

16.7 FORENSIC SCIENCE LABORATORY

- 16.7.1 The Forensic Science Laboratory (FSL) is an autonomous laboratory which operates under the Prime Minister's Office. It is the sole provider of forensic and advisory service to law enforcement agencies in Mauritius. To this end, it entertains close professional relationship with Police and Judicial Departments. In addition, it collaborates with the international forensic community, thus, making it an increasingly prominent forensic service provider in the region.
- 16.7.2 Due to its commitment to provide a quality service that meets the challenges presented by changing customer needs and emerging technologies, the FSL has become a key player in the provision of forensic services in Mauritius and the region. A few areas of prime importance in which the FSL provides forensic examination and analysis are, among others, crime scene investigation; evidence recovery; examination of biological materials; and DNA profiling.
- 16.7.3 The present structure has, therefore, been designed with a view to enable the FSL to effectively fulfil its mandate. A Director is at the apex of the organisation and she is assisted by officers in the professional and technical cadres, namely the Forensic Scientist and Forensic Technologist Cadres whereas support is provided to the core staff by officers from the General Services grades and employees of the Workmen's Group.
- 16.7.4 For this review exercise, the different staff associations have made representations to the Bureau and they were informed of those requests that could not be entertained. Union members made further submissions with respect to the filling of posts and increasing the mileage ceiling. They were informed that these implementation issues should be dealt with by Management.
- 16.7.5 Union members also laid emphasis for an upgrade in the entry qualifications requirement of both professional and technical grades and a consequential upward review of salaries due to extensive use of state of the art technology at the FSL. They were explained the relationship between use of technology and salaries. They were equally apprised that the qualifications requirement must commensurate the level of duties that need to be performed. It was also averred that new technology does not entail more deliverables but rather contributes in rendering the service delivery more effective and efficient. Hence, they were informed that in the circumstances, the provision of appropriate training would be more beneficial to officers concerned.
- 16.7.6 Acting upon the recommendations of the Commission of Enquiry on Drug Trafficking Report (July 2018), Management proposed the merging of the Biology and Chemistry sections. As it is an issue relating to the functional arrangement in the organisation, the onus rests with Management and they were duly informed.

- 16.7.7 The Liaison Service Desk (LSD) plays a pivotal role at the FSL in securing exhibits for all criminal cases that require analysis. Thus, the LSD is responsible for registering receipt of all such exhibits/samples, ensuring storage and registering movement of same when required for testing/analysis. For an efficient, effective and smooth running of the LSD, Management reviewed the working arrangement by posting officers of Forensic Technologist Cadre there. In order to better understand the activities carried out at the LSD, the FSL requested the Bureau to carry out a site visit. Details of same are provided hereafter.
- 16.7.8 Bearing in mind all the above, the current structure, which is considered fit for purpose, is being maintained while the existing allowances are being revised.

Allowance for performing duties at the Liaison Service Desk

- 16.7.9 A site visit was effected at the FSL during which the Bureau observed that officers from the Forensic Technologist Cadre are performing duties to ensure the smooth running of daily activities at the LSD. Request was made for the payment of a monthly allowance to these officers. As these duties did not fall within their scheme of service, the Bureau recommended that a monthly allowance of Rs 650 be paid to the Forensic Technologist/Senior Forensic Technologists and Principal Forensic Technologists who are called upon to perform the said duties on a rotational basis.
- 16.7.10 However, a proposal was made for the creation of a dedicated grade to handle the activities at the LSD in a spirit to avoid the misuse of scarce manpower and salary grading for same was provided by the Bureau.
- 16.7.11 We are, therefore, making provision for the continued payment of the monthly allowance pending filling of the post of Forensic Support Officer.

Recommendation 1

- 16.7.12 We recommend that pending filling of the post of Forensic Support Officer, the Forensic Technologist/Senior Forensic Technologists and the Principal Forensic Technologists who are called upon to perform duties at the LSD should continue to draw the monthly *ad hoc* allowance which has been revised to Rs 685.**

Incremental Movement for officers of the Forensic Technologist Cadre

- 16.7.13 Provisions with respect to incremental movement beyond top salary for the Forensic Technologist Cadre are being reviewed in this Report. We are making the necessary recommendations.

Recommendation 2

16.7.14 We recommend that officers in the grade of Forensic Technologist/Senior Forensic Technologist possessing a Diploma in Forensic Science or Chemistry or Biology or Biotechnology or Biology with minor Forensic Science or Chemical Analysis and Instrumentation Techniques or Criminal Justice or Molecular and Cellular Biology or Quality Management or an equivalent qualification and who:

- (i) were in post as at the eve of the publication of the 2021 Report should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 43500 on a personal basis; and**
- (ii) join the grade as from the date of publication of the 2021 Report, should be allowed to move incrementally in the Master Salary Scale by one increment,**

provided that they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.

16.7.15 We further recommend that officers in the grade of Forensic Technologist/Senior Forensic Technologist possessing a Degree in either Forensic Science or Chemistry or Biology or Biotechnology or Biology with minor Forensic Science or Chemical Analysis and Instrumentation Techniques or Criminal Justice or Molecular and Cellular Biology or Quality Management or an equivalent qualification and who:

- (i) were in post as at the eve of the publication of the 2021 Report should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 46100 on a personal basis; and**
- (ii) join the grade as from the date of publication of the 2021 Report, should be allowed to move incrementally in the Master Salary Scale by another one increment,**

provided that they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.

16.7.16 We also recommend that officers in the grades of Principal Forensic Technologist and Chief Forensic Technologist possessing a Degree in either Forensic Science or Chemistry or Biology or Biotechnology or Biology with minor Forensic Science or Chemical Analysis and Instrumentation Techniques or Criminal Justice or Molecular and Cellular Biology or Quality Management or an equivalent qualification and who:

- (i) were in post as at the eve of the publication of the 2021 Report should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 57600 and Rs 66200 respectively on a personal basis; and**

(ii) **join the grade as from the date of publication of the 2021 Report, should be allowed to move incrementally in the Master Salary Scale by one increment,**

provided that they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.

16.7.17 We additionally recommend that the Principal Forensic Technologists and Chief Forensic Technologists should not be granted additional increment for the same qualification if already granted at the lower level.

Chief Forensic Technologist

16.7.18 Currently, appointment to the grade of Chief Forensic Technologist is made by promotion, on the basis of experience and merit, of officers in the grade of Principal Forensic Technologist reckoning at least two years' service in a substantive capacity in the grade.

16.7.19 In view of meeting international standards, forensic analysis in criminal cases has become more complex coupled with the use of sophisticated technologies and test methods. Against this backdrop, it is considered that the work at the level of the Chief Forensic Technologist should be more professional as he is at the head of a technical cadre which provides support to the Forensic Scientist Cadre at the FSL. The Bureau considers that an upgrading of the qualifications requirement to degree level is necessary to operate at Chief Forensic Technologist level. Appropriate recommendations are being made to that effect.

Recommendation 3

16.7.20 We recommend that, in future, appointment to the grade of Chief Forensic Technologist should be made by selection from among officers in the grade of Principal Forensic Technologist possessing a Degree in either Forensic Science or Chemistry or Biology or Biotechnology or Biology with minor Forensic Science or Chemical Analysis and Instrumentation Techniques or Molecular and Cellular Biology or an equivalent qualification and reckoning at least two years' service in a substantive capacity in the grade.

16.7.21 We also recommend that the above provision should apply to officers appointed Principal Forensic Technologist as from the date of publication of the 2021 Report.

On-Call and In-Attendance Allowances

16.7.22 On-Call and In-Attendance allowances are presently paid to officers of the FSL for being on-call beyond working hours and for attending duty whilst being on-call. This present arrangement is important as officers are often required to attend to cases at any time of the night or day during Weekends and Public Holidays. We are, therefore, maintaining the allowances while revising the quantum thereof.

Recommendation 4

16.7.23 We recommend that officers of the Forensic Science Laboratory should be paid On-Call and In-Attendance Allowances when attending work whilst on-call, as per the table below:

Grades	On-Call Allowance				In-Attendance Allowance per hour inclusive of travelling time Amount (Rs)
	Weekdays 0600 hours to 0845 hours 1600 hours to 1800 hours Amount (Rs)	Weekdays 1800 hours to 0600 hours the following day Amount (Rs)	Saturdays 0600 hours to 0600 hours the following day Amount (Rs)	Sundays and Public Holidays 0600 hours to 0600 hours the following day Amount (Rs)	
Director, FSL	140	350	840	1010	350
Deputy Director, FSL	125	320	765	910	315
Chief Forensic Scientist	115	295	685	825	290
Forensic Scientist/Senior Forensic Scientist	100	240	605	730	255
Chief Forensic Technologist	80	185	440	525	190
Principal Forensic Technologist	70	170	415	485	170
Forensic Technologist/Senior Forensic Technologist	55	120	295	350	120

Risk Allowance

16.7.24 Officers of the Forensic Scientist and Forensic Technologist Cadres are presently paid a monthly Risk Allowance. Union members submitted that employees of the Forensic Laboratory Auxiliary Cadre are regularly exposed to: chemicals which are hazardous, inflammable and carcinogenic; body fluids as well as post-mortem specimens; pesticides; insecticides and herbicides, among others. They also assist officers in the Forensic Technologist as well as Forensic Scientist Cadres in the process of analysing exhibits. After examination of the requests, the Bureau considers that there is merit in the demand of staff side and we are extending the payment of the allowance to officers of the Forensic Laboratory Auxiliary Cadre.

Recommendation 5

16.7.25 We recommend that officers of the Forensic Scientist, Forensic Technologist and Forensic Laboratory Auxiliary Cadres should be paid a monthly Risk Allowance equivalent to one and half increments at the initial of their respective salary scale.

16.7.26 We also recommend that officers of the Forensic Scientist and Forensic Technologist Cadres as at eve of the publication of the 2021 Report, drawing a higher quantum as Risk Allowance than what is recommended above, should continue to draw same on a personal basis.

Allowance for Accreditation and ISO Certification

16.7.27 During consultations, union members made submissions to extend the allowance paid to Forensic Scientist/Senior Forensic Scientist and Chief Forensic Scientist for accreditation and ISO Certification duties to the technical cadre. Management on its side proposed an allowance to be paid to the Quality Team set up to perform these duties. After examining the requests of both the staff side and Management, the Bureau is of the view that the present arrangement is appropriate.

Recommendation 6

16.7.28 We recommend that an officer of the Forensic Scientist Cadre who has been designated to perform duties related to ISO Certification and accreditation of the Laboratory on a rotational basis, should be paid a monthly allowance of Rs 2700.

FORENSIC SCIENCE LABORATORY**SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
19 000 110	Rs 119500 Director, Forensic Science Laboratory
19 091 102	Rs 68000 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500 Deputy Director, Forensic Science Laboratory
19 080 096	Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 77950 Chief Forensic Scientist

Salary Code	Salary Scale and Grade
19 059 092	Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Forensic Scientist/Senior Forensic Scientist
19 071 088	Rs 38400 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Chief Forensic Technologist
19 060 083	Rs 29050 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 Principal Forensic Technologist
19 039 073	Rs 19225 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 40300 Forensic Technologist/Senior Forensic Technologist
19 032 069	Rs 17305 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 36550 Forensic Support Officer
24 043 068	Rs 20500 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 Senior Forensic Laboratory Auxiliary
24 026 063	Rs 15745 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 31525 Forensic Laboratory Auxiliary
24 025 058	Rs 15485 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 Driver

Salary Code	Salary Scale and Grade
24 018 048	Rs 13745 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 Handy Worker

