



EIGHTH NATIONAL ASSEMBLY

PARLIAMENTARY DEBATES

FRIDAY 15 JULY 2025

SUPPLY TEACHERS – WORK CONTRACTS – ENHANCING CAREER PROGRESSION

(No. B/696) Dr. Ms B. Thannoo (Second Member for Quartier Militaire & Moka) asked the Minister of Education and Human Resource whether, in regard to the current practice of enlistment of supply teachers in Mauritius, he will state if an assessment of the adverse impacts thereof on employee retention and motivation, in view of the precarity thereof, has been carried out and, if so, indicate –

(a) the outcome thereof, and

(b) if consideration will be given for the replacement thereof with a practice consisting of secured work contracts for enhanced career progression of the teachers and quality-driven long-term teaching for the students.

Dr. Gungapersad: Mr Deputy Speaker, Sir, let me at the outset convey my gratitude to all supply teachers who have helped my Ministry to palliate the shortages of academic staffs and ensure that classes are not let unattended and students are not penalised.

In fact, it has been the practice for my Ministry to have recourse under delegated power to enlist the services of supply teachers in primary and secondary schools as a contingency measure to cater for the shortage of educators who have proceeded on maternity leave, long vacation leave, leave without pay and study leave. The availability of the pool of supply teachers is also crucial where the gaps occur in the recruitment exercise of permanent educators, for instance, with the introduction of new subjects arising due to curriculum reforms.

It is also known that supply teachers do not benefit from the same compensation or other privileges as compared to holders of permanent post as educators, thus, impacting on their motivation and resulting in low retention capacity. To this effect, consultations have been held between my Ministry and the Ministry of Public Service on the modalities towards devising a more attractive scheme of service for supply teachers of primary and secondary schools with a view to improving their working conditions.

Mr Deputy Speaker, Sir, with regard to part (a) of the question, these consultations have resulted in the identification by my Ministry of a number of additional benefits that may be granted to supply teachers and these have been transmitted to the Ministry of Public Service. My Ministry has been informed by the

Ministry of Public Service that the recommendations have already been made on the basis of our consultations to the Pay Research Bureau for consideration in the next report.

Mr Deputy Speaker, Sir, with regard to part (b) of the question, a view of the fact that recommendations have already been made to the PRB, it is advisable at this stage that we await the outcome thereof, and hope for an enhanced career progression of teachers and quality driven long-term teaching for the students.

Moreover, after, les Assises de l'Éducation held in April this year, we are going to hold the validation workshops prior to finalising the blueprint for the education sector. I will personally ensure that the issue related to supply teachers is given due consideration.