



**OFFICE OF THE PRESIDENT  
Public Service Bureau**

**Circular No. 5 of 2025**

**20 June 2025**

**TO:**

**Secretaries of State  
Attorney General  
Commissioner of Police  
Chairperson of Constitutional  
Appointments Authority  
Ombudsman  
Director General Seychelles Intelligence  
Services**

**Chairperson of Electoral Commission  
Chairperson of Public Service Appeal Board  
Chief Secretary Public Service  
Principal Secretaries  
Clerk of the National Assembly  
Master / Registrar, Supreme Court  
Chief Executive Officers**

**Subject: Participation of Public Sector Employees as Candidates in National Assembly and Presidential Elections**

**1. Purpose**

This circular seeks to provide clear guidelines for Public Sector Employees who intend to stand as candidates in National Assembly or Presidential elections, including as Vice Presidential candidates (Running Mates). It seeks to preserve the political neutrality and operational integrity of the Public Service while upholding employees' constitutional rights to participate in democratic processes.

**2. Scope**

This policy applies to all public sector employees, including those in Ministries, Departments, Agencies, and State-Owned Enterprises. It also applies to public officers who serve on boards, councils, committees, statutory bodies, or in any other official capacity within government institutions.

**3. Obligations on Public Officers**

Whilst public officers, like other citizens of Seychelles, have the right to participate in political activities, they must ensure that any such activities comply with:



- a) Article 23 of the *Constitution of Seychelles*;
- b) The *General Code of Conduct and Ethics for public officers* set out in Part 2 of the *Public Officers' Ethics Act 2008*;
- c) *Public Service Order* (PSO) and, in particular, Order 121; and
- d) The *Principles of Public Service in Seychelles*.

In light of these legal and ethical frameworks, it is important to note that public officers are subject to specific constraints that do not apply to individuals outside the public service.

#### **4. Official Declaration and Campaigning**

A public sector employee who officially declares their intention to stand as a candidate in a National Assembly or Presidential election—including as a running mate—must:

- a) Notify their Head of Organisation and the Public Service Bureau in writing immediately upon such declaration;
- b) Proceed on unpaid leave with effect from the date of this official declaration; and
- c) Refrain from performing any public duties or using public assets, premises, or authority during the leave period.

**Note:** *For the purpose of this policy, “official declaration” refers to a public or written announcement made by the individual—or on their behalf by a political party—expressing the intent to stand as a candidate in a National Assembly or Presidential election. This applies irrespective of whether formal nomination papers have been submitted to the Electoral Commission.*

The practice of requiring public officers to proceed on unpaid leave upon official declaration has been in place since 2016. It reflects the government’s commitment to preserving the political neutrality of the public service, while also upholding the constitutional rights of public officers to participate in democratic processes.

This early leave requirement ensures that any form of active campaigning—including door-to-door canvassing, public meetings, or political promotion—does not compromise the neutrality or the public perception of impartiality within the public service.

#### **5. Leave Requirement**

Upon official declaration:

- a) The employee shall proceed on unpaid leave from the date of official declaration until the conclusion of the electoral process, including the official announcement of results.
- b) The leave must be processed and recorded by the Head of Organisation in accordance with applicable leave procedures and reported to the Public Service Bureau for monitoring purposes, where applicable.



- c) During this period, the employee shall not perform any official duties or use public assets or facilities in support of their candidacy.
- d) In addition to taking unpaid leave from their regular employment, any public officer who holds an official role in the affairs of government—including as a member of a board, council, committee, statutory body, or similar entity—must also take leave from such duties upon official declaration of candidacy.

This measure is intended to preserve political neutrality and avoid any perceived or actual conflict of interest. The appointing authority of the relevant body shall be notified in writing by the candidate or their Head of Organisation and shall arrange for the individual's temporary suspension from all governance activities for the duration of the electoral process.

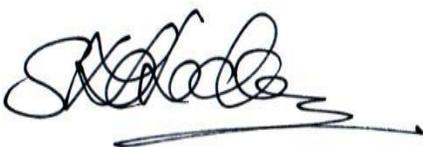
## 6. Reinstatement Post-Election

- a) If the employee is not elected, they may request to return to duty, including to boards, councils, committees, statutory bodies, or other official functions within government institutions. This request shall be made within 30 calendar days of the official declaration of results.
- b) If the employee is elected to the National Assembly, as President, or Vice President (Running Mate), they will be required to relinquish their position in the public service effective from the date of being sworn in.
- c) In addition, if elected, the individual must resign from all official roles in the public sector, including board memberships and similar governance roles. The appointing authority must formally process the resignation to ensure full separation from executive or administrative functions of the state.

## 7. Non-Compliance

Public sector employees who declare their candidacy remain employees of the Government until they are either elected—at which point they formally separate from the public service—or return to duty if not elected. During this period, they must fully comply with the provisions of this policy, particularly in relation to leave, the use of public resources, and professional & ethical conduct.

Failure to comply with this policy may result in disciplinary action in accordance with the Public Service Orders and other relevant codes of conduct.



Shella Mohideen (Mrs.)  
**Chief Secretary and Head of Public Service**



