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## Message from Editorial Committee

Dear colleagues it is indeed a pleasure to present to you our first issue of this electronic newsletter, to communicate the activities of the Sugar Insurance Fund Board and other features of interest.

In this first issue, important events which have marked the S.I.F.B have also been highlighted along with major achievements at National level.

Research has been done by members of the panel of Editors to keep our staff up to date with new activities of our Institution within the sugar industry.

As you are aware, the most important asset in a workplace is the human asset. This is why we have devoted a space to include new development in the Human Resource Section in terms of circulars both from inside and outside which could be the Ministry of Civil Service Affairs & Administrative reforms.

Our panel of editors has tried to write something on leadership because we believe that a good leader at different levels in the hierarchy within the S.I.F.B will help the Board to achieve its goals despite the challenges facing the sugar industry as a whole. We sincerely hope that you will appreciate this first issue and you are welcome to make any criticism, suggestions and improvements.



Mr Soopramanien  
Ramsamy



Mr Narainsamy  
Pydiah



Mrs Shashimala  
Servansingh

## Message from the CEO

Dear Colleagues, I am thrilled to join the editorial team in the launching of the first issue of the bi-monthly SIFB Info, which will serve as an additional communication channel between management and the staff and also between SIFB and our insured and other stakeholders.

First of all, my heartfelt thanks to the editorial team who have so generously given their time and expertise to make this project happen. No detail, large or small, has been beyond their notice. Their professionalism, attention to detail, and good humour has made seeing this electronic issue a real pleasure.

Through this Info we aim to keep you updated and informed about SIFB and the cane and sugar sectors. The SIFB Info will, thus, be dedicated to

- (i) communicate decisions, policies etc. taken by management and the Board of SIFB,
- (ii) communicate the relevant legal updates and other reports such as PRB, Actuarial reviews, financial and procurement procedures, HRM issues etc.
- (iii) update you on our latest activities and plans
- (iv) provision of feedback from colleagues attending conferences, seminars, training sessions, workshops etc.,
- (v) share information from publications that you have found interesting and useful, or problems that you may have encountered,
- (vi) sharing of experience and knowledge by our past and present colleagues
- (vii) narrate the history and some of the milestone of SIFB,
- (viii) development in the cane and sugar sector,
- (ix) sharing of an idea or a success story you may have? Or sharing of a solution you just found and you'd like to suggest to others?
- (x) Send us your ideas so we can help support each other and grow together
- (xi) provide a place for our staff, their spouses and children to exhibit their hidden talents, plus
- (xii) other info and fun

## Message from the CEO (cont.)

There are so many interesting experiences and opportunities to learn and our Info is one way we can share that information. The short-term mission, I have set myself is to see that all staff pride themselves to work at SIFB, a workplace where rules happiness.

It is said that if you want your business to grow and succeed, then more than anything else, you need to make it a happy workplace. So if happiness is the path to success, why are so many workplaces around the world still unhappy? It's simple: They focus on the wrong thing, and are trying to create job satisfaction instead of happiness at work. Research shows that satisfied employees do not necessarily perform any better. That's why you need to look less at job satisfaction and more at job happiness.

Therefore, I am very pleased to see that this first issue starts with an article on happiness at the workplace.

I hope that you will find the SIFB Info, both interesting and informative and would appreciate you taking the time to read this and the subsequent issues.

So, welcome aboard, enjoy this first issue and let us have your feedback. Don't forget that we also look forward to receiving your valuable contributions in order to make SIFB Info a meaningful publication for all our stakeholders.

DR. Rajun Jugurnath  
Chief Executive Officer



## Being Happy at Work Place

All our actions, since the time we are born are directed towards just one thing - Happiness. People go to great lengths for perceived happiness.

Being happy at the workplace is very important. Any working person spends more than 50% of his waking hours at work. A career spanning 40 years means 120,000 man-hours at work or in transit, not including the amount of time spent to educate and train oneself to be employable. It means that any working person's and his / her family's aspirations, life style and stress levels depend heavily on two factors - the work place's culture and the attitude of the working person.

A person who is happy at work place is not only an asset to the company but also a happiness provider to the family and the society at large. And people who enjoy their jobs and office environments will be more determined to work to the best of their abilities and keep procrastination to a minimum. Furthermore, it is a known fact that productivity, employment tenure and innovation is high in a company where the workforce is happy.

Happiness is a state of mind. A happy person radiates happiness as a sad person radiates sadness. So it is important for a leader to be happy to make the environment happy.

Job happiness is about how people feel at work right this moment. Are your employees currently feeling happy, proud, appreciated and motivated? Or are they feeling stressed, nervous, disappointed and frustrated?

Research shows that the feeling of happiness (or positive affect as psychologists call it) is exactly what improves performance. Psychological, sociological and neurological studies all show that when your employees are having a good day, they are more productive, creative, energetic and motivated. Happy employees are also better at working together; they sell more and provide much better service for the customers. In short, a happy employee is a dream employee.

## Being Happy at Work Place (cont.)

Workplace happiness requires leaders that are honestly and sincerely committed to the employees. It takes a thorough understanding of these employees' wishes and dreams. It takes managers who are willing to engage with their employees and discuss work-related joys and sorrows with them.

It takes two things to make us happy at work:

1. Results
2. Relationships

Let's take a closer look at these two. First, results. We all want to get results. We all want to make a difference, know that our work is important, get appreciation and do work that we can be proud of.

Some managers think that employees must be pressured into performing. That when we're left alone, we choose to do nothing. In fact, the reverse is true and when given half a chance, we will work our hearts out to accomplish great results. Especially, meaningful results.

Secondly, there are relationships at work. When you ask people what makes them happy at work, they consistently rate these things highest:

- Nice co-workers
- A good manager
- Good communication
- Fun and a sense of humour in the workplace

Each of these is a sign of good relations, caring and, indeed, love - simple signs that people like each other and communicate well. These good relations don't have to stop with co-workers and managers, but can also be applied to customers, suppliers, shareholders, and the company's wider community.

So this is the secret to happiness at work: Results and relationships.

*Adapted from **Indore MANAGER** (April 2013 issue)  
Magazine of Indore Management Association*

## The Sugar Insurance Fund of Mauritius : Past

The idea of insuring the Mauritian sugar cane against the weather calamities, one of long standing, became a reality when cyclone-damage in 1945 precipitated matters at governmental level, and at the local Chamber of Agriculture. The very next year saw the formal establishment, in October, of a Cyclone and Drought Insurance Fund through Ordinance No 53 of 1946 with compulsory insurance for all cane planters and millers, and an obligation on the latter to provide all relevant information to that Insurance Board, with powers to inspect fields and refuse compensation for deliberately neglected or abandoned cane fields.

The insurance premium levied through the Mauritius Sugar Syndicate as the sole sugar marketing agency, first corresponded to 4.50% of the value of the average quantity of the sugar harvested during three preceding normal years. Compensations meant to cover both production costs and profits foregone, were also payable via the Syndicate on official declaration of event years (due to cyclone and/or droughts), except for a first tranche of 5% of total loss to be borne by the insured parties themselves.

## Definition of a customer

*“A customer is the most important visitor on our premisses. He is not dependent on us. We are dependent on him. He is not an interruption of our work. He is the purpose of it. He is not an outsider to our business, he is a part of it. We are not doing a favour to him. He is doing us a favour by giving us an opportunity to do so.”*

**Mahatma Gandhi**



## Special Assistance – Crop 2015

1. In their Actuarial Review dated October 2014, the Consulting Actuaries recommended that the Fund provides once-off Special Assistance to insureds for each of Crop 2014 and Crop 2015 as follows:

*“The special assistance payable to insureds per tonne of sugar accrued is equivalent to the difference between the sugar price for that crop year and the benchmarked sugar price, limited to MUR 2,000 per tonne of sugar accrued; however, adjusted in line with the relevant provision of the SIF Act.*

*The recommended benchmark Sugar Price is the 2013 ex-Syndicate Sugar Price of MUR 15,830 per tonne.”*

2. The special assistance in respect of Crop 2015 is subject to the following conditions being met for Crop 2015:

- (1) The market value of the Fund’s assets does not decline by a proportion of 10% or more due to market movements/conditions; and
- (2) (a) The full special assistance is payable to an insured if compensation paid during 2014 did not exceed the special assistance due to that insured, and no compensation is payable to that insured in respect of Crop 2015;
- (b) Alternatively, the Crop 2015 special assistance is reduced by both the excess of Crop 2014 compensation over the Crop 2014 special assistance and the amount of 2015 compensation paid to a particular insured.



## **Sugar Cane Crop 2016**

Status: End April 2016

Although total rainfall for the month of April 2016 island-wise was above normal, its distribution throughout the month was not even sector-wise and there were instances of water stress, especially in the North and West sectors and the low-lying regions of the East and South. Consequently, the elongation rate for this month has decreased in all sectors compared to the normal rate and to that of April 2015. However, cumulative elongation and stalk height at the end of April 2016 are better than those of the previous year and are as good as the normal.

The Mean maximum and minimum temperature during April 2016 were above normal at all stations. Except for Belle Rive, which lagged behind the normal by 0.60, the resulting mean amplitude (difference between minimum and maximum temperature) was close to the normal at Pamplemousses and Union Park, and exceeded the normal by 0.30 at Réduit. Above normal maximum temperatures are conducive to sucrose production through photosynthesis, while higher temperature amplitudes favour sucrose accumulation.

The combination of water stress, as mentioned above, at short intervals and above normal solar radiation has triggered ripening and therefore the production of sucrose through photosynthesis. It follows that the overall 'richesse' (percentage sugar in cane) at island level at the end of April 2016 has exceeded that of the proceeding two years. In the west sector, however, a low sucrose content has been recorded and that was mainly due to the fact that the canes in those regions are still in an immature state as a consequence of late and extended harvest of crop 2015.

It is to be noted that the weather conditions that prevail during the ripening period will greatly influence the production of sucrose in the sugar cane and hence the extraction rate for crop 2016.

*(Source: Mauritius Cane Industry Authority website)*

## Secteur sucre et non sucre:

ENL Agri mise sur la parité

Devant la réduction du prix du sucre et la libéralisation de la production en Europe, ENL Agri penche sur une formule pour limiter les repercussions. Et dans la foulée, assurer la pérennité du potentiel de la terre. C'est ainsi que le pôle agricole du groupe Espitalier Noël envisage une répartition égale de la contribution des revenus généraux de la société entre les secteurs sucre, soit 50-50, ce d'ici juin 2018.

“Nous voulons que nos produits non sucrés rapportent autant que ceux du secteur sucrés” soutient Jean Raymond Hardy Chief Executive Officer d'ENL Agri:

La filière sucre pèse lourd dans les revenus d'ENL Agri, avec 65 % contre seulement 35 % pour les secteurs non sucrés.

La décision de répartir également les revenus d'ENL Agri entre les secteurs sucre et non sucrés résulte d'une prise de conscience de défis auxquels l'industrie sucrière est confrontée. 36% baisse des prix du sucre en 2009 et la libéralisation de la production du sucre en Europe prévue à compter du 1er Octobre 2017.

ENL Agri a mis en place d'un projet de production des légumes, l'incursion de la société dans le domaine foncier, création d'ESP Landscapers, entreprise spécialisée dans le design ou encore l'installation et la maintenance des jardins et des espaces verts.

Cela fait 3 ans que ENL Agri a mis sur le marché des produits Field Good. En occurrence, poivrons tomates, concombres.

Surplus des produits est vendu au marché grâce à la collaboration des maraîchers et une partie de la production est vendue aux hôtels.

ENL Agri s'est impliqué dans l'exploitation de deux pépinières pour la production des plantes décoratives, destinées aux entreprises et aux particuliers.

Grâce à sa filiale Agrex, elle est entrée en plein-pied dans la commercialisation d'intrants agricoles, comme les semences et les engrais.

*(Source: L'Express du jeudi 2 juin 2016 )*

## A few words from Mr Saheed Dargaye

Dear friends,

It is an honour to pen a few words for this first newsletter of the SIFB. This comes at the right time as the Industry is bravely rising up to big challenges. The whole Sugar Cane Industry should vibrate with vigour and optimism.

In 2013, many colleagues and me said goodbye to the Board and went on retirement. However, in a sense, we are still with the SIFB in our hearts and minds.



Mr Saheed  
Dargaye

At a time we all feared for the Sugar Cane sector but it is a resilient Industry. It sways in the gale but remains firmly rooted in the country, in our people's life, in our folklore. Planters who shifted from sugar cane to vegetable production are reverting to cane plantations. There is new hope for cane sugar on the world market. The small planter works with the same passion as the big Estates. A big bravado to the sugar cane industry and therefore to the SIFB which has maintained its identity side by side with its Counterparts merged in the MCIA.

Whenever I go down memory Lane, I relish my life and times with the SIFB. In the evenings when sitting on the terrace, reminiscences flash across the mind: walking along with the planters, listening to their concerns and cares, working in exquisite places like Moka, Bambous Virieux, Chamarel, Balaclava, Cap Malheureux, Riambel. The views from mountain positions come back with heavenly beauty; the vistas over the forests and the seas open wide with fairy like bliss.

Every field day was pure pleasure; every day at office was ravishing. We know almost every nook and corner of this paradise like country.

Working at the SIFB was “ Un conte de fees dans le creux de la main”

Thank you SIFB  
Good Luck SIFB

