CIVIL SERVICE COLLEGE, MAURITIUS

Training Courses

For the month of OCTOBER 2024, a total of **878 officers** have attended training courses organised by CSCM as detailed in the table below:

SN	Training Programmes	Workmen's Group	Support Staff	Frontline/ Supervisory/ Technical Grades	Middle Management	Sub-total
	Number of public officers trained in August 2024					
A	**Capacity and Capability Development Programme (sponsored by Ministry of Public Service, Administrative and Institutional Reforms)**					
1	Training Programme on Improving Communication & Productivity – 3 Batches	31	-	-	-	31
2	Operations and Processes Management Training Programme for Support Staff (Level 2) – 4 Batches	-	87	-	-	87
3	Training Programme on Leadership & Management (Level 3) – 3 Batches	-	-	40	-	40
4	Training Programme on Strategic Management & Leadership (Level 4) – 2 Batches	-	-	-	40	40
	SUB-TOTAL (A)					**198**
B	**Other Courses (sponsored by Ministry of Public Service, Administrative and Institutional Reforms)**					
1	Induction Course for Assistant Permanent Secretaries – 1 Batch	-	-	-	18	18
2	Foundation Course for Newly Recruited Management Support Officers – 2 Batches	-	58	-	-	58
3	Strategic Human Resource Management for HR Cadres – 1 Batch	-	-	-	24	24
4	Induction of Office Auxiliary/ Senior Office Auxiliary – 2 Batches	50	-	-	-	50
5	Induction Programme For Newly Appointed Human Resource Executives – 1 Batch	-	-	-	13	13
6	Pension Reforms in the Public Service for Human Resource Cadre – 1 Batch	-	-	-	24	24
	SUB-TOTAL (B)					**187**
C	**Customised Courses requested by Ministries/Departments/Parastatal Bodies & State-Owned Companies**					
SN	Training Programmes	Workmen's Group	Support Staff	Frontline/ Supervisory/ Technical Grades	Middle Management	Sub-total
1	First Aid (AMB) – 1 Batch	5	3	-	-	**8**
2	Bid preparation and Evaluation (Mauritius Prison Service) – 1 Batch	-	1	28	3	**32**
3	Continuum Road Safety Education (TRMSU & MIE) – 1 Batch	-	-	11	2	**13**
4	Risk Management for Ministry of Labour – 1 Batch	-	-	5	23	**28**

		Workmen's Group	Support Staff	Frontline/ Supervisory/ Technical Grades	Middle Management	Sub-total
5	Risk Management for Land Drainage Authority – 1 Batch	8	-	5	3	**16**
6	Leadership and Strategic Thinking (CEB) – 1 Batch	-	-	12	23	**35**
7	Accountability & Ethics for Ministry of Agro Industry and Food Security – 1 Batch	-	-	-	25	**25**
8	AI Adoption in Public Sector Organisation for Ministry of Tourism – 2 Batches	-	12	2	17	**31**
9	Writing Effective Minutes of Meetings (Ministry of financial Services and Good Governance) – 1 Batch	-	10	2	5	**17**
10	Stress Management & Mental Health (Ministry of financial Services and Good Governance) – 1 Batch	1	3	5	10	**20**
11	The Adoption of Generative Artificial Intelligence in the Public Sector (Min of ICT) – 1 Batch	-	-	-	30	**30**
	SUB-TOTAL (C)					**255**

D	**Courses based on TNA**					
SN	**Training Programmes**	**Workmen's Group**	**Support Staff**	**Frontline/ Supervisory/ Technical Grades**	**Middle Management**	**Sub-total**
1	Transport Management – 1 Batch	-	12	5	6	**23**
2	Public Policy Making – 1 Batch	-	-	2	28	**30**
3	Risk Management – 1 Batch	-	-	5	14	**19**
4	First Aid – 1 Batch	5	6	3	1	**15**
5	Advanced Microsoft Excel – 1 Batch	1	21	5	2	**29**
6	Effective Performance Appraisal – 1 Batch	-	4	13	7	**24**
7	Implementing Workplace Sexual Harassment Policies – 1 Batch	-	3	-	17	**20**
8	Government Asset Register (Awareness) – 1 Batch	-	8	5	-	**13**
9	Government Asset Register (Practical) – 1 Batch	-	7	8	-	**15**
10	Transformational Leadership & Emotional Intelligence – 1 Batch	-	2	11	3	**16**
	SUB-TOTAL (D)					**204**

E	**E-learning Courses on iTrain/Online courses**					
SN	**Training Programmes**	**Workmen's Group**	**Support Staff**	**Frontline/ Supervisory/ Technical Grades**	**Middle Management**	**Sub-total**
1	Basic Microsoft Excel	-	1	-	-	**1**
2	Code of Ethics for Public Officers	-	1	-	-	**1**
3	Gender Equality	-	3	-	1	**4**
4	Managing Self: A Confucian Approach	-	-	-	1	**1**
5	Stress Management	-	-	1	-	**1**
6	Time Management	-	-	-	1	**1**
7	Understanding Safety and Health at Work for Public Officers	-	-	1	-	**1**
8	Bid Evaluation methods and methodology - Module 1 - General	-	-	-	5	**5**
9	Bid Evaluation methods and methodology - Module 2 - Goods	-	-	-	4	**4**

10	Bid Evaluation methods and methodology - Module 3 - Works	-	-	-	6	6
11	Bid Evaluation methods and methodology - Module 4 - Consultancy Services	-	-	-	4	4
12	Bid Evaluation methods and methodology - Module 5 - Other Services	-	-	-	5	5
	SUB-TOTAL (E)					34
	TOTAL(A+B+C+D+E)					**878**

3.   In addition to the number of officers trained by the College, the tables at Annexes 1, 2 & 3 provide the following information:

(i)   **Annex 1:** Gender distribution of public officers who attended training courses; and

(ii)   **Annex 2:** list of Trainers/Resource Persons who delivered training sessions.

(iii)   **Annex 3**: - Number of participants per public sector organisations.

4.   **Action Plan Deployment – October 2024**

In line with the approved Strategic Plan of the College, the table at *Annex 4* provides details pertaining to the training courses, output and outcomes under each of the seven identified thrusts.
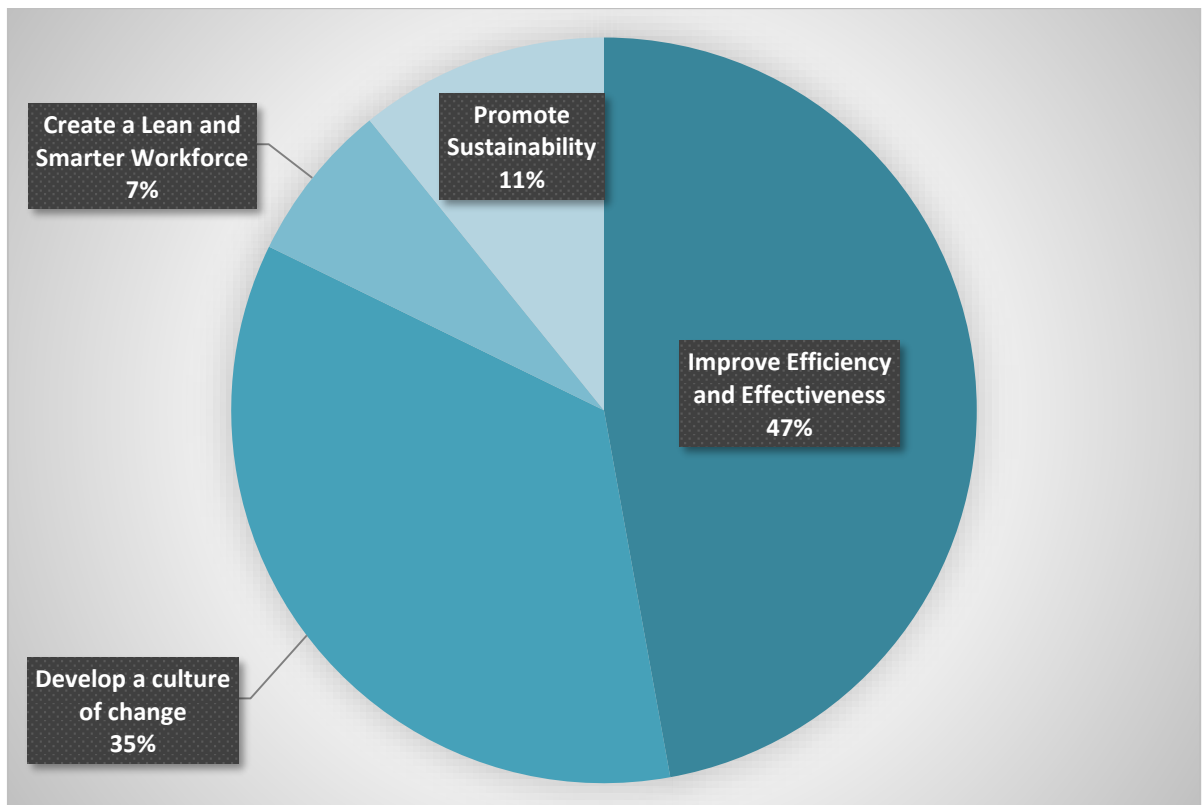
5.   For this Financial Year 2024/2025, that is, from July to October 2024, the CSCM has trained a total of 2302 public officers.

6.   The Board will be kept informed of the activities of the College.

11 November 2024

Gender Distribution Per Category – October 2024

A: Capacity and Capability Development Programme (sponsored by Ministry of Public Service, Administrative and Institutional Reforms)	Male	Female
Training Programme on Improving Communication & Productivity – 3 Batches	18	13
Operations and Processes Management Training Programme for Support Staff (Level 2) – 4 Batches	28	59
Training Programme on Leadership & Management (Level 3) – 3 Batches	22	18
Training Programme on Strategic Management & Leadership (Level 4) – 2 Batches	18	22
B: Other Courses (sponsored by Ministry of Public Service, Administrative and Institutional Reforms)	**Male**	**Female**
Induction Course for Assistant Permanent Secretaries – 1 Batch	6	12
Foundation Course for Newly Recruited Management Support Officers – 2 Batches	7	51
Strategic Human Resource Management for HR Cadres – 1 Batch	7	17
Induction of Office Auxiliary/ Senior Office Auxiliary – 2 Batches	11	39
Induction Programme For Newly Appointed Human Resource Executives – 1 Batch	3	10
Pension Reforms in the Public Service for Human Resource Cadre – 1 Batch	2	22
C: Customised Courses requested by Ministries/Departments/Parastatal Bodies & State-Owned Companies	**Male**	**Female**
First Aid (AMB) – 1 Batch	6	2
Bid preparation and Evaluation (Mauritius Prison Service) – 1 Batch	21	11
Continuum Road Safety Education (TRMSU & MIE) – 1 Batch	4	9
Risk Management for Ministry of Labour – 1 Batch	17	11
Risk Management for Land Drainage Authority – 1 Batch	6	10
Leadership and Strategic Thinking (CEB) – 1 Batch	15	20
Accountability & Ethics for Ministry of Agro Industry and Food Security – 1 Batch	15	10
AI Adoption in Public Sector Organisation for Ministry of Tourism – 2 Batches	6	25
Writing Effective Minutes of Meetings (Ministry of financial Services and Good Governance) – 1 Batch	2	15
Stress Management & Mental Health (Ministry of financial Services and Good Governance) – 1 Batch	2	18

	Male	Female
The Adoption of Generative Artificial Intelligence in the Public Sector (Min of ICT) – 1 Batch	17	13
D: Courses based on TNA	**Male**	**Female**
Transport Management – 1 Batch	8	15
Public Policy Making – 1 Batch	15	15
Risk Management – 1 Batch	11	8
First Aid – 1 Batch	8	7
Advanced Microsoft Excel – 1 Batch	7	22
Effective Performance Appraisal – 1 Batch	8	16
Implementing Workplace Sexual Harassment Policies – 1 Batch	3	17
Government Asset Register (Awareness) – 1 Batch	4	9
Government Asset Register (Practical) – 1 Batch	5	10
Transformational Leadership & Emotional Intelligence – 1 Batch	2	14
E: E-learning Courses on iTrain/Online courses	**Male**	**Female**
iTrain (12 Online Courses)	26	8
Total	**330**	**548**

Trainer/s Per Training Course – October 2024

A: Capacity and Capability Development Programme (sponsored by Ministry of Public Service, Administrative and Institutional Reforms)	Trainer/s
Training Programme on Improving Communication & Productivity – 3 Batches	Mr J. Ramjaun, Mr U. Juwaheer, Representative from Harm Reduction Unit, Miss T. Ramnarain, Mrs S. Ramsurrun, Dr A. Boyramboli & Mrs I. Athion Laregain
Operations and Processes Management Training Programme for Support Staff (Level 2) – 4 Batches	Mr T. Ganoo, Mr S. Ramsurrun & Mr V. Dorasami
Training Programme on Leadership & Management (Level 3) – 3 Batches	Mr V.Dorasami, Dr A. Sreekeessoon, Mr S. Beerbul, Mr T. Ganoo, Dr B. Appasamy, Dr D. Doobree & Dr B. Abacousnac
Training Programme on Strategic Management & Leadership (Level 4) – 2 Batches	Dr V. Ancharaz, Dr B. Abacousnac & Dr B. Appasamy

B: Other Courses (sponsored by Ministry of Public Service, Administrative and Institutional Reforms)	Trainer/s
Induction Course for Assistant Permanent Secretaries – 1 Batch	Mr. S. Putchay, Mr A. Pursunon, Mr J. Hauroo, Dr D. Doobree, Mr S.Ramparsad, Mr S. Ramgolam, Mr S. Coolen, Mr P. Ramlugun, Mr L.M.K Lam Ping Fong, Mr L. Harnamsing, Mrs A. Sreekeessoon
Foundation Course for Newly Recruited Management Support Officers – 2 Batches	Mr T. Dunputh, Mrs D. Bhunjun, Mr S. Coolen, Mrs S. Ramnauth, Mr K. Mosafeer, Mrs V. Bhaugeerothee Pomanah, Mr. S. Putchay, Mrs B. Kalleechurn, Dr D. Doobree
Strategic Human Resource Management for HR Cadres – 1 Batch	Mr S.Ramsurrun
Induction of Office Auxiliary/ Senior Office Auxiliary – 2 Batches	Mr S. Ghumaria, Mrs A. Ramjattun, Mrs B. Balgobin, Mrs Y. Mamode Cassim, Miss A. Mewa
Induction Programme For Newly Appointed Human Resource Executives – 1 Batch	Mr S.D. Janoo, Mrs N. Subratty, Mr F. Yarroo, Mr C. Munisamy, Mr S. Nundloll, Mr S. Carpen, Mrs B. Kalleechurn, Mr J. Doobaly, Dr A. Boyramboli, Mr S. Coolen, Mr W. Allybocus
Pension Reforms in the Public Service for Human Resource Cadre – 1 Batch	Mr S. Carpen
C: Customised Courses requested by Ministries/Departments/Parastatal Bodies & State-Owned Companies	Trainer/s
First Aid (AMB) – 1 Batch	St John Ambulance
Bid preparation and Evaluation (Mauritius Prison Service) – 1 Batch	Mr M. S. Atawoo
Continuum Road Safety Education (TRMSU & MIE) – 1 Batch	Mrs S. Ramsurrun & Mrs B. Beebeejaun
Risk Management for Ministry of Labour – 1 Batch	Dr. B. Abacousnac
Risk Management for Land Drainage Authority – 1 Batch	Dr. B. Abacousnac
Leadership and Strategic Thinking (CEB) – 1 Batch	Dr B. Appasamy
Accountability & Ethics for Ministry of Agro Industry and Food Security – 1 Batch	Dr D. Dobree
AI Adoption in Public Sector Organisation for Ministry of Tourism – 2 Batches	Mr V. Dorasami
Writing Effective Minutes of Meetings (Ministry of financial Services and Good Governance) – 1 Batch	Mr P.Ramlugun
Stress Management & Mental Health (Ministry of financial Services and Good Governance) – 1 Batch	Dr A.Boyramboli

The Adoption of Generative Artificial Intelligence in the Public Sector (Min of ICT) – 1 Batch	Mr. V. Dorasami
D: Courses based on TNA	**Trainer/s**
Transport Management – 1 Batch	Mr K Bunjun
Public Policy Making – 1 Batch	Dr R. Moorghen
Risk Management – 1 Batch	Dr D. Doobree
First Aid – 1 Batch	St John Ambulance
Advanced Microsoft Excel – 1 Batch	Mrs N. Gobin Jeeban
Effective Performance Appraisal – 1 Batch	Mrs B. Kaleechurn
Implementing Workplace Sexual Harassment Policies – 1 Batch	Mrs V. Autar Hemrazing
Government Asset Register (Awareness) – 1 Batch	Mr A. Kallychurn
Government Asset Register (Practical) – 1 Batch	Mr A. Kallychurn, Mrs Z. Jugon Chutoo
Transformational Leadership & Emotional Intelligence – 1 Batch	Mr S. Ramsurrun
E: E-learning Courses on iTrain/Online courses	**Trainer/s**
iTrain	N/A

Number of Participants per Ministry/Department/State – Owned, Parastatal & Local Authorities – October 2024

SN	Ministry/Department/ Parastatals, State Owned Enterprises & Local Authorities	Total
1	Office of the President	4
2	Office of the Vice-President	1
3	National Assembly	7
4	Office of the Electoral Commissioner	0
5	The Judiciary	15
6	Public Service Commission and Disciplined Forces Service Commission	11
7	Public Bodies Appeal Tribunal	0
8	Office of Ombudsman	1
9	National Audit Office	16
10	Employment Relations Tribunal	3
11	Local Government Service Commission	0
12	Office of the Ombudsperson for Children	3
13	Office of Ombudsperson for Financial Services	0
14	Prime Minister's Office	106
15	Ministry of Housing and Land Use Planning	9
16	Ministry of Tourism	63
17	Ministry of Financial Services & Good Governance	16
18	Ministry of Education, Tertiary Education, Science and Technology	23
19	Ministry of Local Government	16
20	Ministry of Land Transport and Light Rail	5
21	Ministry of Foreign Affairs, Regional Integration and International Trade	22
23	Ministry of Finance, Economic Planning and Development	36
24	Ministry of Energy and Public Utilities	12
25	Ministry of Social Integration	7
27	Ministry of Industrial Development, SMEs and Cooperatives	15
28	Ministry of Environment and Climate Change	5
29	Office of the Solicitor-General	7
30	Office of the Director of Public Prosecutions	1
31	Office of the Parliamentary Counsel	0
32	Ministry of Agro-Industry and Food Security	85
33	Ministry of Youth Empowerment, Sports and Recreation	26
34	Ministry of National Infrastructure	27
35	Ministry of Information Technology, Communication and Innovation	54
36	Ministry of Labour, Human Resource Development and Training	46
37	Ministry of Commerce and Consumer Protection	38
38	Ministry of Health and Wellness	31
39	Ministry of Blue Economy, Marine Resources and Shipping	5
40	Gender Equality and Family Welfare	15
41	Ministry of Arts and Cultural Heritage	8

42	Ministry of Public Service, Administrative and Institutional Reforms	62
43	Rodrigues Regional Assembly	0
44	Others - Parastatals, State Owned Enterprises & Local Authorities	77
Total		**878**

Thrust Areas	Training Courses	Output	Outcomes
1.Improve Efficiency and Effectiveness	Training Programme on Improving Communication & Productivity – 3 Batches	31	• 86% of participants agreed that the training was effective. • 71% of participants stated that the training was related to their duties. • 83% of participants said they could use the training to their jobs and found it valuable.
	Operations and Processes Management Training Programme for Support Staff (Level 2) – 4 Batches	87	• 96% of participants agreed that the training was effective. • 96% of participants stated that the training was related to their duties. • 74% of participants said they could use the training in their jobs and found it valuable.
	Training Programme on Leadership & Management (Level 3) – 3 Batches	40	• 93% of participants agreed that the training was effective. • 87% of participants stated that the training was related to their duties. • 83% of participants said they could use the training in their jobs and found it valuable.
	Training Programme on Strategic Management & Leadership (Level 4) – 2 Batches	40	• 95% of participants agreed that the training was effective. • 95% of participants stated that the training was related to their duties. • 84% of participants said they could use the training to their jobs and found it valuable.
	Pension Reforms in the Public Service for Human Resource Cadre – 1 Batch	24	• Before the training, the level of understanding of the topics on a scale of 1 to 10 (10 being "Understand very well") was 6.3, after the training it was 8.9; • 100% of participants agreed that the training was effective. • 100% of participants stated that the training was related to their duties. • 80% of participants said they could use the training to their jobs and found it valuable.

	Bid preparation and Evaluation (Mauritius Prison Service) – 1 Batch	32	• Before the training, the level of understanding of the topics on a scale of 1 to 10 (10 being "Understand very well") was 5.1, after the training it was 7.7; • 85% of participants agreed that the training was effective. • 96% of participants stated that the training was related to their duties. • 96% of participants said they could use the training to their jobs and found it valuable.
	Continuum Road Safety Education (TRMSU & MIE) – 1 Batch	13	• 100% of participants agreed that the training was effective. • 100% of participants stated that the training was related to their duties. • 100% of participants said they could use the training to their jobs and found it valuable.
	Writing Effective Minutes of Meetings (Ministry of Financial Services and Good Governance) – 1 Batch	17	• Before the training, the level of understanding of the topics on a scale of 1 to 10 (10 being "Understand very well") was 2.5, after the training it was 7.8; • 88% of participants agreed that the training was effective. • 92% of participants stated that the training was related to their duties. • 85% of participants said they could use the training to their jobs and found it valuable.
	Transport Management – 1 Batch	23	• Before the training, the level of understanding of the topics on a scale of 1 to 10 (10 being "Understand very well") was 7.7, after the training it was 7.9; • 100% of participants agreed that the training was effective. • 100% of participants stated that the training was related to their duties.

			• 93% of participants said they could use the training to their jobs and found it valuable.
	Advanced Microsoft Excel – 1 Batch	29	• 93% of participants agreed that the training was effective. • 100% of participants stated that the training was related to their duties. • 91% of participants said they could use the training to their jobs and found it valuable.
	Effective Performance Appraisal – 1 Batch	24	• 100% of participants agreed that the training was effective. • 100% of participants stated that the training was related to their duties. • 93% of participants said they could use the training to their jobs and found it valuable.
	Government Asset Register (Awareness) – 1 Batch	13	• Before the training, the level of understanding of the topics on a scale of 1 to 10 (10 being "Understand very well") was 1.3, after the training it was 6.3; • 86% of participants agreed that the training was effective. • 100% of participants stated that the training was related to their duties. • 75% of participants said they could use the training to their jobs and found it valuable.
	Government Asset Register (Practical) – 1 Batch	15	• Before the training, the level of understanding of the topics on a scale of 1 to 10 (10 being "Understand very well") was 2.5, after the training it was 7.8; • 88% of participants agreed that the training was effective. • 92% of participants stated that the training was related to their duties. • 85% of participants said they could use the training to their jobs and found it valuable.
	Basic Microsoft Excel	1	N/A
	Time Management	1	N/A
	Bid Evaluation methods and methodology - Module 1 - General	5	N/A

	Bid Evaluation methods and methodology - Module 2 - Goods	4	N/A
	Bid Evaluation methods and methodology - Module 3 - Works	6	N/A
	Bid Evaluation methods and methodology - Module 4 - Consultancy Services	4	N/A
	Bid Evaluation methods and methodology - Module 5 - Other Services	5	N/A
2. Develop a culture of change	Strategic Human Resource Management – 1 Batch	24	• Before the training, the level of understanding of the topics on a scale of 1 to 10 (10 being "Understand very well") was 6.2, after the training it was 8.8; • 92% of participants agreed that the training was effective. • 85% of participants stated that the training was related to their duties. • 73% of participants said they could use the training to their jobs and found it valuable.
	Foundation Course For Newly Recruited MSOs – 2 Batches	58	• 100% of participants agreed that the training was effective. • 98% of participants stated that the training was related to their duties. • 87% of participants said they could use the training in their jobs and found it valuable.
	Induction of Assistant Permanent Secretaries – 1 Batch	18	• 100% of participants agreed that the training was effective. • 100% of participants stated that the training was related to their duties. • 100% of participants said they could use the training in their jobs and found it valuable.
	Induction of Office Auxiliary/ Senior Office Auxiliary – 2 Batches	50	• 90% of participants agreed that the training was effective. • 95% of participants stated that the training was related to their duties. • 86% of participants said they could use the training in their jobs and found it valuable.
	Induction Programme For Newly Appointed Human Resource Executives – 1 Batch	13	• 100% of participants agreed that the training was effective. • 100% of participants stated that the training was related to their duties.

			• 84% of participants said they could use the training in their jobs and found it valuable.
	Risk Management – 3 Batches	63	• Before the training, the level of understanding of the topics on a scale of 1 to 10 (10 being "Understand very well") was 6.1, after the training it was 6.1; • 92% of participants agreed that the training was effective. • 83% of participants stated that the training was related to their duties. • 92% of participants said they could use the training to their jobs and found it valuable.
	Leadership and Strategic Thinking – 1 Batch	35	• Before the training, the level of understanding of the topics on a scale of 1 to 10 (10 being "Understand very well") was 2.5, after the training it was 7.8; • 88% of participants agreed that the training was effective. • 92% of participants stated that the training was related to their duties. • 85% of participants said they could use the training to their jobs and found it valuable.
	Public Policy Making – 1 Batch	30	• Before the training, the level of understanding of the topics on a scale of 1 to 10 (10 being "Understand very well") was 4.7, after the training it was 9.6; • 100% of participants agreed that the training was effective. • 100% of participants stated that the training was related to their duties. • 100% of participants said they could use the training to their jobs and found it valuable.
	Transformational Leadership & Emotional Intelligence – 1 Batch	16	• Before the training, the level of understanding of the topics on a scale of 1 to 10 (10 being "Understand very well") was 4.9, after the training it was 8.6; • 100% of participants agreed that the training was effective.

			• 100% of participants stated that the training was related to their duties. • 100% of participants said they could use the training to their jobs and found it valuable.
	Managing Self: A Confucian Approach	1	**N/A**
3. Create a Lean and Smarter Workforce	AI Adoption in Public Sector Organisation – 2 Batches	31	• 100% of participants agreed that the training was effective. • 100% of participants stated that the training was related to their duties. • 93% of participants said they could use the training to their jobs and found it valuable.
	The Adoption of Generative Artificial Intelligence in the Public Sector (Min of ICT) – 1 Batch	30	• Before the training, the level of understanding of the topics on a scale of 1 to 10 (10 being "Understand very well") was 5.8, after the training it was 8.3; • 83% of participants agreed that the training was effective. • 93% of participants stated that the training was related to their duties. • 90% of participants said they could use the training in their jobs and found it valuable.
4. Enhance Customer Experience			
5. Foster Accessibility			
6. Promote Sustainability	Accountability & Ethics – 1 Batch	25	• Before the training, the level of understanding of the topics on a scale of 1 to 10 (10 being "Understand very well") was 5.3, after the training it was 8.5; • 86% of participants agreed that the training was effective. • 86% of participants stated that the training was related to their duties. • 82% of participants said they could use the training in their jobs and found it valuable.

	First Aid – 2 Batches	23	• Before the training, the level of understanding of the topics on a scale of 1 to 10 (10 being "Understand very well") was 3.4, after the training it was 8.1; • 100% of participants agreed that the training was effective. • 100% of participants stated that the training was related to their duties. • 100% of participants said they could use the training in their jobs and found it valuable.
	Implementing Workplace Sexual Harassment Policies – 1 Batch	20	• Before the training, the level of understanding of the topics on a scale of 1 to 10 (10 being "Understand very well") was 4.2, after the training it was 8.6; • 94% of participants agreed that the training was effective. • 100% of participants stated that the training was related to their duties. • 82% of participants said they could use the training in their jobs and found it valuable.
	Stress Management & Mental Health – 1 Batch	20	• Before the training, the level of understanding of the topics on a scale of 1 to 10 (10 being "Understand very well") was 2.4, after the training it was 8.5; • 95% of participants agreed that the training was effective. • 88% of participants stated that the training was related to their duties. • 90% of participants said they could use the training in their jobs and found it valuable.
	Code of Ethics for Public Officers	1	N/A
	Gender Equality	4	N/A
	Stress Management	1	N/A
	Understanding Safety and Health at Work for Public Officers	1	N/A
Total		**878**	