	(767,116)
Adjustment for payables	(57,680)
Non-Cash Items	
Interest Receivable on Investment	808,603
Adjustment for Over Depreciation	449,455
Decrease in Provision for bad debt	586,900
Actual amount as per Financial Performance	36,952,533

Payments	Year Ended 30 June 2023
	Rs
Salaries and Employee Benefits	9,687,550
Schemes	5,268,138
Operating Expenses	3,998,414
Actual amount on comparable basis as per Statement of Comparison of Budget and Actual Amounts	18,954,102
Basis of Differences:	
Adjustment for receivables	(9,850)
Adjustment for payables	(21,789)
Provisions & Accruals	
Passage Benefits	43,589
Sick Leaves	13,637
Non-Cash Items	
Depreciation & Amortisation	487,750
Loss on disposal	13,001
Actual amount as per Financial Performance	19,480,440

# TOURISM EMPLOYEES WELFARE FUND NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2023

### 1. GENERAL INFORMATION

The Tourism Employees Welfare Fund was established by the Tourism Employees Welfare Fund Act 2002 with object to set up schemes and projects and, generally, to carry out such activities as may be considered desirable for promoting the welfare of employees of tourism enterprises and their families. These include marriage gift, parental gift, retirement gift and different types of loans at low interest rate, as well as outdoor activities such as family day, sports day and hiking.

### 2. REGISTERED OFFICE

The office of the Tourism Employees Welfare Fund is situated at 6<sup>th</sup> floor, Victoria House, Cnr Barracks & St Louis streets, Port Louis.

### 3. BASIS OF PREPARATION

The financial statements have been prepared in accordance with the accrual basis International Public Sector Accounting Standards (IPSASs) issued by the International Public Sector Accounting Standards Board (IPSASB) which is a board of the Federation of Accountants (IFAC), and in accordance with the provision for Statutory Bodies specified in the First Schedule as per Section 6A 3(a) of the Statutory Bodies (Accounts and Audit) Act.

### **Authorisation Date**

The Financial Statements were authorised on 29 September 2023 by the Board.

### 4. STATEMENT OF COMPLIANCE

The financial statements for the financial year ended 30 June 2023 have been prepared in accordance with the accrual basis IPSASs.

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

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2023

The financial statements have been prepared under the historical cost convention and accounting policies have been applied consistently throughout the financial year.

A going concern basis has been adopted.

The Financial Statements are presented in Mauritian rupees.

### 5. ESTIMATES AND ASSUMPTIONS

In the application of the Tourism Employees Welfare Fund's accounting policies, management and the Board are required to make judgements, estimates and assumptions about carrying amounts of assets and liabilities that are not readily apparent from other sources. Judgements and assumptions are continuously evaluated and are based on historical experience and other factors considered being reasonable and relevant under the circumstances. The actual results could therefore differ from these estimates.

The notes to the financial statements set out, where applicable, the areas where Management has applied a degree of judgement that have a significant effect on the amounts that are recognized in the financial statements.

### 6. BASIS OF MEASUREMENT

While preparing the financial statements, the TEWF has adopted accounting principles as appropriate for the measurement and reporting of the financial position, financial performance, and cash flows on an accrual basis.

### 7. ADOPTION OF NEW AND REVISED STANDARDS

The Financial Statements have been prepared in accordance with the International Public Sector Accounting Standards (IPSAS) issued by the International Public Sector Accounting Standards Board (IPSASB).

In the current financial year, the TEWF has adopted all the new and revised International Public Sector Accounting Standards (IPSAS) that are relevant to its operations for the current year ended 30 June 2023 namely:

IPSAS 1 - Presentation of Financial Statements

IPSAS 2 - Cash Flow Statements

IPSAS 3 - Accounting policies, changes in Accounting Estimates and Errors

IPSAS 9 - Revenue from Exchange Transactions

IPSAS 11 - Construction Contracts

IPSAS 12 - Inventories

IPSAS 13 - Leases

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2023

IPSAS 14 - Events After Reporting Date

IPSAS 16 - Investment Property

IPSAS 17 - Property, Plant and equipment

IPSAS 19 - Provisions, Contingent Liabilities and Contingent Assets

IPSAS 20 - Related Party Disclosures

IPSAS 21 - Impairment of Non-Cash-Generating Assets

IPSAS 23 - Revenue from Non-Exchange Transactions

IPSAS 24 - Presentation of Budget Information in Financial Statements

IPSAS 26 - Impairment of Cash Generating Assets

IPSAS 28-30 - Financial Instruments effective date of January 1, 2013

IPSAS 31 - Intangible Assets

IPSAS 39 - Employee benefits

IPSAS 42 - Social Benefits

In addition to the above-mentioned standards, the following standards have been issued but not adopted by the Fund: -

IPSAS 4 - The Effects of Changes in Foreign Exchange Rates

IPSAS 5 - Borrowing Costs

IPSAS 10 - Financial Reporting in Hyperinflationary Economies

IPSAS 18 - Segment Reporting

IPSAS 22 - Disclosure of Information of about the General Government Sector

IPSAS 27 - Agriculture.

IPSAS 32 - Service Concession Arrangements Grantor

IPSAS 34 - Separate Financial Statements

IPSAS 35 - Consolidated Financial Statements

IPSAS 36 - Investments in Associates and Joint Ventures

IPSAS 37 - Joint Arrangements

IPSAS 38 - Disclosure of Interests of Other Entities

IPSAS 40 - Public Sector Combinations

IPSAS 41 – Financial Instruments effective date of January 1, 2022

Standard Issued but not yet effective: -

IPSAS 43 - Leases effective as from 01 January 2025

IPSAS 44 - Non-Current Assets Held for Sale and Discontinued Operations effective as from 01 January 2025

IPSAS 45 - Property, Plant and Equipment effective as from 01 Jan 2025

IPSAS 46 - Measurement effective as from 01 Jan 2025

IPSAS 47 - Revenue effective as from 01 Jan 2026

IPSAS 48 - Transfer Expenses effective as from 01 Jan 2026

IPSAS 49 - Retirement Benefit Obligations effective as from 2026

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2023

### 8. STATEMENT OF FINANCIAL PERFORMANCE AND CASH FLOW STATEMENTS

The statement of financial performance classifies expenses on the basis of their nature instead of their function. The cash flow statement has been prepared using the indirect method.

### 9. SIGNIFICANT ACCOUNTING POLICIES

# 9.1 Property, Plant and Equipment and Intangible Assets

Property, Plant and Equipment are recognized as an asset at cost (regardless to their value) if it is probable that future economic benefits or service potentials associated with the item will flow to the Fund and the cost or fair value of the item can be measured reliably.

Asset acquired through a non-exchange transaction is measured at fair value at the date of acquisition.

Following recognition as an asset, an item of property, plant and equipment is carried at cost /fair value less accumulated depreciation and any recognized impairment losses.

Depreciation is calculated to write off the cost of the assets on a straight-line basis over the estimated useful lives as follows:

- Assets acquired during a specific year are assumed to be owned as from the following month. Depreciation is accordingly calculated from the month following the month of purchase.
- No depreciation is charged in the month of disposal.

The annual rate of depreciation/amortisation is as per table below:

SN	CLASS OF ASSETS	LIFETIME	DEPRECIATION / AMORTISATION RATE
1	Computer Equipment	4 years	25%
2	Office Equipment	5 years	20%
3	Furniture and Fittings	10 years	10%
4	Motor Vehicles	10 years	10%
5	Intangible Assets	3 years	33%

Gains and losses on the derecognition of an item of property, plant and equipment are determined as the difference between the net disposal proceeds, if any, and the carrying amount of the item.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2023

Assets having zero Net Book Value but which are still in use have been revaluated as follows:

SN	CLASS OF ASSETS	LIFETIME	DEPRECIATION / AMORTISATION RATE
1	Computer Equipment	15 years	6.7%
2	Office Equipment	20 years	5%
3	Furniture and Fittings	20 years	5%
4	Motor Vehicles	10 years	10%
5	Intangible Assets	10 years	10%

### 9.1.1 Impairment

At each reporting date, all assets are reviewed for impairment. An impairment loss is recognized whenever the recoverable amount falls materially below the carrying amount of the asset (book value). The impairment loss is accounted as an expense in the statement of financial performance.

### 9.1.2 Derecognition

The carrying amount of an item of property, plant and equipment is derecognized on its disposal or when no future economic benefits or service potential is expected from its use or disposal.

### 9.1.3 Acquisition of Land

A plot of Land, amounting Rs 34,912,176, was purchased at Arsenal for future development and following an evaluation carried out by the Valuation Department, the market value of an extent of 6A79P at Arsenal, Pamplemousses is Rs 45,832,500.

### 9.1.4 Revaluation Policy

Property, Plant and Equipment are revalued by external or government valuer every 5 years. Any increase in carrying amount of a class of assets is credited directly to revaluation surplus or deficit.

### 9.2 Cash and Cash Equivalents

Cash and Cash Equivalents comprise of bank balances and cash in hand.

### 9.3 Trade and Other Receivables

Trade and other receivables are stated at their nominal value. The carrying amount of trade receivables is adjusted to reflect any impairment loss at reporting date and is reduced when a trade receivable is uncollectible.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2023

Trade receivables mainly includes contribution in arrears, loans and interest.

These are recognized on a cost basis taking into consideration provision for bad and doubtful debts. Provision for bad debt of 5% on outstanding loan balance has been provided for the year under review.

On 22 November 2021, the TEWF retained the services SOGEREC Ltd to act as debt collector for outstanding loan amounting to Rs 1,935,207.77. As at 30 June 2023, an amount of Rs 37525.52 was collected.

### 9.4 Investments

The TEWF has invested in Treasury Certificates with the Bank of Mauritius as follows:

Certificate No.	Date Invested	Amount Invested	Terms	Rate of Interest
Treasury Certificate	05.04.23	Rs 50,000,000	182-Day	4.80% p.a
Treasury Certificate	25.05.23	Rs 50,000,000	182-Day	4.93% p.a
TOTAL		Rs 100,000,000		

# 9.5 Trade and Other Payables

Trade and other payables are stated at their nominal amounts.

### 9.6 Financial Instrument

Financial Assets and Liabilities are recognized in the Statement of Financial Position when the Fund has become party to the contractual provisions of the instruments.

# 9.7 Retirement and Other Benefit Obligations

# 9.7.1 Defined benefit pension plan

Provision for retirement pension benefits is made under the Statutory Bodies Pension Funds Act of 1978 as amended. The scheme is a Defined Benefit pension plan and its assets are managed by State Insurance Company of Mauritius (SICOM) Ltd.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2023

The cost of providing benefits is actuarially determined using the projected unit credit method (see note 20 was updated as at 30 June 2023).

The present value of funded obligations is recognized in the Statement of Financial Position as a non-current liability after adjusting for the fair value of plan assets, any actuarial gains and losses and any current or past service cost. The valuation of these obligations is carried out on a regular basis by the actuarial services of SICOM Ltd.

The current service cost and any recognized past service cost are included in the income statement as an expense together with the associated interest cost; whereas the remeasurements of the net defined benefit liability or asset, comprising of actuarial gains and losses, return on plan assets and any changes in the effect of the asset ceiling is recognized in the Net Assets/Equity, in line with IPSAS 39.

# 9.7.2 Defined Contribution Pension Scheme for new entrants as from 1 January 2013

The PRB has recommended at para. 15.91 to 15.95 of its 2013 Report a single Defined Contribution (DC) Pension scheme for new entrants to the Public Sector as from 01 January 2013 and a total contribution of Rs 27,954 was paid to SICOM under that scheme.

### 9.7.3 State Plan and Defined Contribution Plans

Contributions to the National Pensions Schemes, Family Protection Schemes, National Savings Fund and 'Contribution Sociale Generalisee' (CSG) are expensed in the same financial year.

# 9.7.4 Long-term Employee Benefits

Employees entitlement to sick leaves, are recognized as and when they are accrued to employees.

A provision for vacation leave is being provided for officers who may take the option to cash their accumulated vacation on retirement or death.

This is being recognized as a non-current liability in the financial statements with the comparative amount for the previous period (see Note 19).

# 9.7.5 Passage Benefits

Passage Benefits are earned and accumulated yearly by employees according to set criteria and fall due at short notice. They are therefore classified as short-term benefits and are measured at their nominal amount. Amounts paid are expensed during the period and amounts not paid are accrued and recognized as a liability. The carrying amount is re-measured each year after taking into account amount paid and earned during the period (see Note 18).

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2023

### 9.7.6 Sick Leaves

The PRB Report 2021 recommends that the monetary value of untaken sick leave for year 2020 should be kept in a separate account and refunded to the beneficiary at the time of retirement or when the Government so deems fit, bearing in mind the financial soundness of the economy.

The Report also recommends that the amount kept in the separate account, may be used by officers for medical expenses/treatment for themselves or immediate member(s) of their family.

The untaken sick leave for year 2020 has been computed and accounted separately under long-term employee benefits.

### 9.8 Comparative Figures

Comparative figures have not been restated for the current year's presentation.

### 9.9 Revenue recognition

Revenue on account of contribution from tourism employees applicable for the period of account is recognized on a cash basis. However, at the time of preparation of account, contribution received after year ended 30 June 2023 has been accrued up to 31 July 2023 in order to arrive at the actual contribution figure.

### 9.10 Interest Receivables

Interest receivable on investments and bank deposits are accrued. However, interest on loan to employees is recognized on a cash basis.

### 9.11 Car Loans

Loans are granted to eligible employees of the Fund for the purchase of motor cars. Repayment is made through deduction at source from their salaries on a monthly basis instalment representing principal and interest.

The Fund has a 'Lien' placed on the vehicle purchased by the employee which will be removed on full settlement of the loan. The loan balance (principal) due from employees is recognized as short-term and longterm accounts receivables.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2023

### 9.12 Expenses

All expenses incurred are accrued in the accounts.

### 9.13 Capital Commitments

No capital commitment as at 30 June 2023

### 9.14 Operating Lease

Operating lease payments amounting to Rs 1,200,336 were effected for the year ended 30 June 2023 in respect of the rental of the Fund's office premises situated at 6<sup>th</sup> floor, Victoria House, Cnr Barracks & St Louis streets, Port Louis. The Fund entered into a lease agreement with Jolima Ltd for the period commencing 09 July 2023 to 08 July 2025. The Lease agreement has been renewed after year end; the future minimum lease payments are as follows:

Future minimum lease payments:	Rs
Not more than one year:	1,200,336
More than one year and not more than five years	1,200,336
More than five years	-
Total Future minimum lease payments	-

# 9.15 Contingent Asset or Liability

The Fund did not have any contingent asset or liability as at 30 June 2023.

# 9.16 Event after reporting date

There were no other events after the reporting date requiring adjustments to the Fund's financial statements for the year ended 30 June 2023.

### 10 RISK MANAGEMENT POLICIES

The Tourism Employees Welfare Fund is subject to various types of risks. A description of each type of the risk is given below as well as the measures adopted by Management to control and to mitigate them.

### 10.1 Credit Risk

Credit risk is the risk of loss due to a debtor's non-payment of a loan or other line of credit. Loans are provided to employees of tourism enterprises after assessment of credit worthiness.

# TOURISM EMPLOYEES WELFARE FUND NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2023

In order to mitigate and to minimise this type of risk, the organization keeps a track record of each borrower, grant one type of loan at a time and has established a close monitoring system.

# 10.2 Liquidity Risk

Liquidity Risk is the risk to an organization's earnings and capital arising from its inability to meet timely obligations when they become due without incurring unacceptable losses. Management must ensure that sufficient funds are available at a reasonable cost to meet potential demands. Hence, cashflow forecasts are prepared regularly. Moreover, bank loan facilities are available to meet obligations.

### 10.3 Interest Rate Risk

Interest rate risk is the current and prospective risk to earnings or capital arising from movements in the interest rates. Changes in interest rates affect income earned from assets and the cost of funding those assets. In order to mitigate this type of risk, the organization prefers to invest in the long-term deposit at a fixed interest rate rather than short term investment at floating rates.

### 11. Related Parties

For the purpose of these Financial Statements, the party which is considered to be related to the TEWF is the government.

# 12. Key Management Personnel

The Fund is governed by a management with key personnel that includes the Secretary to the Fund, Accountant and Program Welfare Officer. The monthly remuneration of key management personnel amounted to Rs 173,350 for the period July 2022 to 30 June 2023.

# NOTES TO THE ACCOUNTS

Year Ended 30 June 2023

# 13 CASH AND CASH EQUIVALENTS

Items		Year Ended 30 June 2022	
	Rs	Rs	
Cash in Hand	17,195	21,021	
Cash at Bank	110,812,966	181,704,477	
Total	110,830,161	181,725,498	

# 14 INVESTMENTS

Items	Year Ended 30 June 2023	Year Ended 30 June 2022
,	Rs	Rs
Treasury Certificates	100,000,000	-
Total	100,000,000	-

The total amount of Rs 100m has been invested in Bank of Mauritius and interest accrued thereon amount to Rs 808,603 as at 30.06.23 as refered to in Note 15 below.

# 15 ACCOUNTS RECEIVABLE

Items	Year Ended 30 June 2023	Year Ended 30 June 2022	
8	Rs	Rs	
Interest Receivables on Investment	808,603	5 <u></u>	
Contribution in arrears	2,412,880	2,050,487	
Car Loan Receivable	119,730	878,494	
Salary & Board Member Refund	_	9,850	
Sundry Receivables & Prepayments	371,265	517,625	
Contribution receivable within 1 year	200,985	425,370	
Total	3,913,463	3,881,826	

# NOTES TO THE ACCOUNTS

Year Ended 30 June 2023

# 16 LOANS RECEIVABLES

Items	Year Ended 30 June 2023 Rs	Year Ended 30 June 2022 Rs
Multipurpose	8,657,211	20,228,013
Computer	153,885	136,902
Motorcycle	733	12
SC / HSC Loan	21,572	21,572
Overseas Travel Loan	35,409	222,446
Loan Educational	28,194	28,194
	8,897,004	20,637,127

# 16A LONG TERM LOANS RECEIVABLES

	Year Ended 30 June 2023 Rs	Year Ended 30 June 2022 Rs
Total loans	8,897,004	20,637,127
Provision for Bad Debt	(444,956)	(1,031,856)
	8,452,048	19,605,271
Less amount receivable within one year	8,314,117	18,330,195
Amount receivable after one year	137,931	1,275,076

### 16B CAR LOAN RECEIVABLE

	30 June 2023	Year Ended 30 June 2022
	Rs	Rs
Amount receivable within one year	119,730	878,494
Amount receivable after one year	269,392	-
(50)	389,122	878,494

# NOTES TO THE ACCOUNTS

Year Ended 30 June 2023

# 17 PROPERTY, PLANT AND EQUIPMENT

	LAND	COMPUTER EQUIPMENT	OFFICE EQUIPMENT	FURNITURE, FIXTURES AND FITTINGS	MOTOR VEHICLE	TOTAL
	Rs	Rs	Rs	Rs	Rs	Rs
NE W Tarak						
COST						
1 July 2022	45,832,500	1,282,527	477,960	1,257,059	1,428,000	50,278,046
Additions	-	136,189	8,900	= 2	=	145,089
Written -off	-	(79,290)	-	=:	.=.	(79,290)
30 June 2023	45,832,500	1,339,426	486,860	1,257,059	1,428,000	50,343,845
DEPRECIATION					r	
1 July 2022	-	668,037	235,916	924,096	1,260,357	3,088,406
Charge for the year	-	144,638	38,232	83,586	142,800	409,256
Written-off		(66,289)	-	Ξ.	-	(66,289)
Adjustment for over depreciation	_	(83,403)	_	(200,860)	-	(284,263)
30 June 2023	-	662,983	274,148	806,822	1,403,157	3,147,110
CARRYING AMOUNT						
30 June 2023	45,832,500	676,443	212,712	450,237	24,843	47,196,735
30 June 2022	45,832,500	614,490	242,044	332,963	167,643	47,189,640

# 18 INTANGIBLE ASSETS

	Computer Software
	Rs
COST	
1 July 2022	784,956
30 June 2023	784,956
AMORTISATION	
1 July 2022	510,725
Charge for the year	78,494
Written -off	
Adjustment for over depreciation	(165,190)
30 June 2023	424,029
CARRYING AMOUNT	
30 June 2023	360,927
30 June 2022	274,231

# NOTES TO THE ACCOUNTS

Year Ended 30 June 2023

# 19 PAYABLES

Items	Year Ended 30 June 2023	Year Ended 30 June 2022
16	Rs	Rs
Accruals	52,393	74,182
Other payables	155,896	125,347
Contribution prepaid	125,520	67,840
Contribution & Loan Overpaid	914,296	675,843
Interest, Admin & Insurance Receivable on Loan	1,847,971	1,903,714
Sick Leaves	333,673	320,036
Passage Benefits	482,409	438,820
Audit fees	125,000	125,000
Total	4,037,158	3,730,782

# 20 LONG TERM EMPLOYEE BENEFITS

Employee benefits represent sick leaves and vacation leaves accrued by staff.

Items	Year Ended 30 June 2023	NO. 1-MADE DOTON, CARROLL SERVICE CONT.
	Rs	Rs
Sick leave benefits	2,486,238	2,428,445
Provision for Vacation Leaves Refund	2,702,587	2,682,744
Amount due after one year	5,188,825	5,111,189

### NOTES TO THE ACCOUNTS

Year Ended 30 June 2023

### 21 RETIREMENT BENEFIT OBLIGATIONS

	Year Ended 30 June 2023	The second second
Defined Benefit Pension Plan	Rs	Rs
Amounts recognised in Statement of Financial Position at end of year:		
Defined benefit obligation	23,531,882	20,037,765
Fair value of plan assets	(13,210,695)	(11,982,507)
Liability recognised in statement of financial position at end of year	10,321,187	8,055,258
Liability recognised in statement of financial position at the or year	10,321,107	0,000,200
Amounts recognised in Income Statement:		
Service cost:	454774 SEVERA	50-000000 Arrent Local
Current service cost	943,868	797,627
(Employee contributions)	(323,226)	
Fund expenses	114,140	43,275
Net Interest expense/(income)	419,512	267,777
P & L Charge	1,154,294	775,812
Remeasurement		
Liability (gain) / loss	1,696,583	1,447,949
Assets (gain) / loss	61,504	630,399
Net Assets/Equity (NAE)	1,758,087	2,078,348
Total	2,912,381	2,854,160
Movements in liability recognised in Statement of Financial Position:		
At start of year	8,055,258	5,866,832
Amount recognised in P & loss	1,154,294	775,812
(Contributions paid by employer)	(646,452)	(665,734)
Amount recognised in NAE	1,758,087	2,078,348
At end of year	10,321,187	8,055,258

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 The State Insurance Company of Mauritius Ltd.

# NOTES TO THE ACCOUNTS

Year Ended 30 June 2023

Defined Benefit Pension Plan	Year Ended 30 June 2023 Rs	Year Ended 30 June 2022 Rs
Reconciliation of the present value of defined benefit obligation		
Present value of obligation at start of period	20,037,765	16,880,886
Current service cost	943,868	797,627
Interest cost	1,095,429	844,044
(Benefits paid)	(241,763)	67,259
Liability (gain)/loss	1,696,583	1,447,949
Present value of obligation at end of period	23,531,882	20,037,765
Reconciliation of fair value of plan assets	2 4 22 3234320	
Fair value of plan assets at start of period	11,982,507	11,014,054
Expected return on plan assets	675,917	576,267
Employer contributions	646,452	665,734
Employee contributions	323,226	332,867
(Benefits paid + other outgo)	(355,903)	23,984
Asset gain/(loss)	(61,504)	(630,399)
Fair value of plan assets at end of period	13,210,695	11,982,507
Distribution of plan assets at end of period		
Percentage of assets at end of year	Jun-23	Jun-22
Government securities and cash	53.9%	58.0%
Loans	2.8%	2.9%
Local equities	14.0%	13.6%
Overseas bonds and equities	28.8%	25.0%
Property	0.5%	0.5%
Total	100.0%	100.0%
Additional disclosure on assets issued or used by the reporting entity		Y 22
	Jun-23	Jun-22
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 recognised in OCI	Lun 22	Jun-22
Year	Jun-23 Rs	Rs
Currency		222
Asset experience gain/(loss) during the period	(61,504)	The State of the S
Liability experience gain/(loss) during the period	(1,696,583)	and the second s
	2023/2024	(2,0,0,010)
Year	690,402	
Expected employer contributions	090,402	
(Estimate to be reviewed by Tourism Employees Welfare Fund)	24	
Weighted average duration of the defined benefit obligation	21 years	
(Calculated as a % change in PV of liabilities for a 1% change in discount rate)		

# NOTES TO THE ACCOUNTS

Year Ended 30 June 2023

# 21 RETIREMENT BENEFIT OBLIGATIONS (Continued)

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 Ended 30 June 2023	Year Ended 30 June 2022
Discount rate	6.15%	5.50%
Future salary increases	4.50%	3.50%
Future pension increases	3.50%	2.50%
Mortality before retirement	Nil	Nil
	PA (90) Tables -	PA (90) Tables -
	rated down by 2	rated down by 2
Mortality in retirement	years	years
D. C.	22	

Retirement Age 65 years

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 4.2M (increase by Rs 5.5M) 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 3.1M (decrease by Rs 2.7M) if all assumptions were held unchanged.
- If life expectancy would increase (decrease) by one year, the defined benefit obligation would increase by Rs 582,000 (decrease by 585,000) if all assumptions were held unchanged.

# NOTES TO THE ACCOUNTS

Year Ended 30 June 2023

# 22 OTHER INCOME

Items	Year Ended 30 June 2023	Year Ended 30 June 2022
	Rs	Rs
Interest receivable on investment	808,603	-
Interest received on Loans	628,900	1,632,693
Interest Received on car loan	23,800	34,168
Administration fees	1,500	3,000
Penalty on Contribution	365,381	312,170
Sundry income	1,054	5,706
Adjustment for over depreciation	449,455	1,035,113
Insurance	720	1,440
Decrease in Provision for bad debt	586,900	838,494
Total	2,866,313	3,862,784

# 23 GRANT SCHEMES

Itoma		Year Ended 30 June 2023	Year Ended 30 June 2022
Items		Rs	Rs
Marriage Gift		765,000	1,177,000
Death Grant		220,000	380,000
Death Grant Dependant Relative		160,000	140,000
Training		368,688	180,000
Leisure Activities		1,364,450	134,600
SC Grant		165,000	275,000
HSC Grant		100,000	140,000
Laureate Gift		20,000	20,000
Scholarship Grant		45,000	110,000
Parental Gift		1,284,000	1,365,000
Retirement Gift		676,000	1,901,000
Special Medical Assistance		, 100,000	150,000
Total	Page 26	5,268,138	5,972,600

# NOTES TO THE ACCOUNTS

Year Ended 30 June 2023

# 24 EMPLOYEE COSTS

Items	Year Ended 30 June 2023	Year Ended 30 June 2022
	Rs	Rs
Salaries	5,495,135	5,484,786
Compensation	141,800	117,726
End of year Bonus	467,665	465,525
Allowances to officers	268,840	278,943
Passage Benefits	245,197	237,374
Travelling Expenses	721,716	595,022
Uniforms	12,370	15,195
Overtime	9,799	18,406
NPS Contributions	83,426	87,377
FPS Contributions	112,401	115,426
CSG Contributions	362,338	323,990
Sicom Defined Benefits Pension Scheme	1,154,294	775,812
Sicom Defined Contribution Pension Scheme	27,954	26,825
Vacation Leave	19,843	102,246
Sick leave	429,273	438,412
Staff Medical Insurance	155,838	133,771
Staff training	28,150	-
TOTAL	9,736,039	9,216,836

# NOTES TO THE ACCOUNTS

Year Ended 30 June 2023

# 25 OPERATING EXPENSES

Items	Year Ended 30 June 2023	Year Ended 30 June 2022
141	Rs	Rs
Loss on disposal	13,001	-
Donations	10,000	1-
Allowance to Board Members	553,245	380,732
Board Expenses & Travelling	48,366	25,753
Media and Communications	257,847	259,747
Rent	1,200,336	1,200,336
Cleaning Expenses	148,268	117,888
Printing and Stationery	87,728	77,292
Courier & Postage	20,898	1,320
Bank interest and charges	27,422	30,140
General Expenses	51,190	2,801
Electricity	280,959	349,017
Water	5,023	2,516
Repairs & Maintenance	380,409	350,027
Motor Vehicles Expenses	71,427	56,520
Legal, Professional, Subscription and Membership Fees	247,211	142,035
Entertainment	-	2,459
Advertising and promotion	5,750	н.
Insurance	63,510	31,977
Staff Welfare	99,323	58,809
Audit fees	125,000	125,000
Licenses	285,375	243,338
Magazines & Newspapers	6,225	5,505
Total	3,988,513	3,463,212

# NOTES TO THE ACCOUNTS

Year Ended 30 June 2023

# 26 Difference Between Budget and Actual Amount

### 26.1 Contribution - Rs 3,285,892

There has been a surplus in contribution as it was estimated that monthly number of employees contributing to the fund will be 32,000; however with the take off of tourism activities, contribution was received for approximately 35,400 employees.

### 26.2 Other Income - Rs 3,159,979

The surplus comprises mainly of interest receivable on investment amounting to Rs 861,918, interest received on loan Rs 628,900, adjustment for over depreciation Rs 419,455 and decrease in provision for bad debt Rs 586,900.

### 26.3 SICOM Defined Benefits Pension Scheme - Rs 482,984

The Fund has actually contributed Rs 646,452 to the above pension fund while amount to be recognised in Profit and Loss as per acturial evaluation amounts to Rs 1,154,294.

### 26.4 Retirement Gift - Rs 3,074,000

With the takeoff of the tourism sector, the number of retirees has decreased.

